

**Unionization** is the process by which workers come together to form a **union**, which is an organized group that collectively negotiates with employers to improve wages, working conditions, benefits, job security, and other employment terms.

\* **Union**: A formal organization representing workers. \* **Unionization**: The act of organizing workers into a union. \* **Collective bargaining**: The primary function of a union — negotiating as a group with the employer.

Example:

If hospital residents feel overworked and underpaid, they may **unionize** to demand better schedules and salaries through collective action.

In sum, **unionization** transforms **individual** workers into a collective force to negotiate more effectively with employers.

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