

Name \_\_\_\_\_



## Power In Numbers

**Directions:** Read the passage below about union and non-union workplaces. Then, answer the questions that follow to show your understanding of how workers' rights and benefits can differ.

In a **union workplace**, employees work together as a group to negotiate with their employers for better pay, benefits, and working conditions. This process is called **collective bargaining**. When a union is present, workers often have access to benefits like health insurance, retirement plans, and stronger protections against unfair treatment or sudden job loss. They also have a voice in workplace decisions through representatives who speak on their behalf.

In a **non-union workplace**, employees negotiate for pay and conditions on their own. Some workers may still earn good wages, but their benefits and job security depend on individual agreements with their employer. Without a union, workers may have less protection if disputes arise or if the company changes policies suddenly. However, some people prefer non-union jobs because they can negotiate personal terms directly and don't have to pay union dues.

Both union and non-union workplaces play important roles in the labor system. Labor Day reminds us of the long history of workers joining together to demand fairness, safety, and respect on the job.

### Comprehension Questions:

1. What is *collective bargaining*?
2. Name two benefits that workers in a union workplace often receive.
3. What is one reason some workers prefer non-union jobs?
4. How do unions help protect workers from unfair treatment?
5. Why is Labor Day connected to the idea of unions and workers' rights?