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Canadian LabourWatch Association

Labour Day Poll

***What Canada's "Labourers" Are Really Thinking
This Labour Day***

FULL REPORT

Exclusive to National Post and Le Journal de Montréal



A NATIONAL POST / LE JOURNAL DE MONTRÉAL LABOUR DAY POLL

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Why do we poll? / Introduction / Other

Five years ago we polled 1,000 employed Canadians and the results surprised many experts. We are pleased that our Members enabled us to do so again for Labour Day 2008.

Once again the research identified fundamental disconnects between what workers want and most Canadian public policy and labour law regarding unionization. This same disconnect exists between the actions of union leaders and the opinions of the workers union leaders want to unionized or already represent.

As in the 2003 Leger survey, the 2008 Nanos random representative survey Report and detailed data sheets we provide online show the results for 3 groups of respondents:

- Currently unionized.
- Formerly unionized.
- Never unionized.

This is very important. Upon review you will see important differences in what Canada's labourers really are thinking this labour day!

For example, union leaders oppose secret ballot votes and favour card certification – a non-democratic method that is open to abuse. Unionized Canadians are 88% in favour of votes over cards. But, we are not aware of any single traditional union that supports rather than fights to have laws that deny secret ballot votes. Over half of our 11 private sector labour codes still deny votes to workers in the twenty-first century.

Another example: none of these 11 labour codes gives the same level of free speech to employers as to unions. This abrogates workers' Charter freedom of expression rights to hear – to be informed when making important decisions.

A final example, from the many in the survey, is the issue of union dues. In 1991, Canada's Supreme Court ruled, on the facts of the Lavigne case (and overturned two lower courts in Ontario), that the union in question could spend the union dues of a unionized worker, who was not also a union member, on political and other non-bargaining activities. While today, what appears to be lawful in Canada, but no longer lawful in any other country we know of – is still out of step with the views of Canadians. Most significantly, it goes against the views of 79% of unionized Canadians. Yet union leaders keep on doing it.

Our polling is intended to increase awareness and enable stakeholders in the public policy process to more accurately debate these issues and bring Canadian law into line with the trends in international law.

LabourWatch Mandate

We are a non-profit association formed in the year 2000. Our mandate is advancing employee rights regarding unionization; our slogan is informed employees/informed choices. Workers who want to:

- become unionized;
-

- remain unionized; or
- switch unions,

almost always have the significant support of well-funded unions with capable professionals to help them pursue their legal and human rights to associate with a union.

However, employees who wish to remain or become union-free, unionized workers who are disciplined, expelled or sued by their union do not have nearly the same resources as their pro-union co-workers. Today no portion of union dues goes into any form of legal aid fund that a unionized worker or a potentially unionized worker can access. When legal proceedings take place such as application for certification or decertification of a union, unfair labour practice charges or unionized employees legal cases with a union, the reality is unjust. The union is usually represented by an expert labour lawyer in front of a labour board or court while the worker is usually absent or their alone with no lawyer. Employers are generally limited in comparison to the union in the extent to which they can help the affected worker(s). This is a biased system.

LabourWatch provides practical tools for these disadvantaged workers, such as access to simplified instructions and government forms for all 11 private sector labour codes across Canada whereby they can seek to:

- Cancel a signed union card.
- Apply to decertify a union.
- Charge a union with unfair labour practices.

We also provide a wealth of research and speaker tours to educate Canadians on the power imbalance built into the system that tips the field in favour of union leaders and against union-free workers as well as under-served and persecuted unionized workers.

Our Guiding Principles on our website are an outline for fundamental public policy reform.

We commend this expert research to you and invite all comments and criticisms.

Sincerley,



John Mortimer

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LabourWatch Survey of Employed Canadians

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1.0 Methodology

The purpose of public opinion research is to identify perceptions within reliable and acceptable statistical margins of accuracy. To that end, Nanos Research was retained to conduct a public opinion survey of employed Canadians for LabourWatch on a range of workplace issues.

As part of a random representative sample of opinion, a total of 1,000 telephone interviews were conducted with employed Canadians between July 27th and August 6th, 2008. The margin of accuracy for a sample of 1,000 respondents is 3.1 percentage points, plus or minus, 19 times out of 20. At the request of the client an oversampling strategy was implemented in the province of Quebec.

A total of 501 interviews were conducted with employed adults in the Quebec. The accuracy of the oversample of 501 employed Quebecers is 4.4 percentage points, plus or minus, 19 times out of 20. Results in Quebec were weighted down in the national sample so that the reported number of interviews reflected the true proportion of employed individuals in the province vis-à-vis the rest of the country. Margins of accuracy may be wider for sub-populations detailed in this report and percentages may not add up to 100 due to rounding.

Table 1.0
Quota Distribution
Survey of Employed Canadians

Region	Quota	Margin of Accuracy
Atlantic	65	±12.4
Quebec*	501	±4.4
Ontario	391	±5.0
Manitoba/Saskatchewan	65	±12.4
Alberta	116	±9.2
British Columbia	135	±8.6
Total	1,000	±3.1

**Note: see methodological note above*

The random sample was created by cross-correlating the postal codes with a non-proprietary database of telephone numbers. Within the sampling universe, potential respondents were randomly selected to participate in the study. All selected members of the sampling universe who were not available were called back five (5) times and only individuals who were employed were eligible to participate in the study.

Ten percent of the fieldwork was monitored as part of the firm's quality and data integrity procedures. Validation and testing of key demographic cohorts indicate that the sample profiles were representative of the populations within acceptable margins of statistical accuracy.



Readers should note that the statistics from the 2003 Leger Study have been incorporated for comparison purposes. Where comparative questions were asked, the wording is detailed.

This report includes an executive summary and an analysis of the survey findings. This research project was completed in accordance with the standards of and registered with the Marketing Research and Intelligence Association of which Nanos is a Corporate Gold Seal Member.



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2.0 Executive Summary

Nanos Research's survey of 1,000 employed Canadians revealed that more than eight in ten respondents worked full time. Overall, one quarter of the employed Canadians surveyed were unionized (six percent less than the preceding research conducted five years ago in 2003). Of those who did not hold a union job nearly eight in ten were not interested in being unionized. Three in four respondents with a unionized job believed their Membership in the union was mandatory and that they were unable to resign their position without losing their job. Virtually all respondents (88%) agreed a secret ballot should be required when forming or removing a union from the workplace. To follow are the key highlights of the research.

- ✦ **Eight in ten employed full time.** Consistent with the research conducted in 2003 more than eight in ten (84%) survey participants were employed full time compared to 16% employed part time. In the current research, men (87%) were comparatively more likely to be employed full time than women (80%).
- ✦ **Most Canadians employed in non-unionized job.** Seventy four percent of employed Canadians currently held a non-unionized job, an increase of six percent since the 2003 research was conducted. Only one quarter (26%) were currently employed in a unionized position. Respondents in Quebec (36%) were twice as likely as those in Alberta (16%) to be unionized.
- ✦ **Little interest in being unionized.** When non-unionized working Canadians were asked for their level of interest in being unionized at their current job nearly eight in ten (77%) were either somewhat not interested (6%) or not at all interested (71%). Although still a minority opinion, Atlantic Canadians were comparatively more likely to prefer their current job be unionized compared to the survey average (20% very/somewhat interested), as were younger Canadians (+15 amongst 18 to 24 year olds).

Current/Formerly Unionized Canadians

- ✦ **Perception of union Membership status.** Prompted with a full definition of union Membership more than eight in ten (85%) of those who have held a union job believed they were an actual Member of the union. Thirteen percent believed they were not actual Members of a union. Regionally, respondents in Quebec and Manitoba/Saskatchewan were marginally less likely to believe they fit the criteria for actual union Membership (79% and 75% respectively) compared to respondents in other parts of Canada.
- ✦ **Union Membership compulsory.** Three in four of those who held a union job stated they could not resign their union Membership while keeping their unionized job. Only fifteen percent believed they could resign from the union without jeopardizing their employment. Albertans (25%) were most likely to believe they could resign their union Membership and still keep their job. Probed for why they became a union Member 90% indicated Membership was required and came with the job.
- ✦ **Unions bring fair treatment.** Formerly unionized employees (24%) were half as likely as currently unionized employees (44%) to believe a union in the workplace was required to ensure equitable treatment by management. Seven in ten unionized respondents believed the presence of a union in their workplace was an important factor in their receiving fair treatment from their employer. One quarter believed their union was not important to receiving fair treatment at work.
- ✦ **Union dues well spent.** Formerly unionized workers (36%) were more likely to believe their dues were not well spent compared to current union workers (27%). Sixty percent of current/former unionized employees believed their dues were well spent by their union, while a significant three of every ten (30%) current and former unionized employees believed their dues were not well spent.
- ✦ **Unionized workers would prefer to remain unionized.** A significant cleavage is evident in the opinions of current versus former union workers. While 70% of current union workers preferred their jobs remain unionized only 52% of



former union workers preferred their former unionized job remain unionized. Notably, more than one quarter (27%) of currently unionized respondents stated that if given the choice they would prefer not to be unionized. Two thirds of current/former union workers preferred their current/former union job remained unionized; twice the number of those who preferred their job was not unionized.

Job Satisfaction

- ⊕ **Job satisfaction levels remain very high.** Overall, more than nine in ten (92%) of employed Canadians were very/somewhat satisfied with their current job. Overall job satisfaction levels were unchanged from 2003 levels although in the current research employees were more likely to be very satisfied with their job (60%) than they were in 2003 (53%). However, currently unionized respondents were less likely to be very satisfied (54%) with their jobs than the never unionized (61%) and formerly unionized (66%).
- ⊕ **Canadians satisfied with management.** Almost nine in ten (88%) of employed Canadians were very/somewhat satisfied with their relationship with management at work. Fewer than one in ten (9%) were somewhat/very dissatisfied. A significant variance was evident in the opinions of current versus former/never unionized respondents interviewed. While more than six in ten former union (65%) and never-unionized (61%) employees described themselves as 'very satisfied' with their relationship with management at work only four in ten (43%) current union workers held the same opinion. This could be indicative of the traditionally antagonistic nature of the union/management relationship in the Canadian labour relations scheme.
- ⊕ **Job security levels high.** Nearly nine in ten (87%) of respondents were very/somewhat satisfied with their job security compared to 10% who were somewhat/very dissatisfied. Overall satisfaction with job security has increased by six points since the previous wave of research in 2003 (81% very/somewhat satisfied). Results for never, current and formerly unionized respondents were consistent with the survey average.
- ⊕ **Satisfaction with union relationship strong.** Seven in ten current/former union workers were very/somewhat satisfied with their relationship with their union with the highest satisfaction levels observed among respondents in British Columbia (81%) and Atlantic Canada (72%). Three in four (76%) respondents were very/somewhat satisfied with the representation they received from their union.

Economic Impact

- ⊕ **Small businesses the key to economic health.** Of the four groups tested respondents were most likely to believe small businesses brought the greatest contribution to Canada's prosperity and economic well being (91% very/somewhat positive). Although still a comfortable majority, Quebecers were comparatively less likely to believe small businesses were key contributors to our prosperity (-19) compared to Canadians in other regions of the country.
- ⊕ **Large businesses strong contributors to economic health.** Eight in ten employed Canadians (80%) stated large businesses made a very/somewhat positive contribution to Canada's prosperity, unchanged from 2003 observations (79% very/somewhat positive). Regional analysis indicated that respondents in Ontario (84%) and Alberta (82%) were most likely to believe large businesses made a positive contribution to Canada's economic well-being.
- ⊕ **Government a positive driver.** Seven in ten (69%) employed Canadians thought governments made a very/somewhat positive contribution to the nations prosperity and economic well being, up ten points from the 2003 wave of research. Notably, respondents were nearly three times more likely, in the current research, to believe governments made a very positive contribution (20%) compared to five years ago (8% very positive contribution).
- ⊕ **Union contribution positive.** Six in ten (63%) respondents believed unions make a very/somewhat positive contribution Canada's prosperity, with the change from 2003 being within the margin of accuracy for the research (+2).



Union Impact

- ⊕ **Unions losing their relevance.** Over the past five years, the number of employed Canadians who believe unions are no longer necessary has increased by eight percent and is now tied, in percentage terms, with the view that unions are still as relevant today as they have ever been. In the current research 46% of survey respondents stated unions were needed and relevant at one time but today they were no longer necessary, on par with the incidence of those who believed unions were still as relevant today as they have ever been (47%).
- ⊕ **Canadians split on impact unions have on competitiveness.** Respondents were equally divided on the net effect unions had on the ability of a business to compete. Currently, 46% believed unions had a very/somewhat positive effect on business competitiveness, identical to the number who believed they had a somewhat/very negative effect.
- ⊕ **Unions bring job security.** More than eight in ten (82%) believed the presence of a union enhanced job security for employees in the workplace. Young Canadians were nearly three times more likely to be of this opinion compared to older respondents.
- ⊕ **Opinions on union impact on innovation split.** Fifty three percent of respondents agreed the presence of a union in the workplace promoted innovation while 40% disagreed.
- ⊕ **High oil prices responsible for layoffs.** Asked, one third (33%) of respondents believed recent layoffs in the auto sector were the result of the high price of oil with a further 25% indicating the layoffs were the result of the manufacture of vehicles which were not in demand. Eighteen percent of employed Canadians blamed high labour costs with an additional 16% blaming poor management decisions.

Unions in the workplace

- ⊕ **Secret ballots a must.** Working Canadians continue to believe a secret ballot should be required when forming or removing a union from a workplace with nine in ten (88%) completely/somewhat agreeing; unchanged from 2003 observations.
- ⊕ **Employees entitled to information from both sides.** More than nine in ten (93%) working Canadians completely/somewhat agreed that during a union organizing drive employees should be entitled to obtain information from both the union and employer on the impact of a union in the workplace.
- ⊕ **Full union Membership should not be mandatory.** Asked if it should be a condition of employment that all employees of a workplace that is or becomes unionized should become full Members of the union 52% completely/somewhat agreed. Forty five percent somewhat/completely disagreed with this statement.
- ⊕ **Employees should have the right to choose their representation.** Ninety percent of Canadians completely/somewhat agreed employees should have a choice as to which union represented them to only seven percent who disagreed.
- ⊕ **Canadians oppose discrimination against non-union companies/employees.** By a nearly four to one margin respondents disagreed that governments should be permitted to restrict public contracts to unionized companies/employees only. Seventy five percent somewhat/completely disagreed with this statement compared to 20% who completely/somewhat agreed.
- ⊕ **Unions must disclose spending of union dues.** Almost four of five working Canadians (78%) of Canadians somewhat/completely disagreed with the statement 'unions should not be required to publicly disclose how they spend the union dues they collect from unionized workers'. Only 19% completely/somewhat agreed with the statement.
- ⊕ **Canadians believe Membership is mandatory at a unionized workplace.** Sixty five percent of respondents believed if they were employed at a unionized workplace it would be mandatory to become a union Member, more than twice the number who believed they would have the choice as to whether or not to join the union (30%). Quebecers were the most



likely to believe union Membership would be voluntary at 39% overall, nearly twice the observations made among respondents from BC (22% would have a choice).

Unions in Canada and the World

- ⊕ **Canada and the European Union.** Forty seven percent of respondents considered it very/somewhat important that Canada have similar rules related to unions as the European Union. Thirty percent considered this association somewhat/very unimportant while a further 23% were unsure.
- ⊕ **Canada and the United States.** One half (52%) of respondents considered it very/somewhat important that rules on unions be consistent between Canada and the US. Twenty seven percent considered this somewhat/very unimportant with a further 19% unsure. Ontarians were more likely to consider this comparability important than other regions of the country.
- ⊕ **Canada and Australian/New Zealand.** Forty two percent of working Canadians considered it very/somewhat important that Canada's rules on unions be consistent with rules in Australia and New Zealand. One third (32%) believe this to be somewhat/very unimportant with 25% unsure.
- ⊕ **Canada and the United Nations.** Almost half (47%) of working Canadians believed it to be very/somewhat important that Canada and the Member countries of the United Nations share similar rules on unions. Three in ten (30%) indicated this was somewhat/very unimportant while another 22% were unsure.
- ⊕ **Canadians prefer non mandatory union Membership.** Six in ten (58%) have a very/somewhat positive impression of the rules in the United States, Europe, Australia and New Zealand which ban mandatory union Membership; more than twice the level of those with a somewhat/very negative impression of this approach (24%).
- ⊕ **Employees should have the option to pay lower union dues.** Over half (54%) of respondents had a very/somewhat positive impression of the approach which allowed a unionized employee who declined union Membership to pay lower dues to cover the costs of collective bargaining but not be forced to pay the additional dues that could be used for non-bargaining purposes such as supporting and opposing specific political parties, politicians, social causes, etc. Positive impressions of this approach were highest among respondents in Quebec at more than six in ten overall (63% very/somewhat positive impression).

Federal Civil Service Labour Code

- ⊕ **Most Canadians unaware union Membership is not mandatory for Federal government employees.** Nine out of ten working Canadians (88%) were unaware that the Federal civil service Labour Code does not allow unions and employers to force union Membership as a condition of employment. Only twelve percent of respondents were aware of this.
- ⊕ **Impression of Federal civil service Labour Code strong.** Nearly six in ten (57%) working Canadians had a very/somewhat positive impression of the employment rights afforded to government of Canada employees by the Federal Civil Service Labour Code. Only one third (33%) had a somewhat/very negative impression of this approach.

Union dues administration

- ⊕ **Canadians oppose contributing union dues to political parties.** Eight in ten (81%) working Canadians somewhat/completely disagreed that union dues should be used to make contributions to political parties. Only sixteen percent completely/somewhat agreed this was an acceptable practice. Respondents in Quebec were most likely to oppose using union dues for political contributions (87% somewhat/completely disagree).
- ⊕ **Contributing to advocacy groups outside the workplace unacceptable.** More than seven in ten working Canadians (72%) somewhat/completely disagreed with using union dues to make contributions to advocacy groups unrelated to workplace needs, three times the number who completely/somewhat agreed.



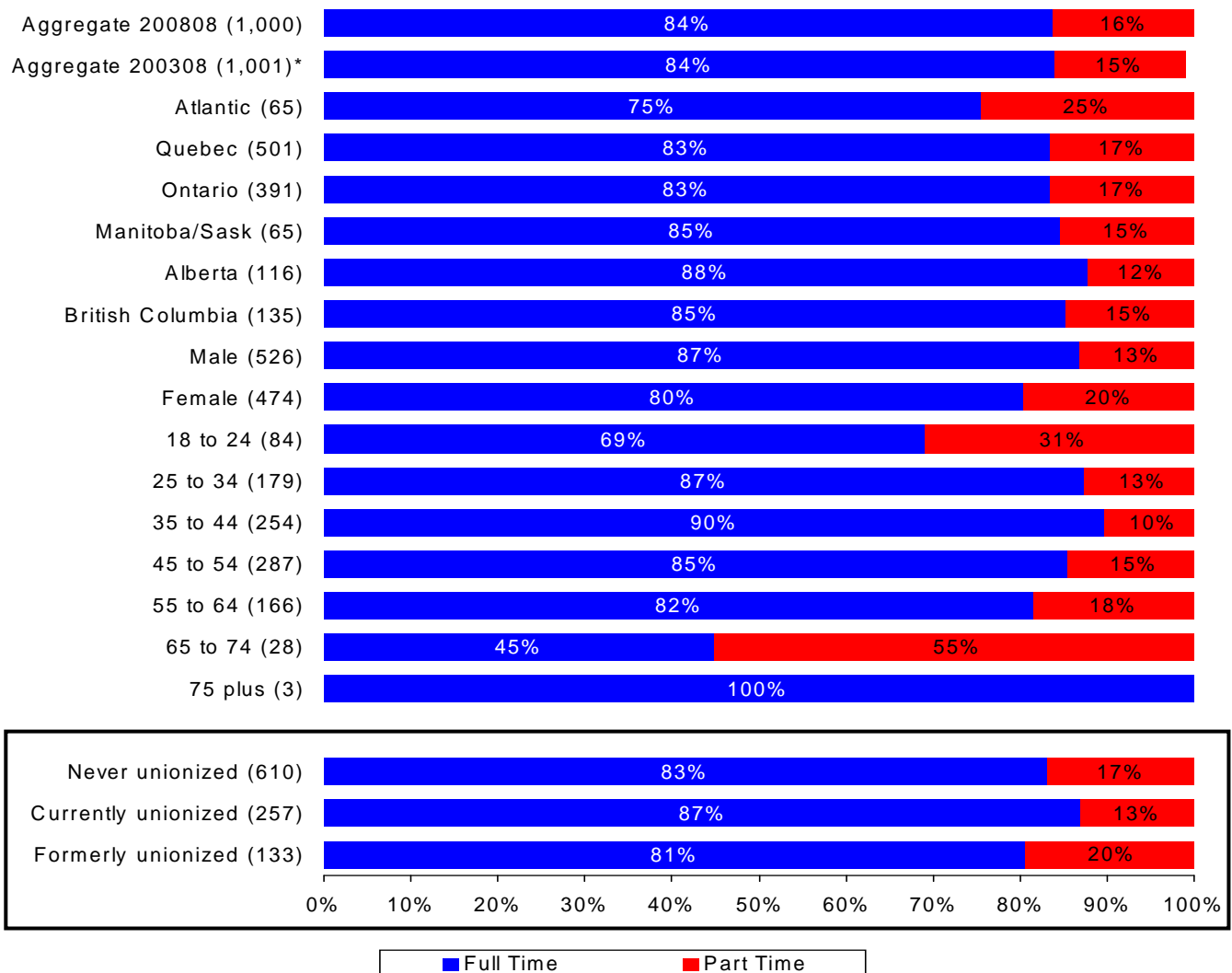
- ⊕ **Union dues should not be partisan.** Eight in ten (80%) respondents somewhat/completely disagreed union dues should be used to support advertising campaigns that opposed a specific political party. By contrast, only 17% completely/somewhat agreed with this proposition.
- ⊕ **Spending of union dues.** Asked what percentage of union dues should go towards providing information resources and legal support to form or preserve a union half of respondents stated the threshold should be 20% or less.



3.0 Work Situation

Consistent with the research conducted in 2003 more than eight in ten (84%) survey participants were employed full time at the time of survey compared to 16% who were employed part time. Levels of full time employment were comparatively higher in Western Canada with Alberta recording the highest level of full time employment at 88% overall. Analysis of the demographic cohorts indicated that men (87%) were notably more likely to be employed full time compared to women (80% full time) with full time employment levels highest among respondents between 25 and 44 years of age.

Which of the following best describes your work situation? (Source: Nanos Research, August 2008)



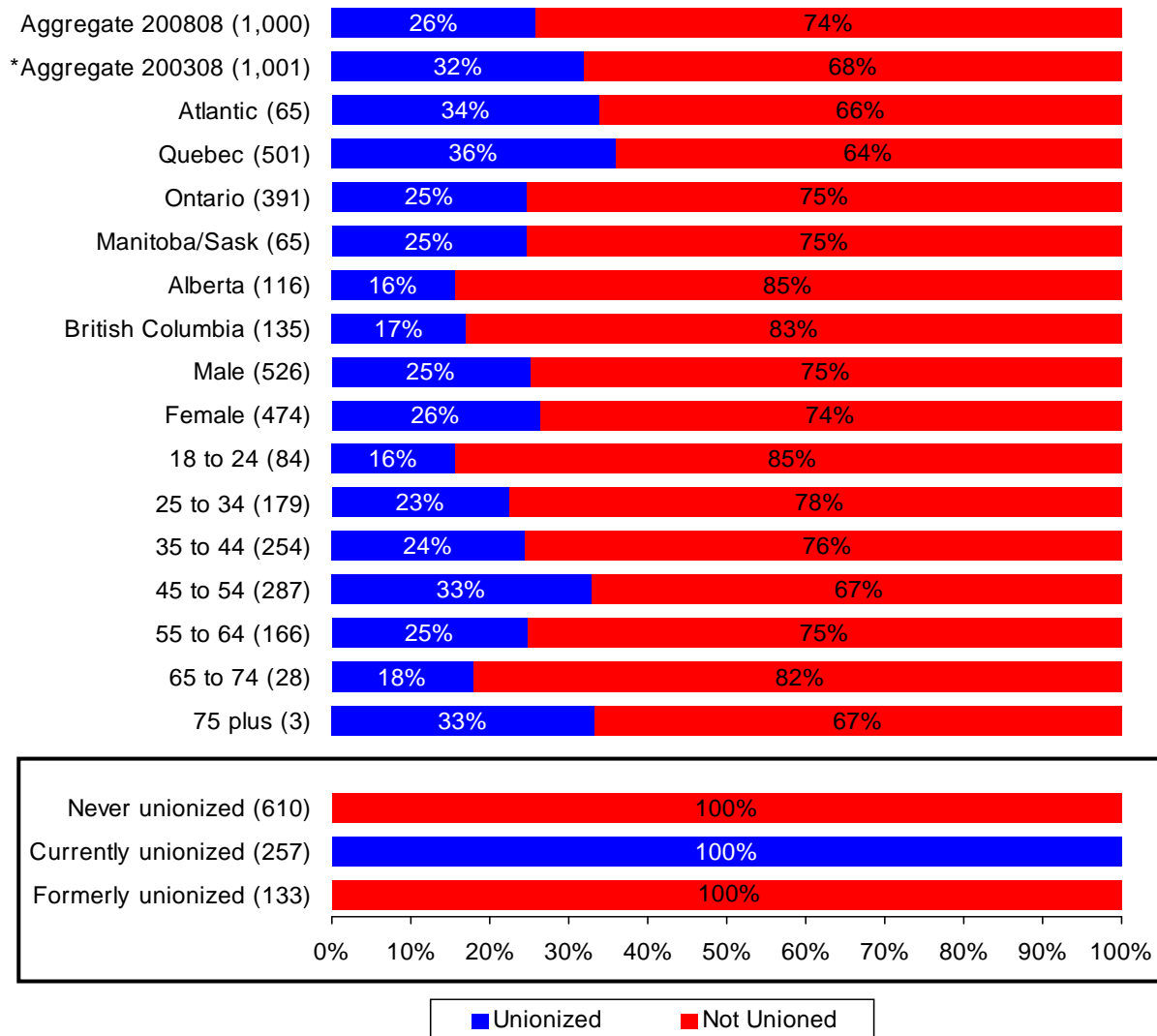
* 2003 Study Question - Do you work part-time or full-time?



4.0 Unionized or Not

Survey research indicates that roughly one quarter of working Canadians interviewed were currently unionized compared to 74% who were not currently employed in a unionized job. Longitudinal analysis indicates the number of employed Canadians holding a unionized job has dropped by six points over the past five years (32% unionized in 2003). Prevalence of unionized respondents was higher in Quebec (36%) and the Atlantic provinces (34%) - twice the levels observed in Western Canada - Alberta (16%); British Columbia (17%). Middle aged respondents between 45 and 54 years of age were the most likely to currently be in a union job; twice that of younger working Canadians under 25.

In your current job, are you unionized, or not unionized? (Source: Nanos Research, August 2008)



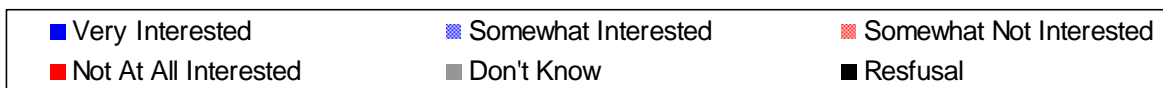
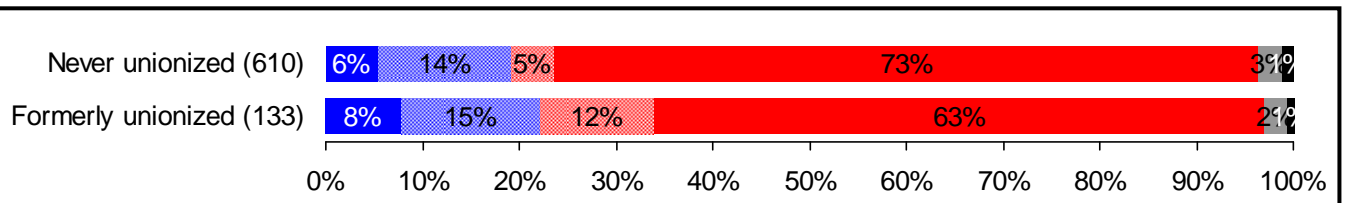
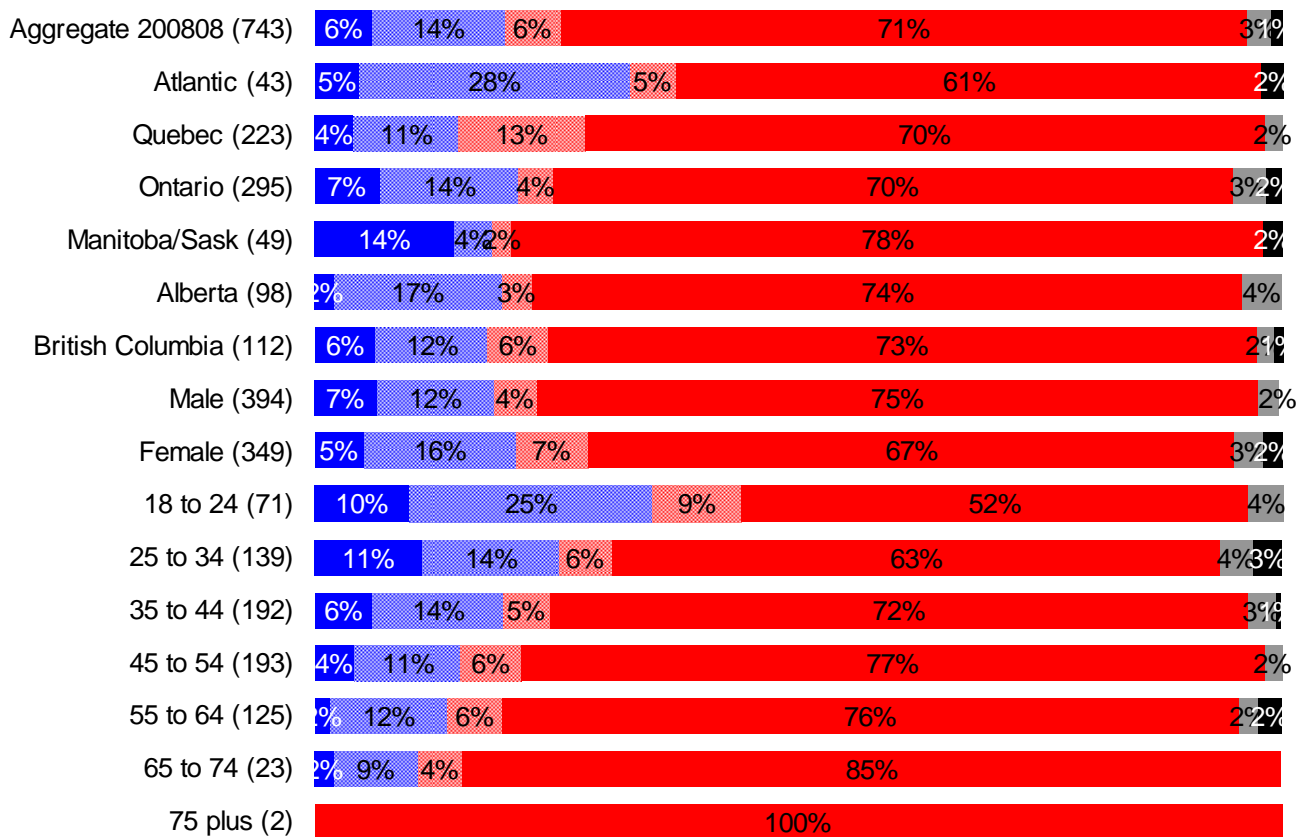
*2003 Study Question – In your current job, are you unionized, that is, are you a member of a union?



4.1 Interest in Unionization

Non-union respondents were probed to determine their level of interest in being unionized in their current job. Respondents were clear in their opposition to their current job becoming unionized with 77% somewhat or not at all interested in being unionized. Opposition to being unionized was nearly four times that of the preference to become unionized. While Canadians aged 18 to 24 were most likely to prefer their current job was unionized (+15 from national average) as the age of the respondent increased so to did ones likelihood to be 'not at all interested' in their current job becoming unionized.

If you are not unionized now, would you be very interested, somewhat interested, somewhat not interested or not at all interested in being unionized in your current job? [non-unionized respondents only] (Source: Nanos Research, August 2008)

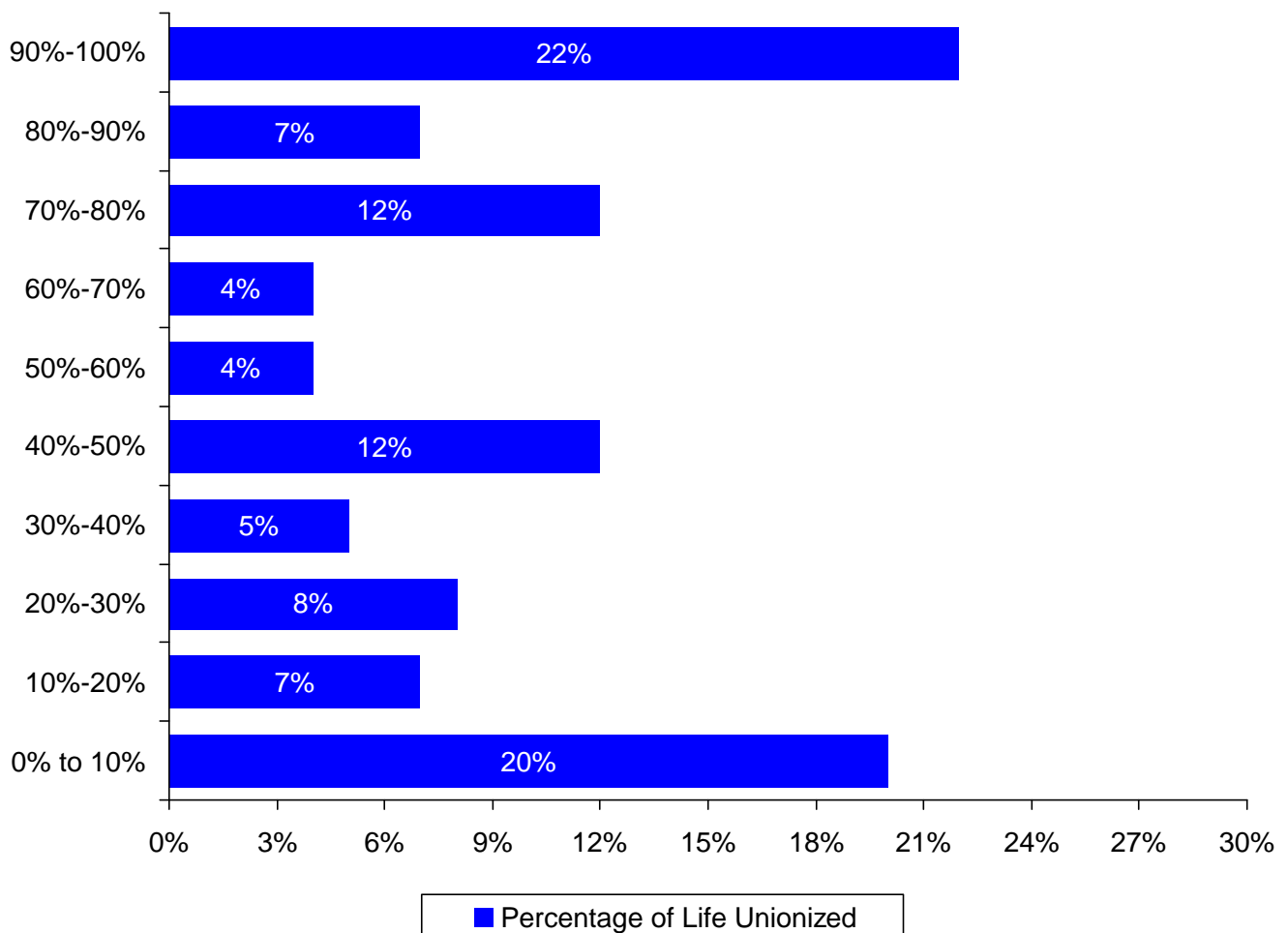


4.2 Percentage of Life Unionized

Respondents who currently/previously held a unionized job were asked for what percentage of their working life they have been unionized. Overall, one in five indicated they have been unionized their entire life, with an equal number indicating they have been unionized for ten percent of their working life or less. Asked, current union workers indicated they have been unionized for, on average, two thirds (65%) of their working life; twice the levels observed among those who were former union workers - unionized for, on average, 33% of their working life.

Analysis by job profile showed that full time employees (27%) were seven percent more likely to be unionized than their part time counterparts (20%).

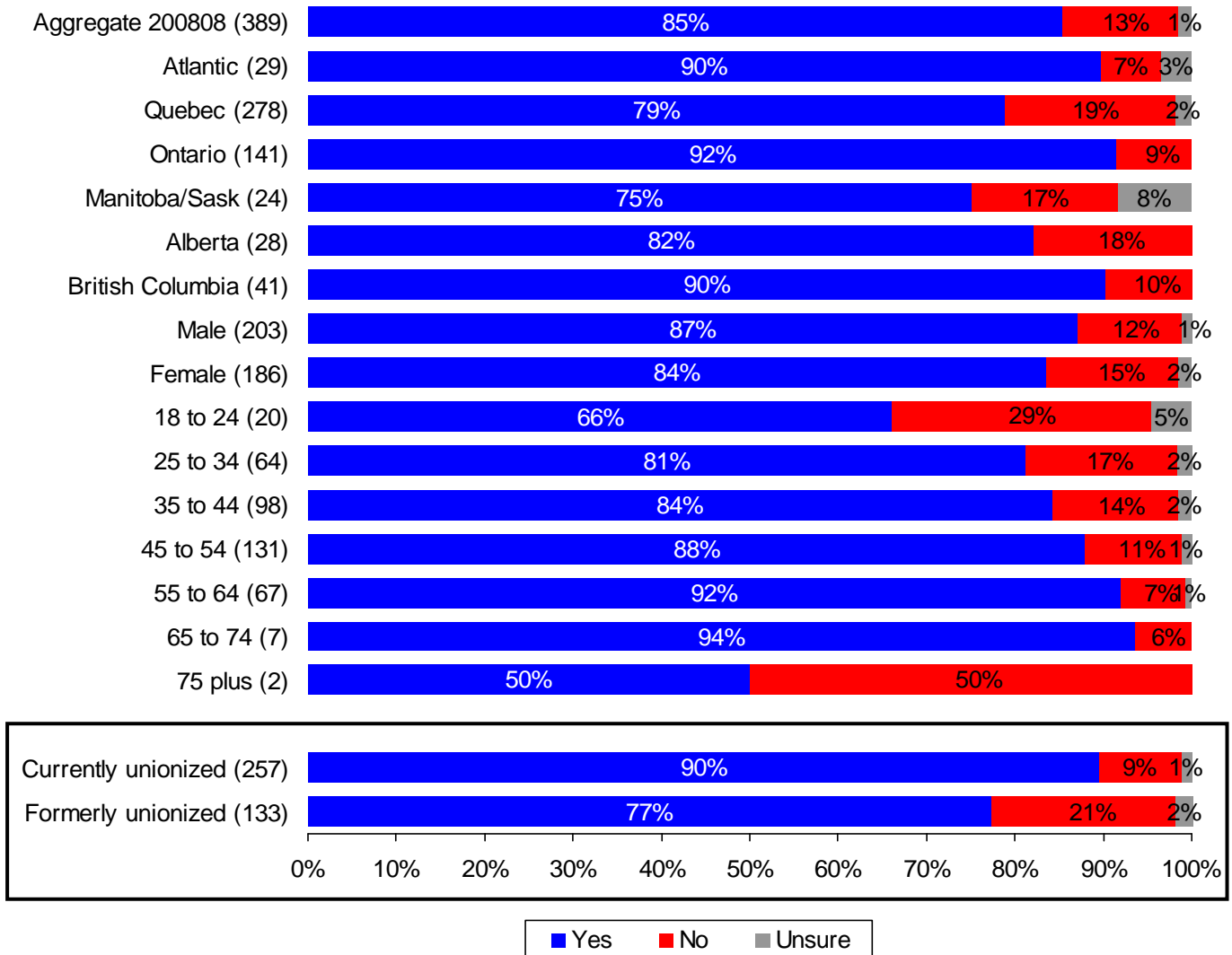
For what percent of your working life have you been unionized? (Source: Nanos Research, August 2008, n=389)



4.3 Unionized Employees and Union Membership Status

Provided with information about the definition of a “union Member” more than eight in ten (85%) of those currently in a unionized job believed they were an actual union Member rather than a unionized non-Member. Thirteen percent believed they did not fit the criteria to be a union Member with a further one percent unsure. Respondents in Quebec (79%) and Manitoba/Saskatchewan (75%) were least likely to indicate they fit the criteria to be a full union Member as were respondents aged 18 to 24 (69%).

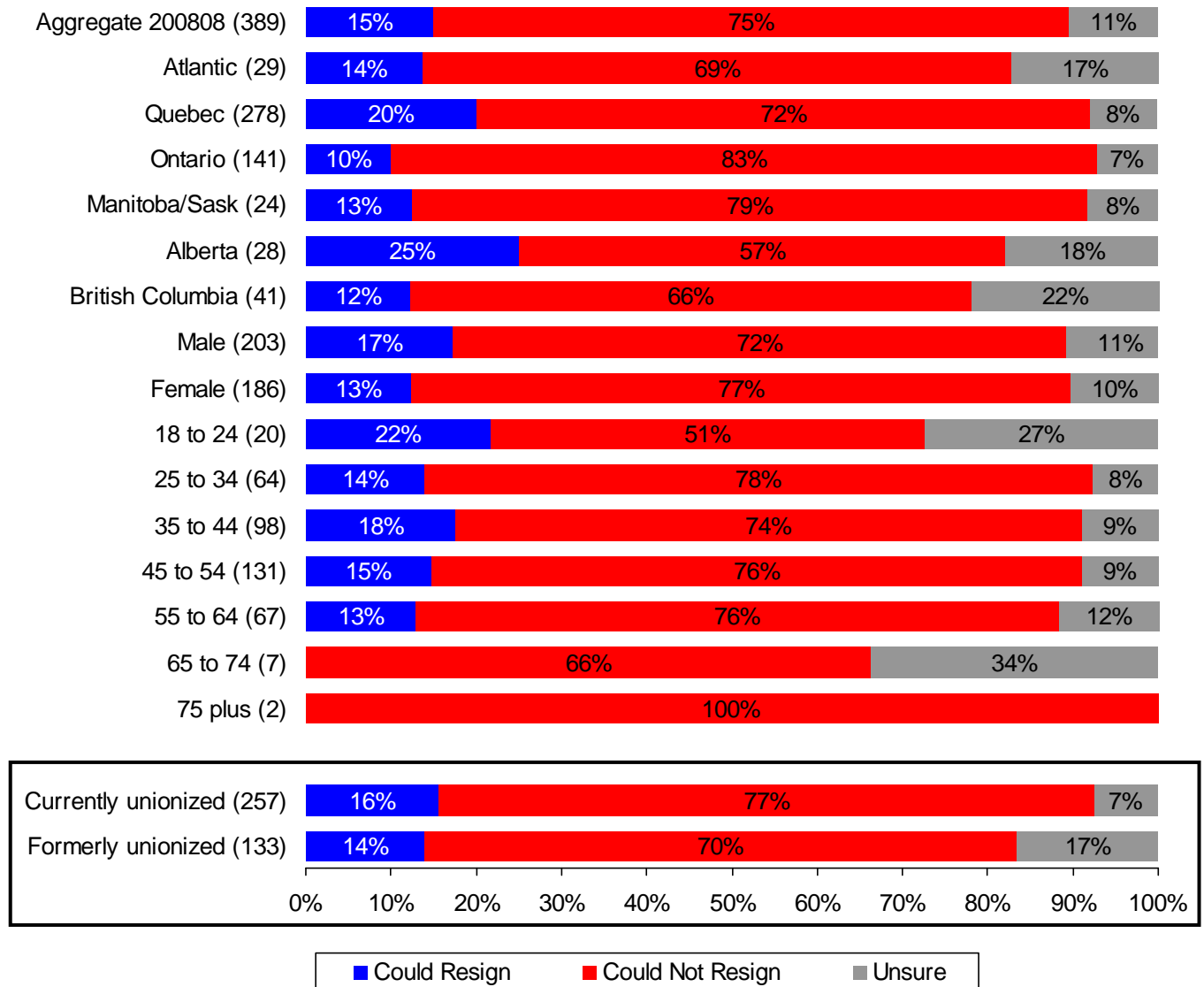
You said you are/were unionized. An actual Member of a union can be elected to represent fellow workers and is also subject to union discipline. Someone covered under a collective agreement who pays dues but cannot be elected or be subject to union discipline is unionized but not an actual union Member. Based on what I have just explained are/were you an actual Member of a union or not a Member? (Source: Nanos Research, August 2008)



5.0 Awareness of Impact of Resigning from Union Membership

Three out of four respondents holding a unionized job stated Membership in the union was a requirement for keeping their job. Asked, 75% believed they could not resign their union Membership and still keep their job, five times the number who believed they could resign from the union and still keep their unionized job. Respondents from Alberta (25%) and those 18 to 24 were more likely to believe they could resign from their union without losing their job. Readers should note the small sample size of this measure when interpreting the data.

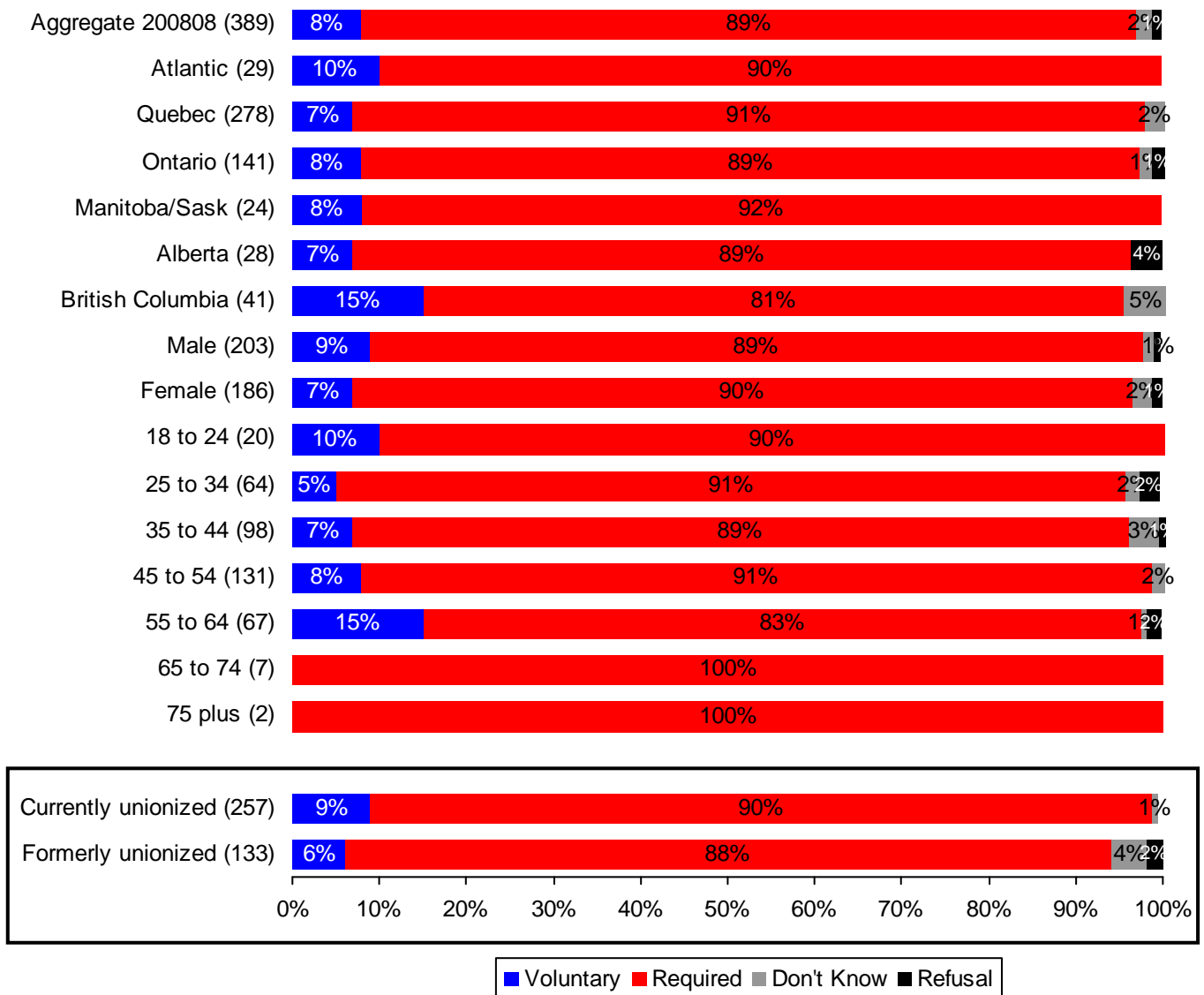
Which of the following is true for you? I can / could resign my union Membership while keeping my unionized job. I cannot / could not resign my union Membership while keeping my unionized job. I do not know whether or not the collective agreement at my unionized job allows / allowed me to resign from the union but keep my job. (Source: Nanos Research, August 2008)



6.0 Awareness of How They Became a Union Member

When unionized employees were asked how they became a union Member, nine in ten (89%) indicated it came as part of their job compared to only 8% who voluntarily joined the union. The recollection that they voluntarily obtained Membership in the union was highest among respondents from British Columbia (15%) as well as those aged 55 to 64 (15% each). No other significant deviations from the survey norm were observed. Readers should note the small sample size of this measure when interpreting the data.

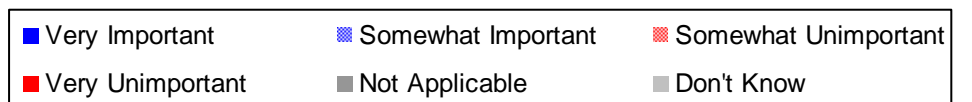
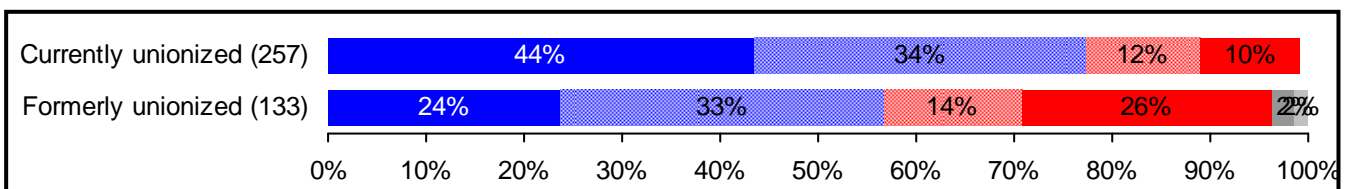
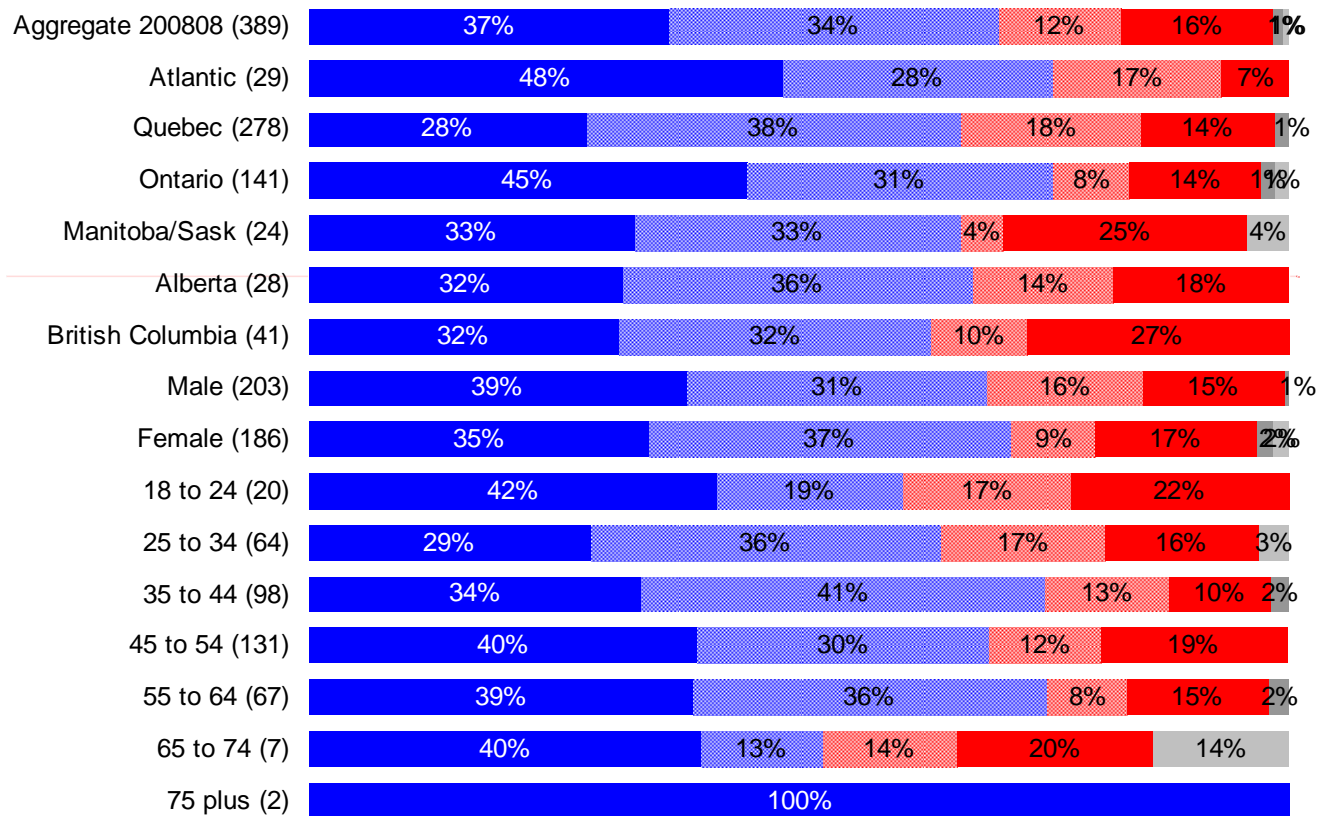
Which of the following best describes how you became a union Member is it because..... It was required and came with the job? You voluntarily became a Member of the union? (Source: Nanos Research, August 2008)



7.0 Importance of a Union in Their Workplace

Seven in ten unionized Canadians believed the union presence in their workplace was a very/somewhat important factor in their receiving fair treatment from their employer compared to one quarter who believed the union played a somewhat/very unimportant factor in their being treated fairly at work. Comparatively speaking, respondents in Quebec were least likely to consider their union a very important factor in receiving fair treatment. Notably, respondents who were unorganized were roughly half as likely to consider a union very important to receiving equitable treatment than currently unionized respondents. Readers should note the small sample size of this measure when interpreting the data.

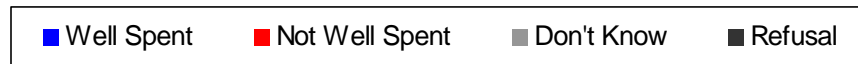
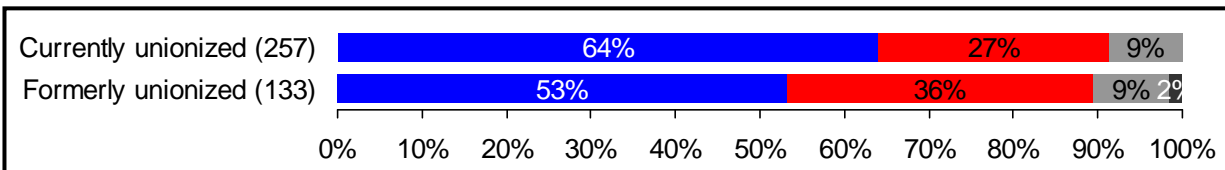
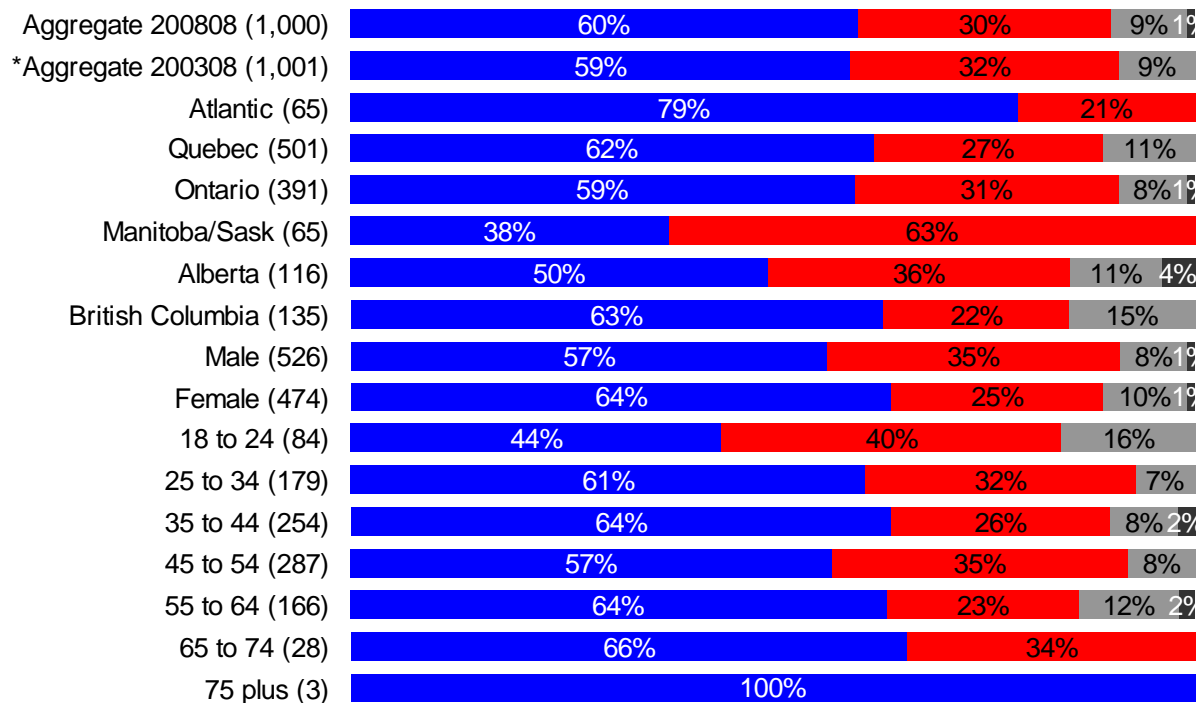
Is/was the presence of a union in your work place, very important, somewhat important, somewhat unimportant or very unimportant for you to receive fair treatment from your employer? (Source: Nanos Research, August 2008)



8.0 Spending Union Dues

While a majority of current/former unionized respondents thought their union dues were well spent a significant three in ten disagreed (60% well spent; 30% not well spent). Ten percent were unsure on this measure. Even among currently unionized working Canadians, 27% thought their dues were not well spent. Overall satisfaction with the financial management of dues was consistent with the findings of previous research with the variance in opinions well within the margin of accuracy for the research. Respondents from Manitoba/Saskatchewan were significantly more likely to believe their union dues were not well spent (+23 from survey average) while those in Atlantic Canada appeared most satisfied. Formerly unionized respondents were nine points more likely to believe their union dues were not well spent vs. currently unionized Canadians. Readers should note the small sample size of this measure when interpreting the data.

From what you know / knew of your union's activities, do / did you feel that your contributions (in the form of dues) are / were..... Well Spent or Not Well Spent? (Source: Nanos Research, August 2008)



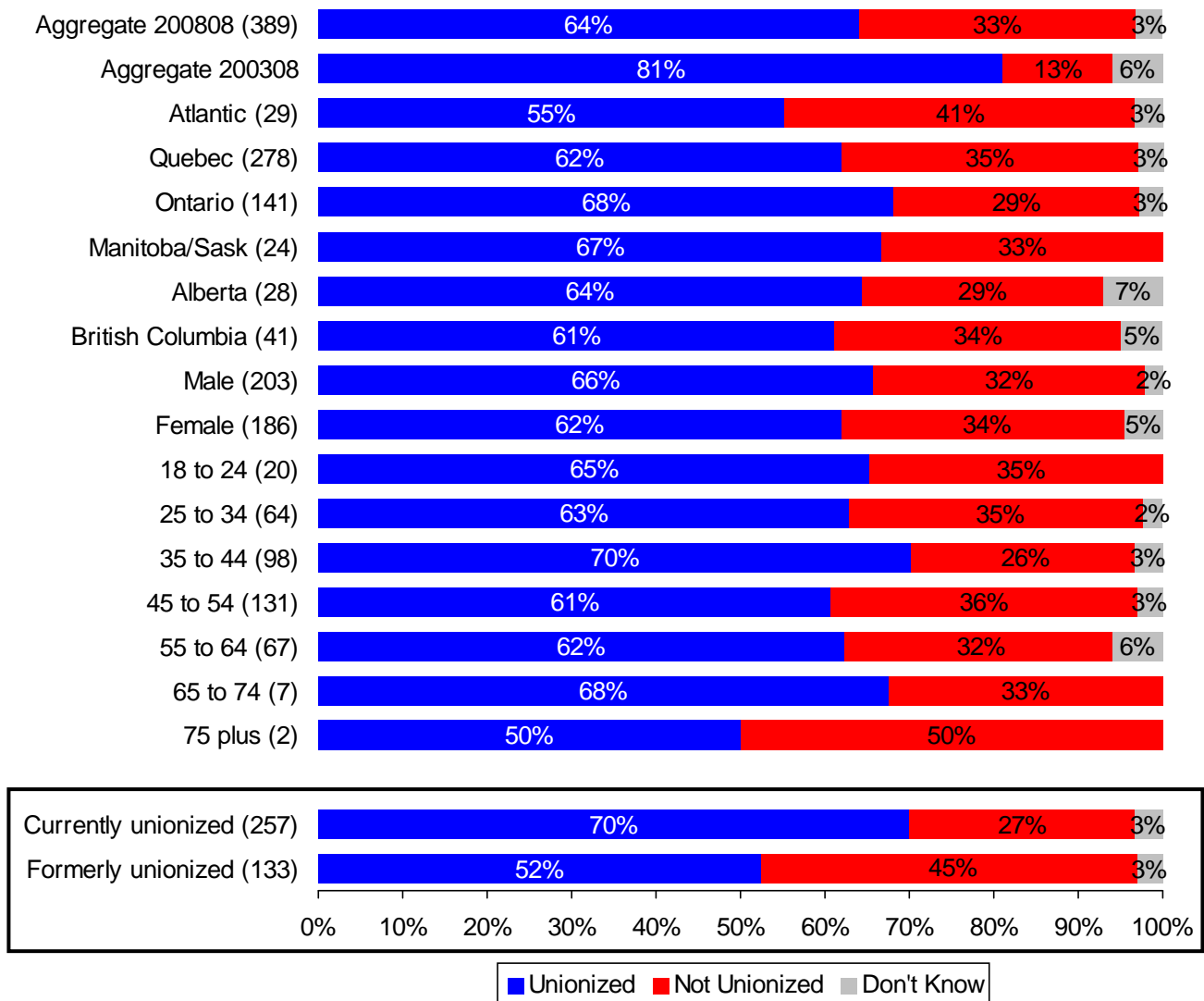
*2003 Study Question- From what you know of your union's activities, do you feel that your contribution (in the form of union dues) are well spent or not?



9.0 Choice to be Unionized

Asked, only 64% of current/formerly unionized employees would choose to be unionized compared to one third who would prefer not to be unionized. This represents a significant drop of 17 points over the past five years in the opinions of unionized employees in Canada. Significantly, only half (52%) of formerly unionized workers would wanted to be unionized compared to 70% of currently unionized workers. Notably, three in ten (27%) currently unionized workers would rather not be unionized. Readers should note the small sample size of this measure when interpreting the data.

If you were given the choice in your current job / FORMERLY UNIONIZED JOB would you choose / HAVE WANTED to be..... Unionized or Not Unionized? (Source: Nanos Research, August 2008)



*2003 Study Question- If you were given the choice in your current job between remaining unionized or not being a Member of a union, which would you choose?

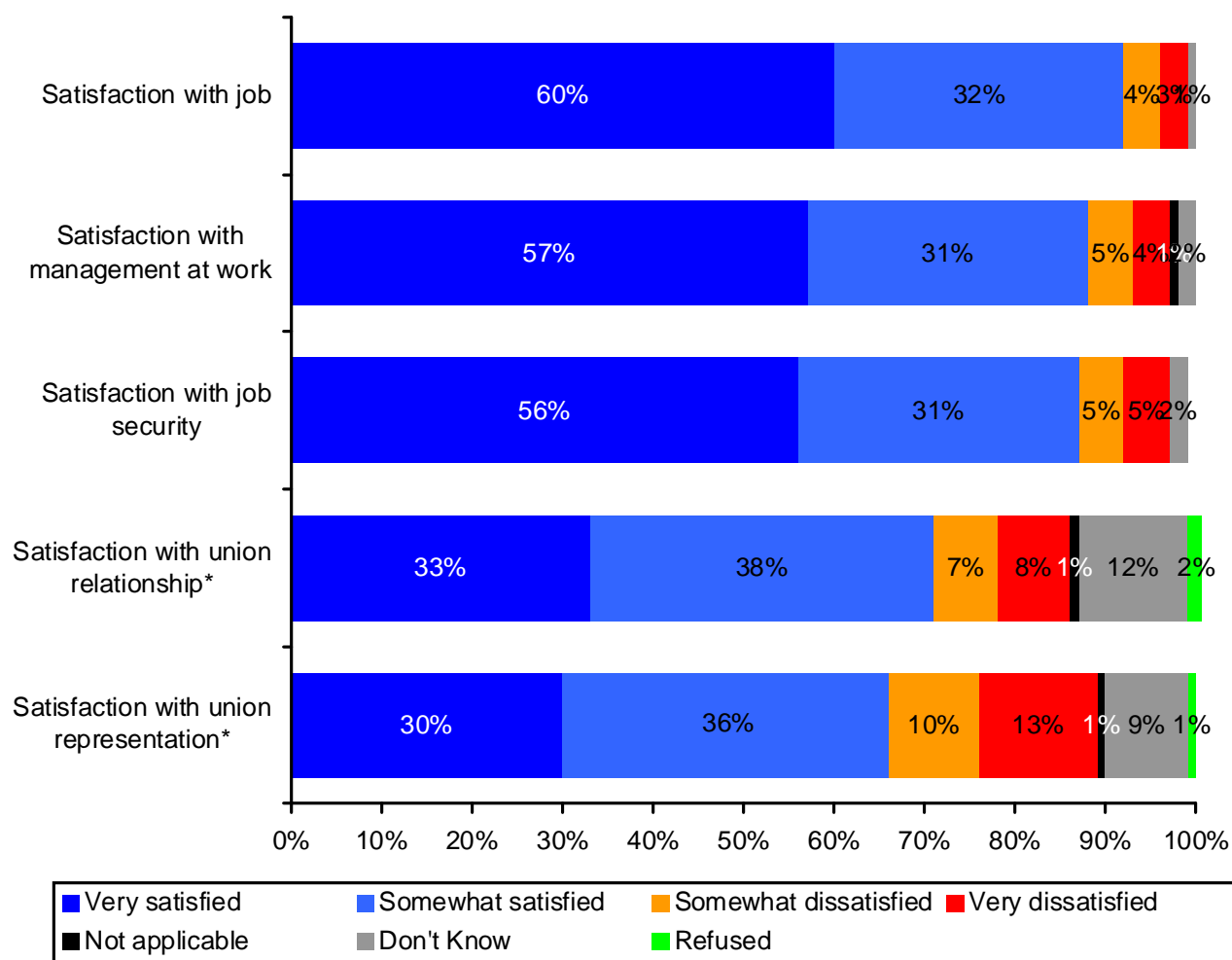


10.0 Job Satisfaction

Employed Canadians were prompted for their satisfaction levels on a number of items related to their workplace. Overall job satisfaction received the highest score with more than nine in ten (92%) respondents indicating they were very/somewhat satisfied with their current job. Management relations were also strong with a comparable number (91%) very/somewhat satisfied with their relationship with management at work. Eighty nine percent of employed Canadians were very/somewhat satisfied with the security of their jobs. Negative perceptions were limited on this measure with average negative scores under ten percent overall.

Current and formerly unionized workers were also probed for their opinions on their relationship with the union. Asked, seven in ten (71%) indicated they were very/somewhat satisfied with their relationship with the union at their workplace. When probed for their opinions on the representation they receive from their union only two thirds (66%) indicated they were very/somewhat satisfied compared to one quarter (23%) who were somewhat/very dissatisfied.

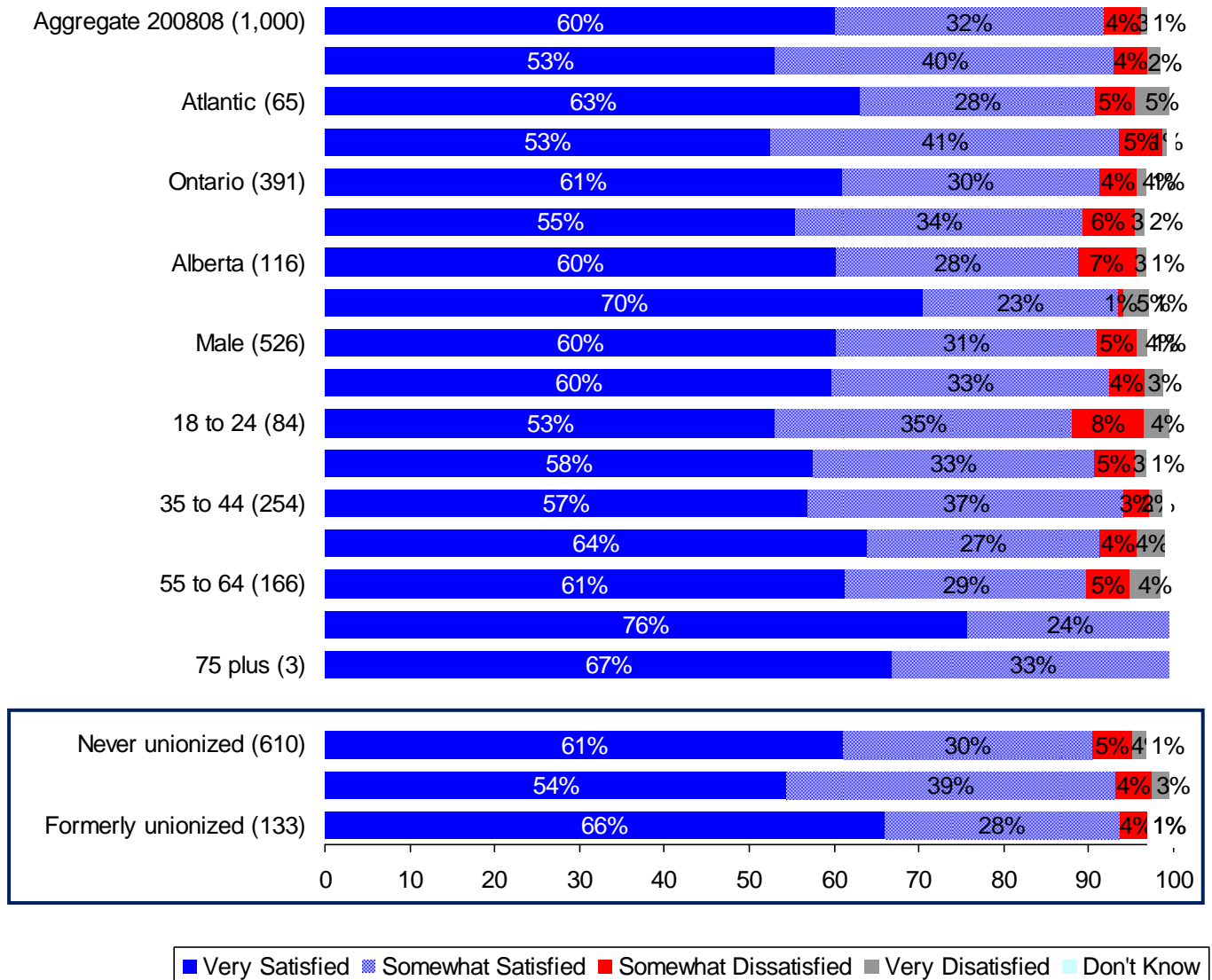
For each of the following aspects of your current job and workplace are you **VERY SATISFIED**, **SOMEWHAT SATISFIED**, **SOMEWHAT DISSATISFIED** or **VERY DISSATISFIED**? (Source: Nanos Research, August 2008)



10.1 Satisfaction with Job

More than nine in ten employed Canadians were very/somewhat satisfied with their current job compared to seven percent who were dissatisfied. Comparisons with the 2003 research indicates that in the past five years the number of working Canadians who were very satisfied has climbed seven points to six in ten overall. Survey participants in Western Canada were more likely to be very satisfied in the current position compared to other regions of the country. Job satisfaction was higher among formerly unionized employees (66% very satisfied) and older respondents.

For each of the following aspects of your current job and workplace are you **VERY SATISFIED**, **SOMEWHAT SATISFIED**, **SOMEWHAT DISSATISFIED** or **VERY DISSATISFIED**? Your job in general (Source: Nanos Research, August 2008)



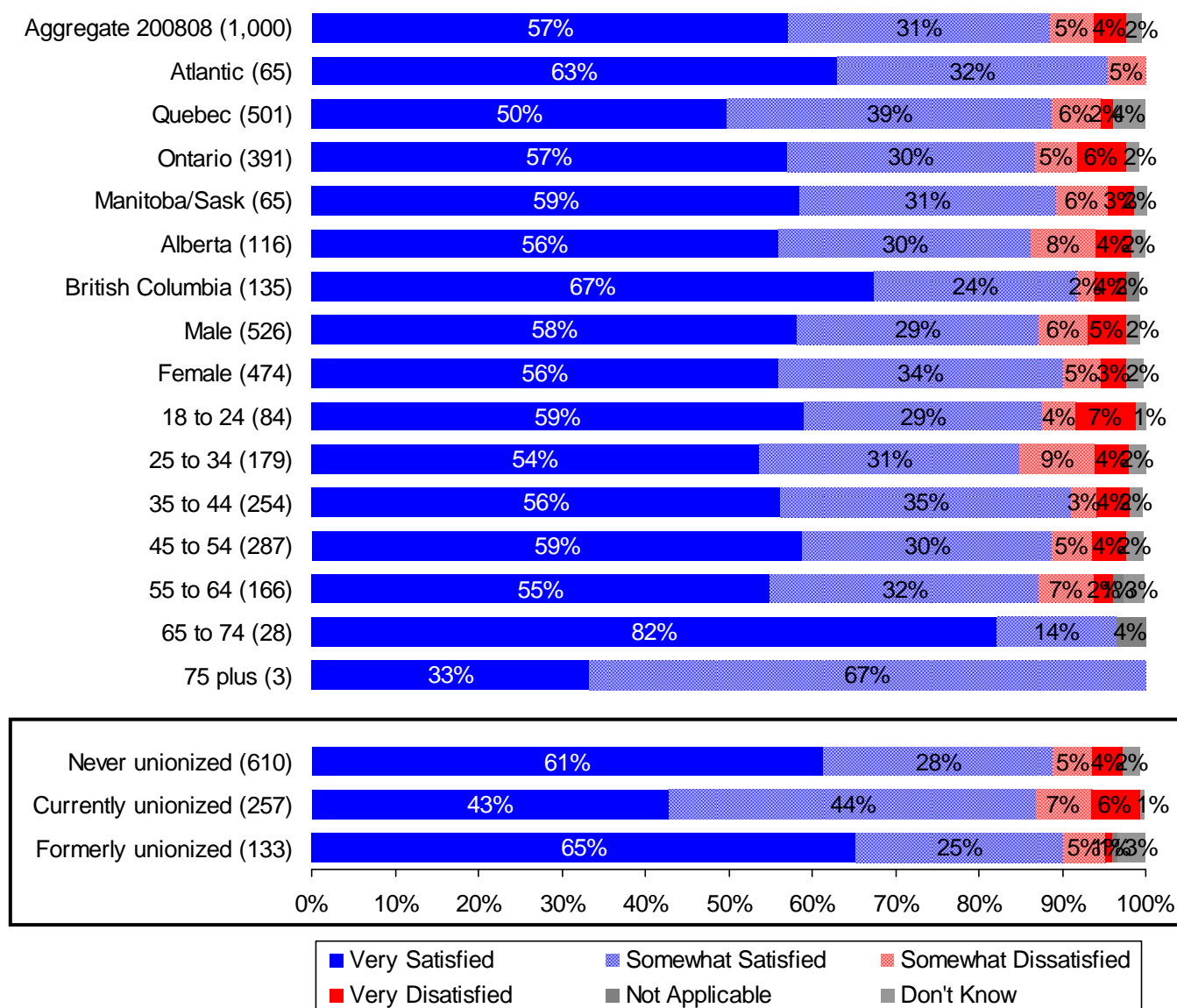
*2003 Study Question - Are you very satisfied, somewhat satisfied, somewhat dissatisfied, or very dissatisfied with the following aspects of your current job and workplace...? Your job in general



10.2 Satisfaction with Management at Work

Fifty seven percent of working Canadians were very satisfied with their relationship with management with an additional 31% somewhat satisfied. Fewer than ten percent were somewhat/very dissatisfied with management. The antagonistic nature of union/management relations was evident on this measure with only 43% of currently unionized employees being very satisfied with their relationship with management. This trailed, by a significant margin, both never unionized and formerly unionized employees (61% and 66% respectively). Employees in British Columbia (57%) were most likely to be very satisfied with management while those in Quebec recorded the lowest very satisfied score (50%).

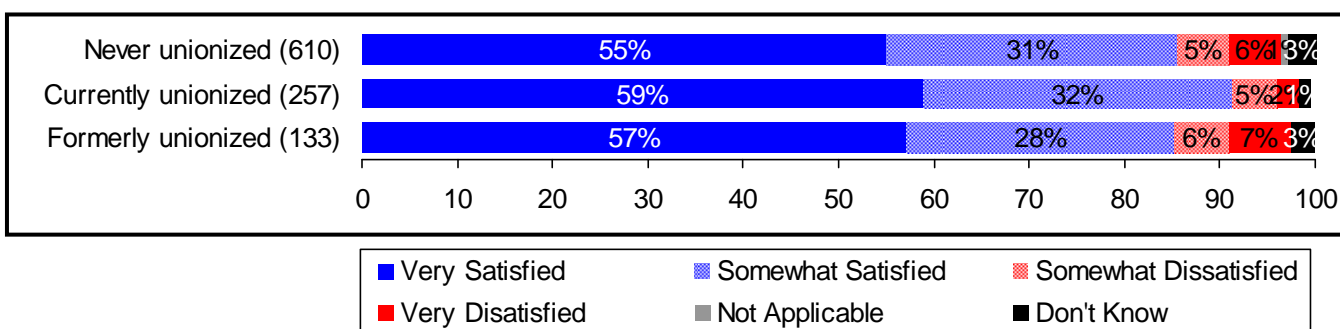
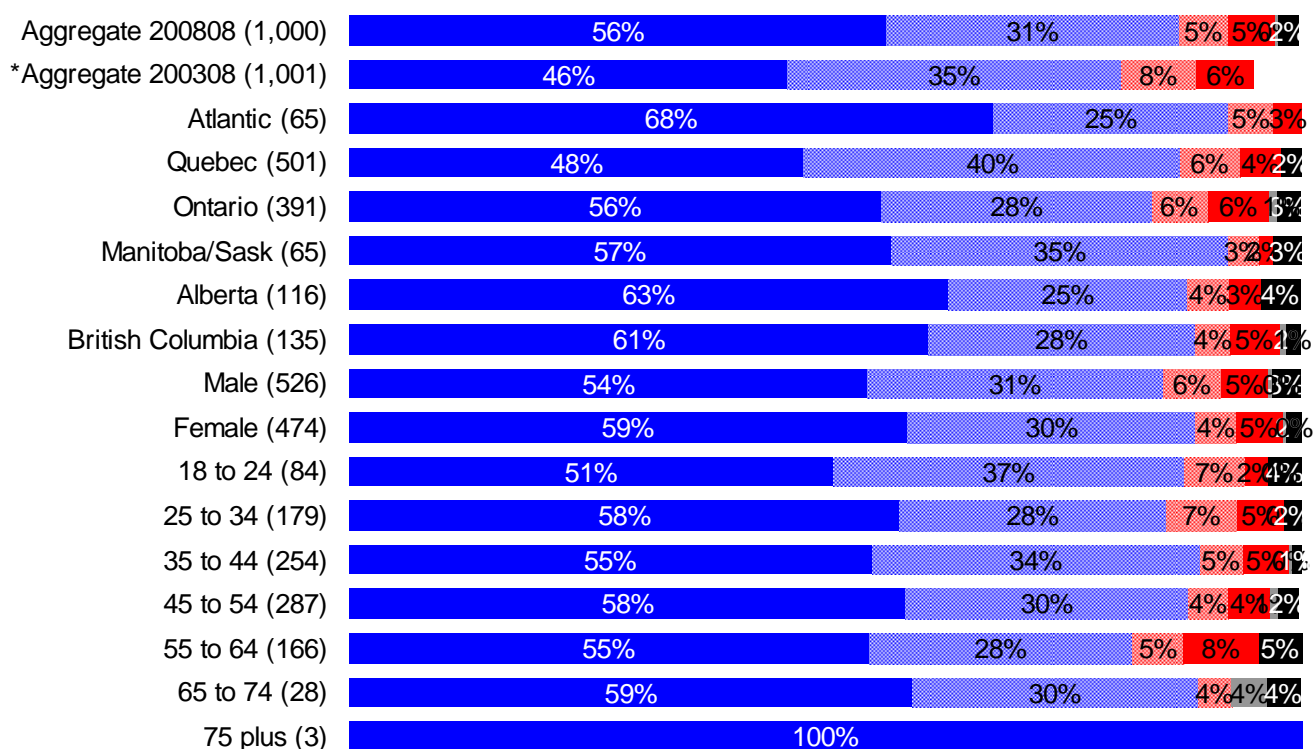
For each of the following aspects of your current job and workplace are you **VERY SATISFIED**, **SOMEWHAT SATISFIED**, **SOMEWHAT DISSATISFIED** or **VERY DISSATISFIED**? Your relationship with management at work
(Source: Nanos Research, August 2008)



10.3 Satisfaction with Job Security

Employed Canadians are, on the whole, were quite satisfied with their job security. Nine in ten were either very satisfied (56%) or somewhat satisfied (31%). Overall satisfaction with job security has increased by six points since the 2003 research. Not surprisingly, considering the strong economic growth recently experienced in the province, respondents in Alberta were most likely to be very satisfied (63%) with their job security. Analysis by employment profile indicates no significant variations between current and former union workers and those who have never been unionized.

For each of the following aspects of your current job and workplace are you **VERY SATISFIED**, **SOMEWHAT SATISFIED**, **SOMEWHAT DISSATISFIED** or **VERY DISSATISFIED**? Your job security (Source: Nanos Research, August 2008)



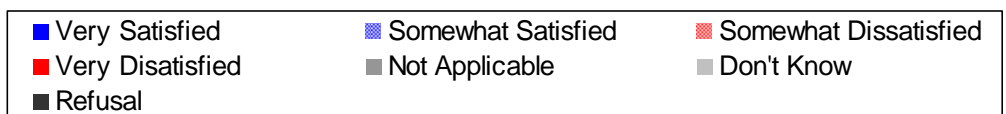
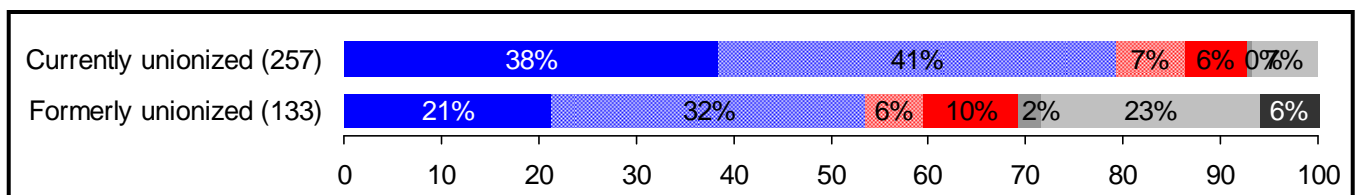
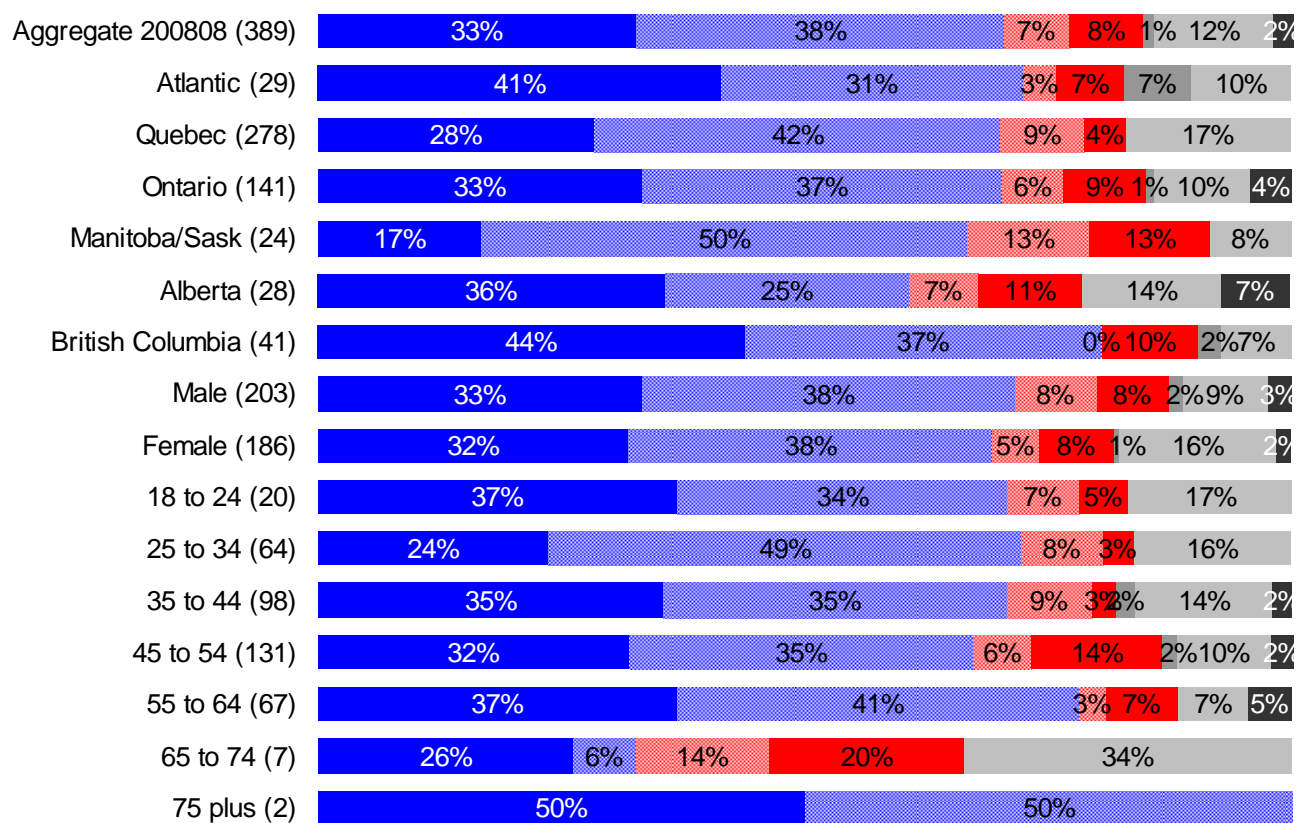
*2003 Study Question - Are you very satisfied, somewhat satisfied, somewhat dissatisfied, or very dissatisfied with the following aspects of your current job and workplace...? Your job security



10.4 Satisfaction with Union Relationship

Seven in ten current/formerly unionized employees interviewed were very/somewhat satisfied with their relationship with the union at work compared to only one in seven who were dissatisfied. Respondents in Atlantic Canada and British Columbia were, comparatively, more likely to be satisfied in their relationship with the union. Of note, formerly unionized employees (21% very satisfied) were comparably less likely to be very satisfied with their union experience than currently unionized employees (38% very satisfied).

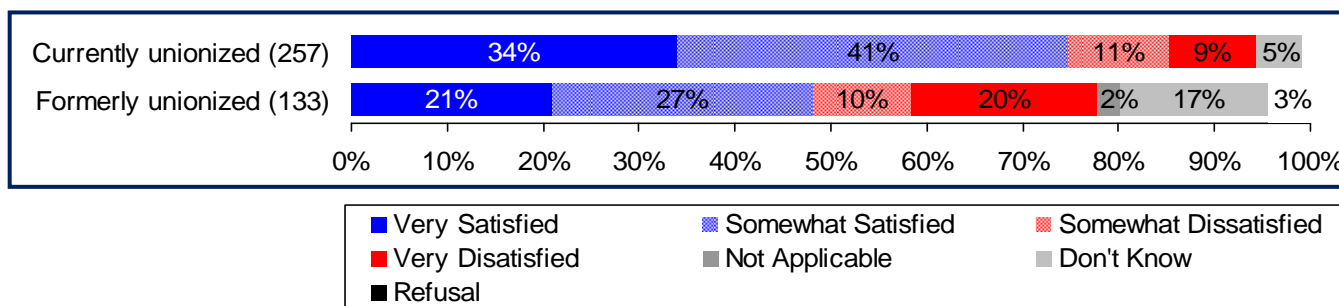
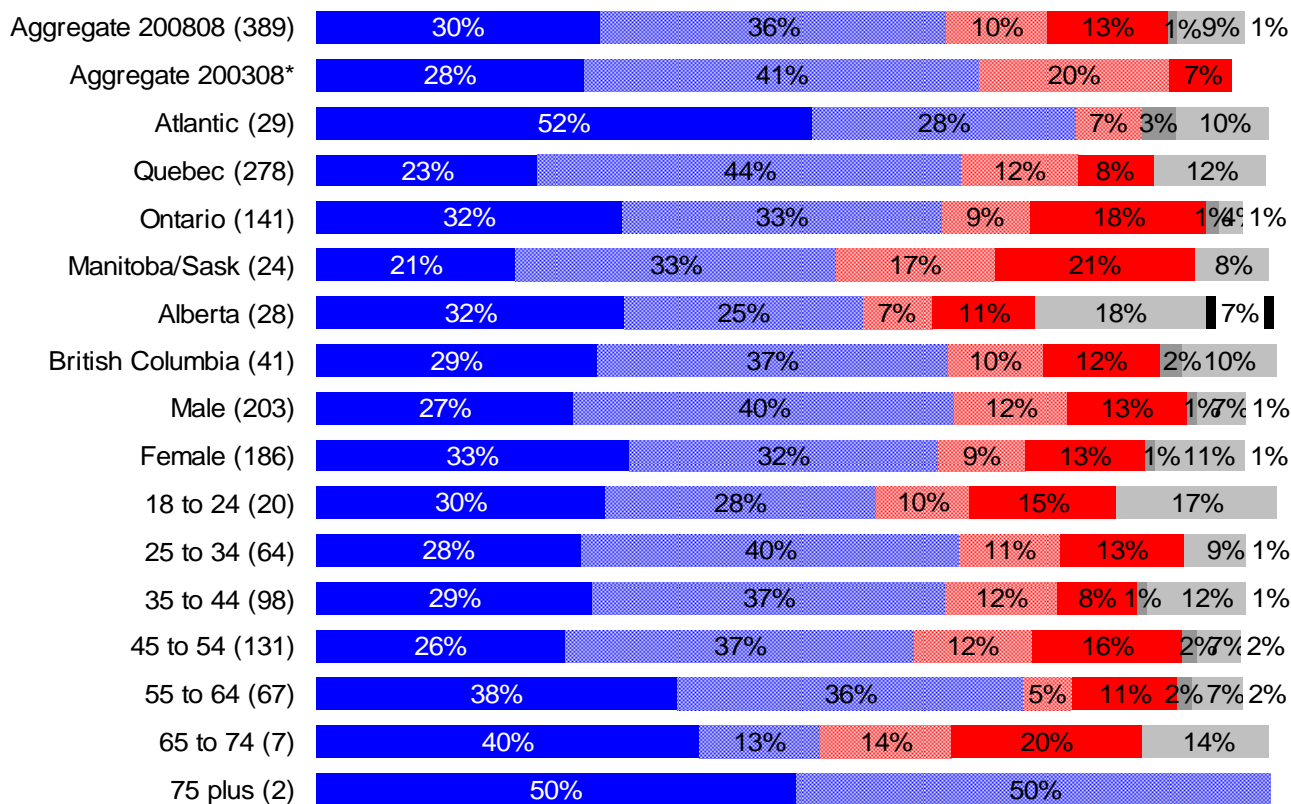
For each of the following aspects of your current job and workplace are you VERY SATISFIED, SOMEWHAT SATISFIED, SOMEWHAT DISSATISFIED or VERY DISSATISFIED? Your relationship with the union at work
(Source: Nanos Research, August 2008)



10.5 Satisfaction with Union Representation

Current and formerly unionized workers were also asked to evaluate how the union represented their interests. Overall two thirds of respondents were very/somewhat satisfied by their representation, essentially unchanged from 2003 observations. General dissatisfaction with union representation remains within the margin of accuracy for this subsample (-4 points) over the past five years. Once again, formerly unionized workers were less inclined to have a favourable impression of their (former) union than currently unionized workers. Readers should note the small sample size of this measure when interpreting the data.

For each of the following aspects of your current job and workplace are you **VERY SATISFIED**, **SOMEWHAT SATISFIED**, **SOMEWHAT DISSATISFIED** or **VERY DISSATISFIED**? How the union represents/represented your interest (Source: Nanos Research, August 2008)



* 2003 Study Question - Are you very satisfied, somewhat satisfied, somewhat dissatisfied, or very dissatisfied with the following aspects of your current job and workplace...? The union's representation of your interests

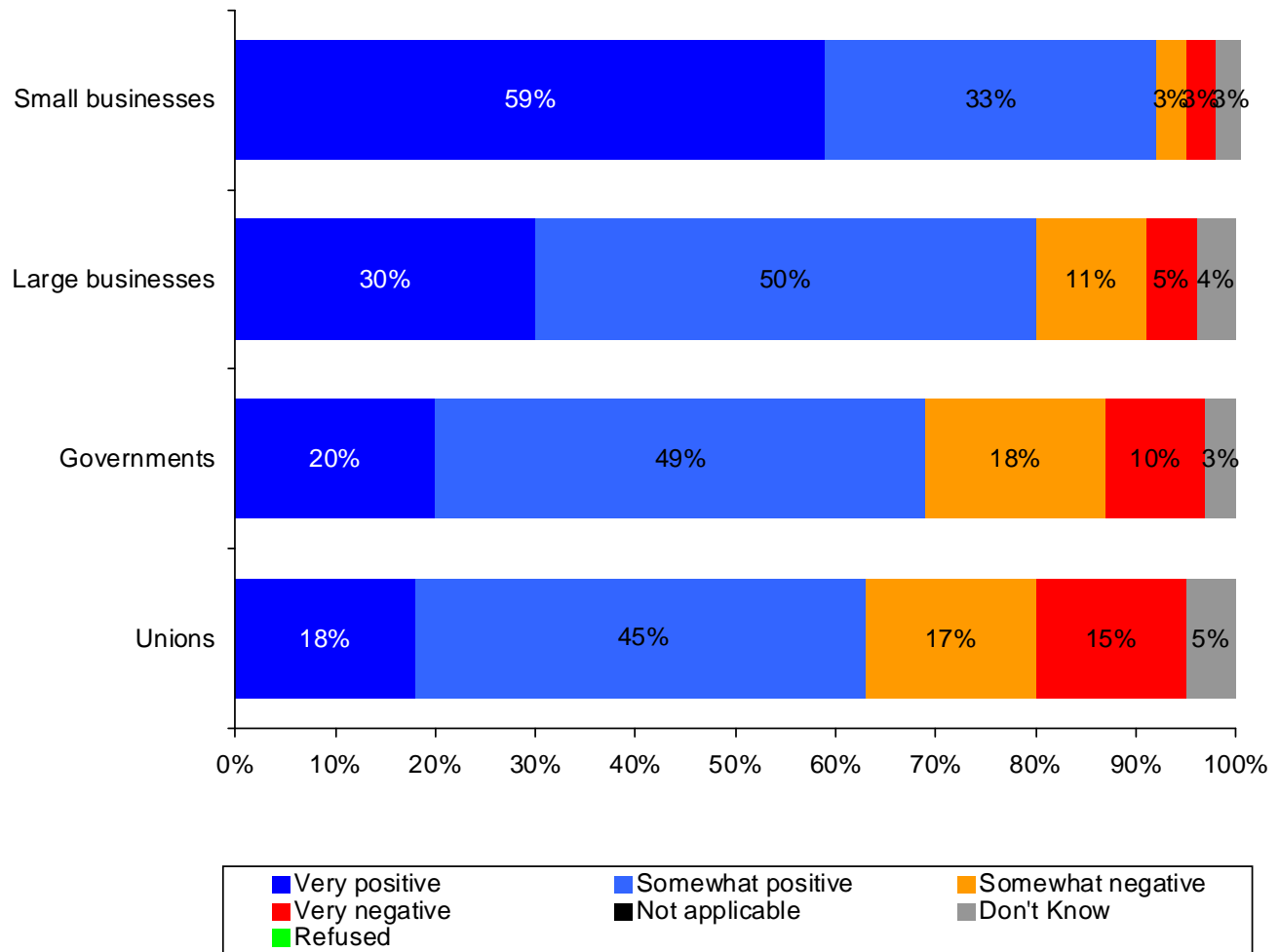


11.0 Prosperity Drivers

Respondents were presented with a list of four organizations and asked for their impressions on the impact each has on Canada's prosperity and economic well being. Small businesses were the clear choice among respondents as the group which contributes most to Canada's prosperity and economic well being. Overall more than nine in ten (92%) indicated small businesses make a very/somewhat positive contribution to Canada's prosperity and economic well being, followed by large businesses (80% very/somewhat positive).

Governments trail in third with seven in ten (69%) stating they make a very/somewhat positive contribution to Canada's economic health. Of the four measures tested, unions ranked last with only six in ten (63%) seeing a very/somewhat positive contribution from unions. Fully one third (32%) of employed Canadians believed unions had a somewhat/very negative impact on Canada's prosperity and economic well being.

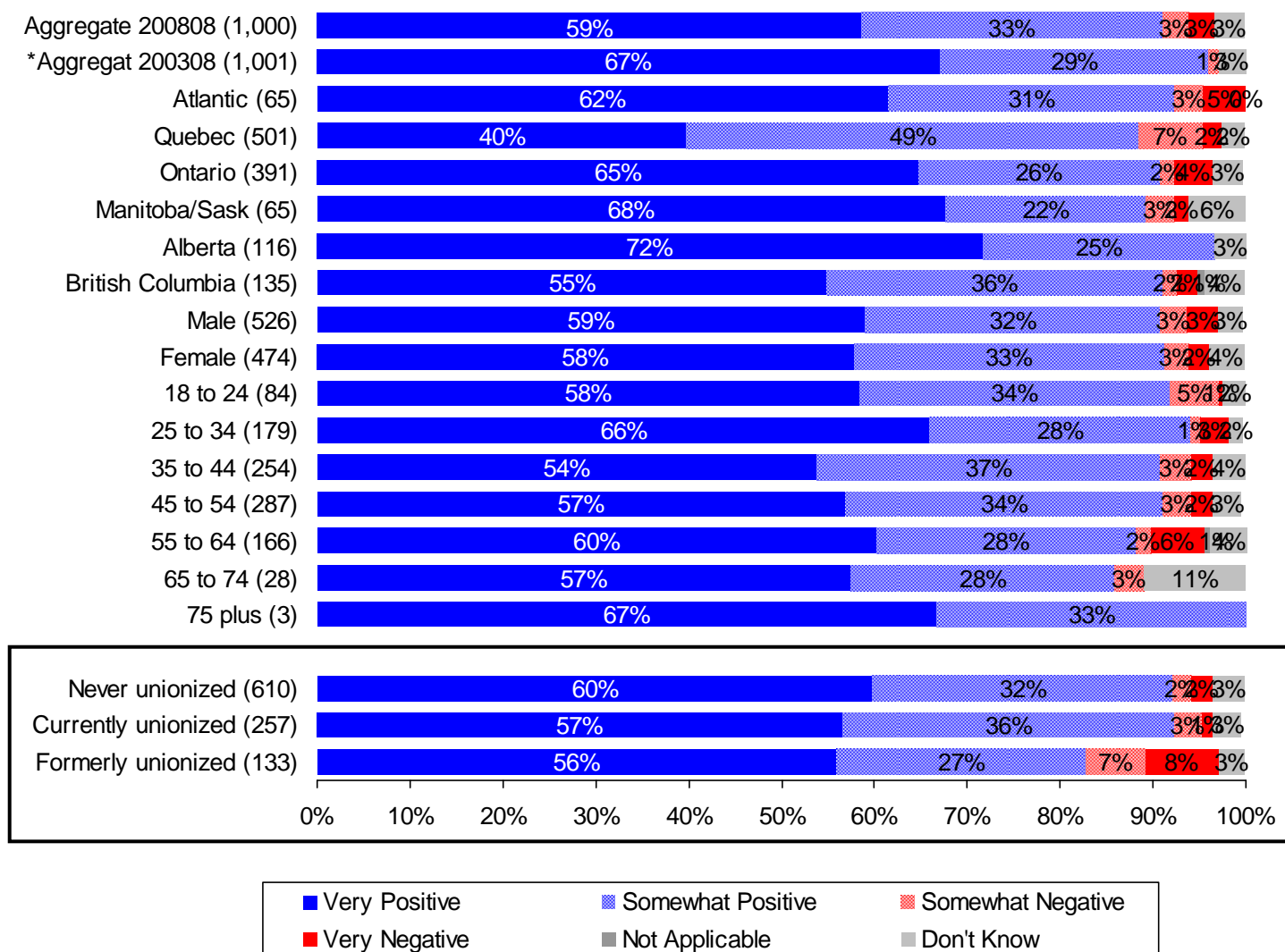
I will now read you a list of groups, and for each one, please tell me if it brings a VERY POSITIVE, SOMEWHAT POSITIVE, SOMEWHAT NEGATIVE or VERY NEGATIVE contribution to Canada's prosperity or economic wellbeing?
[Rotate]



11.1 Small Businesses Contribution to Prosperity

Of all measures tested, the highest prosperity scores were received by small businesses. Ninety two percent of working Canadians believed small businesses made a very/somewhat positive contribution to Canada's prosperity and economic wellbeing, consistent with 2003 observations. Of note, the intensity of very positive views in Quebec toward small businesses was not as strong as other regions (-19 to survey norm) whereas working Canadians in Alberta were most likely to believe small businesses were very important to the economy. Further, as the age of the respondent increased so did the view that small businesses made a very positive contribution to the economic health of the country.

I will now read you a list of groups, and for each one, please tell me if it brings a VERY POSITIVE, SOMEWHAT POSITIVE, SOMEWHAT NEGATIVE or VERY NEGATIVE contribution to Canada's prosperity or economic wellbeing? [Rotate] Small Businesses (Source: Nanos Research, August 2008)



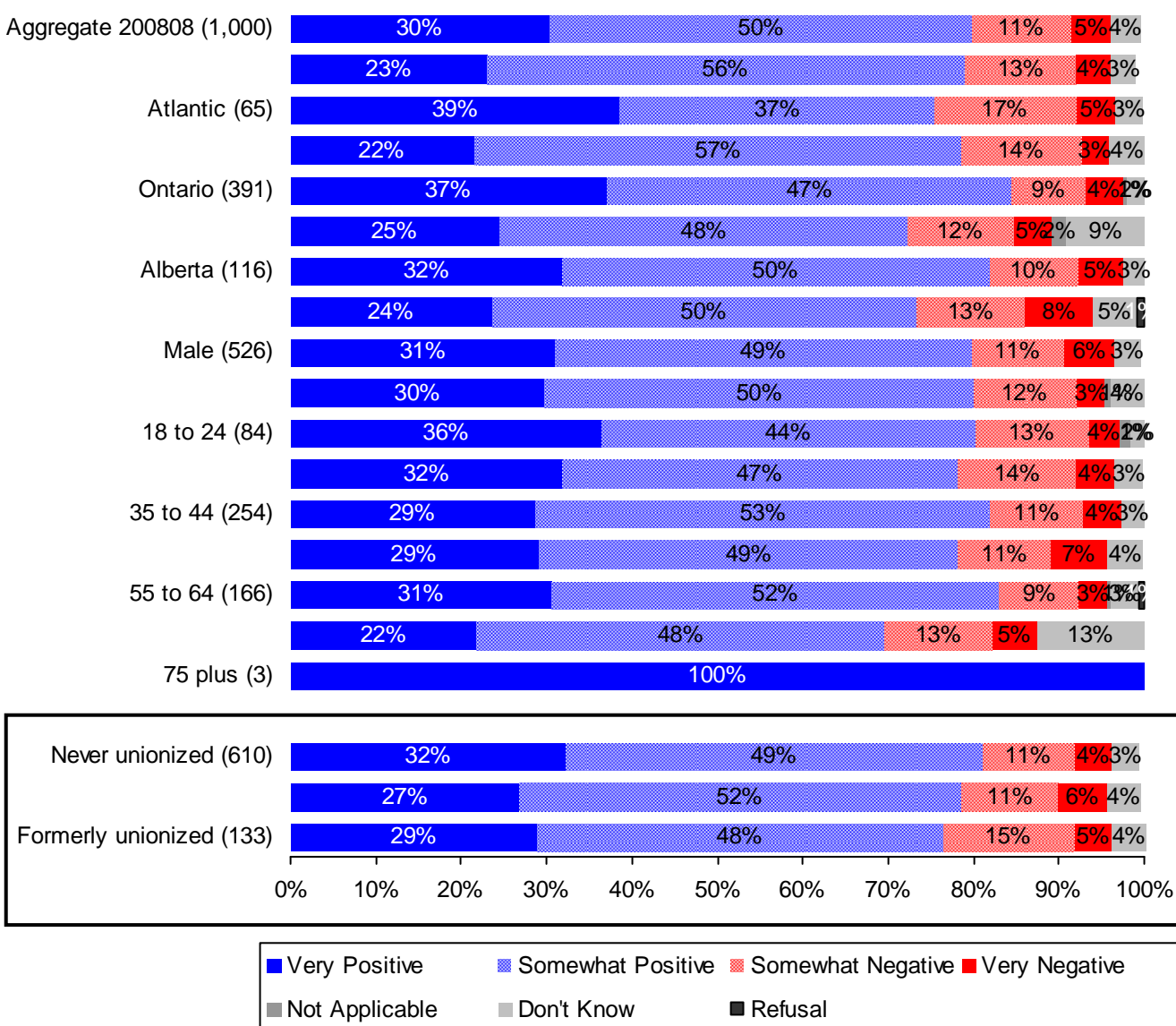
11.2 Large Businesses Contribution to Prosperity

Eight in ten employed Canadians believed large businesses made a very/somewhat positive contribution to Canada's prosperity and economic well-being, unchanged from 2003 observations (79% very/somewhat positive). Regionally, respondents in Ontario (84%) and Alberta (82%) were most likely to believe large businesses played a positive role in the nation's prosperity and economic well-being. Opinions were generally consistent across all other demographic cohorts with no significant deviation from the survey norm evident.

I will now read you a list of groups, and for each one, please tell me if it brings a VERY POSITIVE, SOMEWHAT POSITIVE, SOMEWHAT NEGATIVE or VERY NEGATIVE contribution to Canada's prosperity or economic wellbeing? [Rotate]

Large Businesses

(Source: Nanos Research, August 2008)



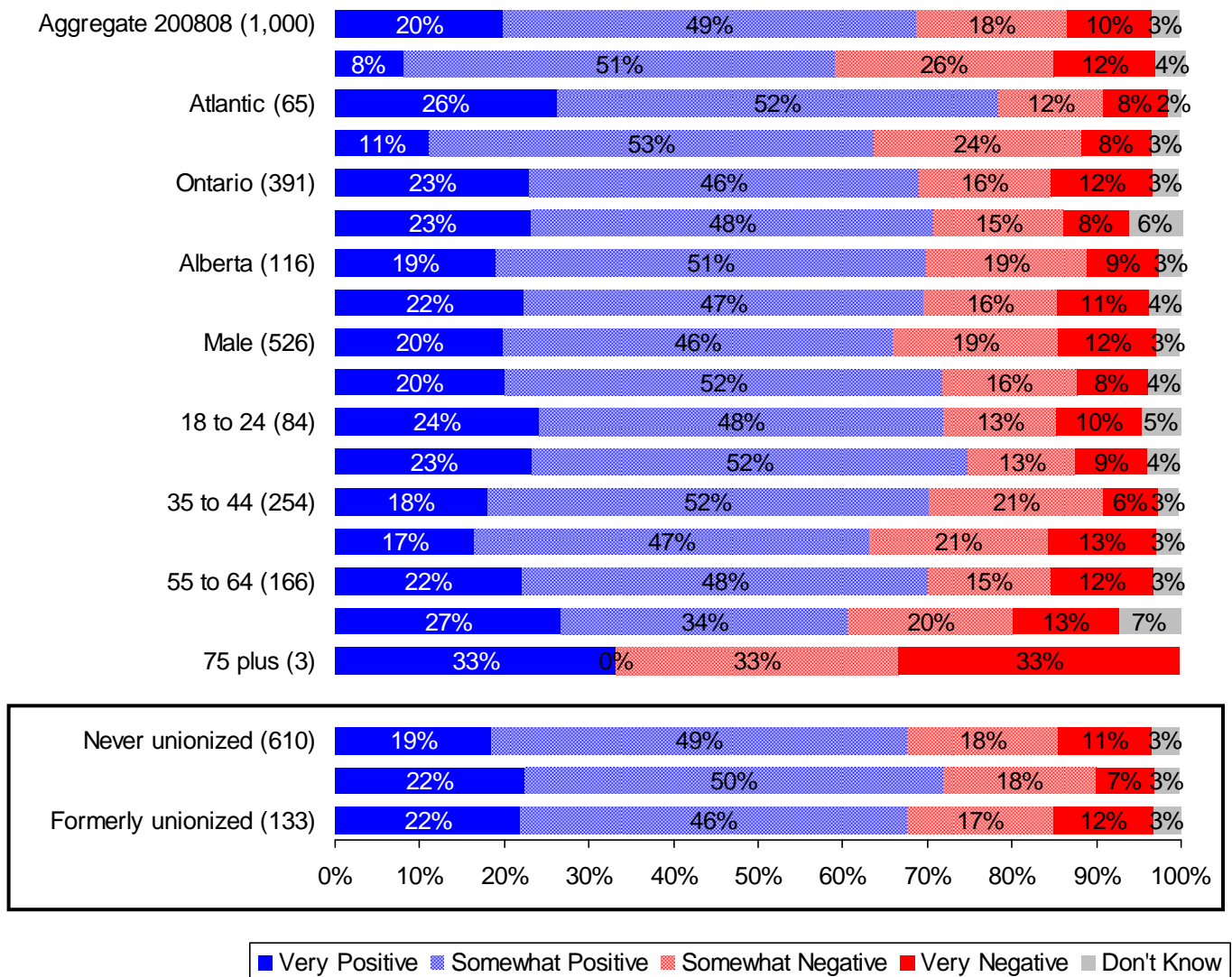
11.3 Government Contribution to Prosperity

A noticeably positive shift in respondents views of the government contribution to the national prosperity has taken place over the past five years. Currently, seven in ten (69%) believe the government has a very/somewhat positive role to our prosperity compared to five years ago (2003 - 59% very/somewhat positive). Of note working Canadians were nearly three times more likely to believe government made a very positive contribution to the nations prosperity than five years ago.

I will now read you a list of groups, and for each one, please tell me if it brings a **VERY POSITIVE**, **SOMEWHAT POSITIVE**, **SOMEWHAT NEGATIVE** or **VERY NEGATIVE** contribution to Canada's prosperity or economic wellbeing? [Rotate]

Governments

(Source: Nanos Research, August 2008)



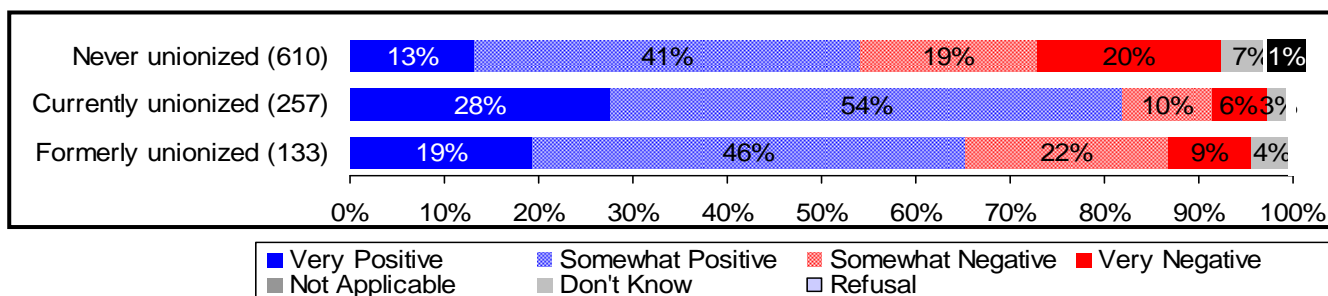
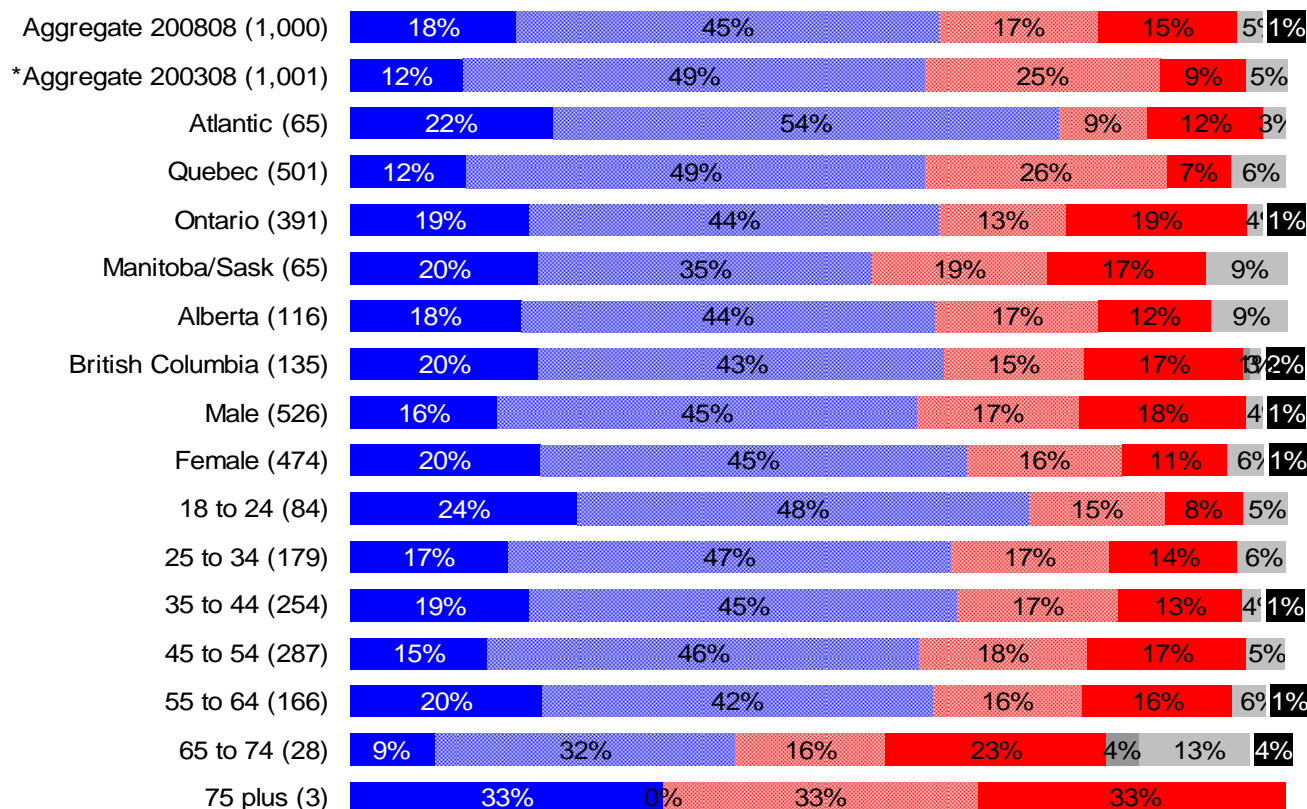
*2003 Study Question – Do you think this group brings a very positive, somewhat positive, somewhat negative, or very negative contribution to Canada's prosperity or economics well-being? Governments



11.4 Unions Contribution to Prosperity

Six in ten respondents believed unions make a very/somewhat positive contribution to Canada's prosperity, up marginally from 2003 observations, but within the margin of accuracy for the research. In the current wave of research there was a marginally greater likelihood to perceive unions having a very negative role in the economic wellbeing of the nation. This is could be indicative of a greater degree of polarization of opinion in regards to the contribution of unions to prosperity.

I will now read you a list of groups, and for each one, please tell me if it brings a **VERY POSITIVE**, **SOMEWHAT POSITIVE**, **SOMEWHAT NEGATIVE** or **VERY NEGATIVE** contribution to Canada's prosperity or economic wellbeing?
[Rotate] Unions (Source: Nanos Research, August 2008)



*2003 Study Question – Do you think this group brings a very positive, somewhat positive, somewhat negative, or very negative contribution to Canada's prosperity or economic well-being? Unions

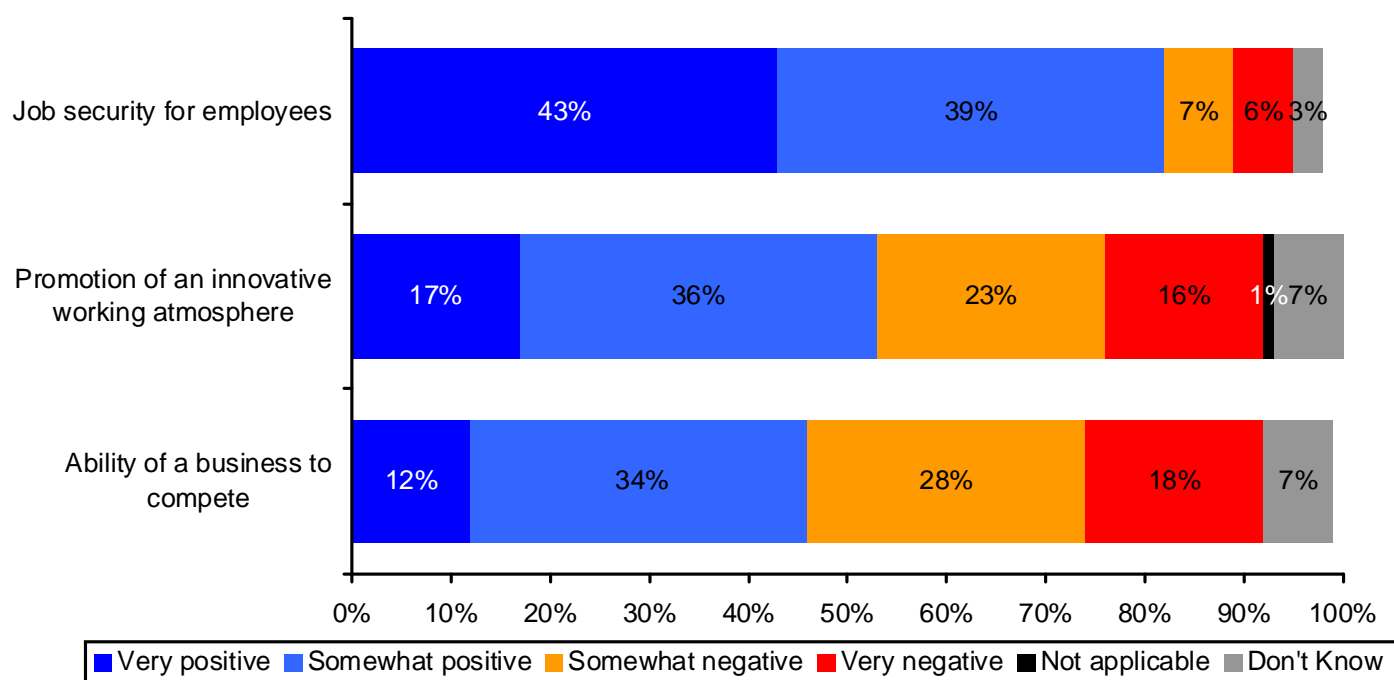


12.0 Union Impact on the Workplace

Respondents were probed to determine their opinions on how unions impact the workplace on a series of measures. Overall, job security was perceived as the number one benefit of having a union in the workplace. Asked, more than eight in ten (82%) respondents indicated unions have a very/somewhat positive effect on the job security of employees at the workplace.

Only half (53%) of respondents believed unions have a very/somewhat positive impact on the promotion of an innovative working atmosphere. Notably, when probed for the impact unions have on a business's ability to compete fewer than half (46%) saw the unions role as positive; the same as the number who perceived the union as having a negative effect on business competitiveness (46% somewhat/very negative effect).

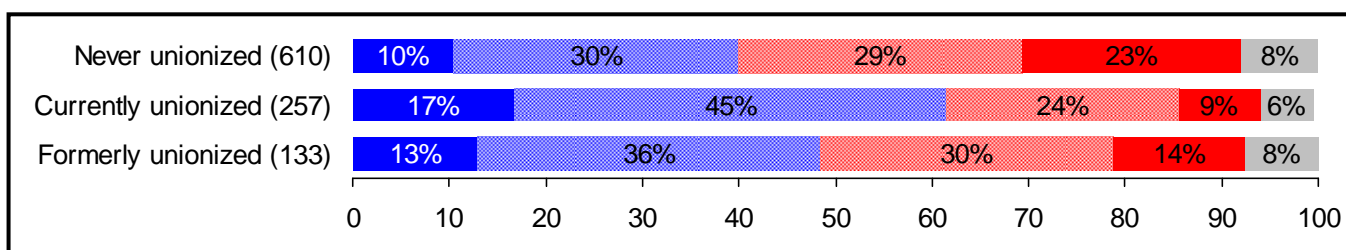
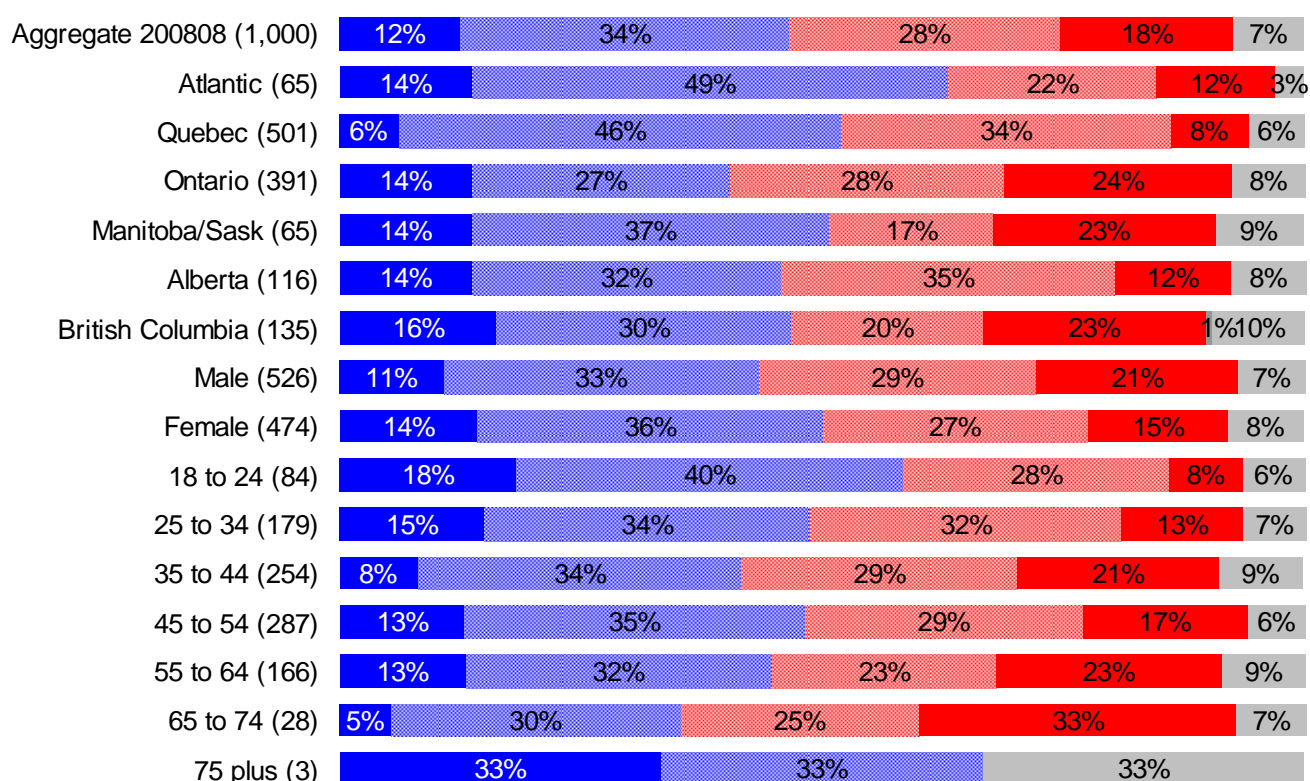
Do you think that the presence of a union in a workplace has a VERY POSITIVE, SOMEWHAT POSITIVE, SOMEWHAT NEGATIVE OR VERY NEGATIVE, effect on the following... (Source: Nanos Research August, 2008)



12.1 Unions and Businesses Ability to Compete

Survey research indicates employed Canadians were split on the impact unions had on the ability of businesses to compete. Forty six percent believed unions had a very/somewhat positive effect on the ability to compete, exactly the same as the number who believed unions had a somewhat/very negative impact. Respondents 18 to 24 (58%), those currently in a union (62%) and respondents in Atlantic Canada (63%) were most likely to believe unions had a very/somewhat positive effect on competitiveness, while working Canadians in the province of Ontario (52%) were comparatively the most likely to believe unions had a negative impact.

Do you think that the presence of a union in a workplace has a VERY POSITIVE, SOMEWHAT POSITIVE, SOMEWHAT NEGATIVE OR VERY NEGATIVE, effect on the following.... The ability of a business to compete
(Source: Nanos Research, August 2008)



■ Very Positive ■ Somewhat Positive ■ Somewhat Negative ■ Very Negative ■ Not Applicable ■ Don't Know

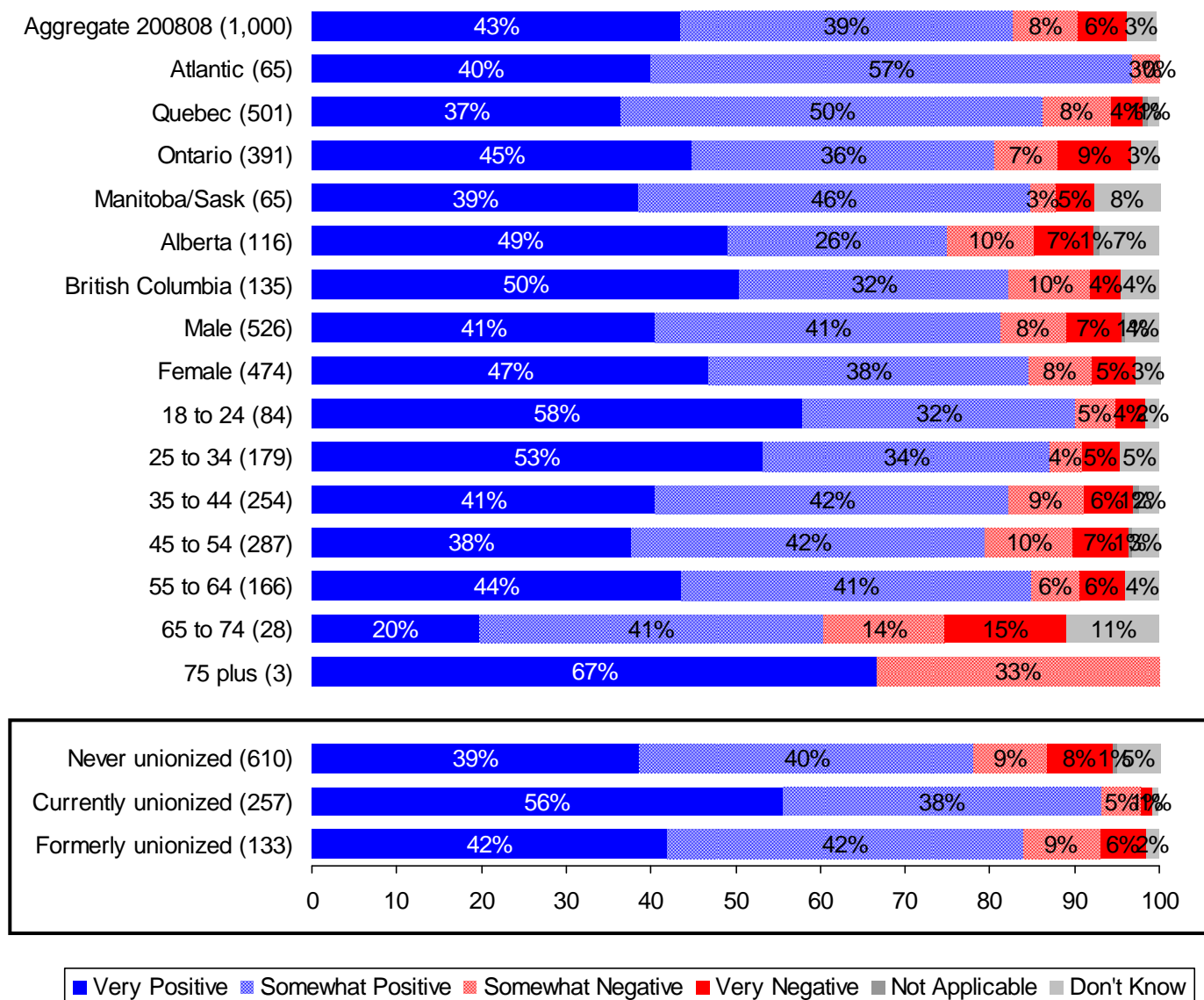


12.2 Unions and Job Security

Eight in ten (82%) working Canadians believed the presence of a union enhanced job security for employees compared to only 14% who felt unions had a negative effect on job security. Younger respondents were more inclined to believe unions have a very positive effect on job security (18 to 24 - 58% very important) compared to older respondents (65 to 74 - 20% very important).

Do you think that the presence of a union in a workplace has a VERY POSITIVE, SOMEWHAT POSITIVE, SOMEWHAT NEGATIVE OR VERY NEGATIVE, effect on the following... Job security for employees

(Source: Nanos Research, August 2008)



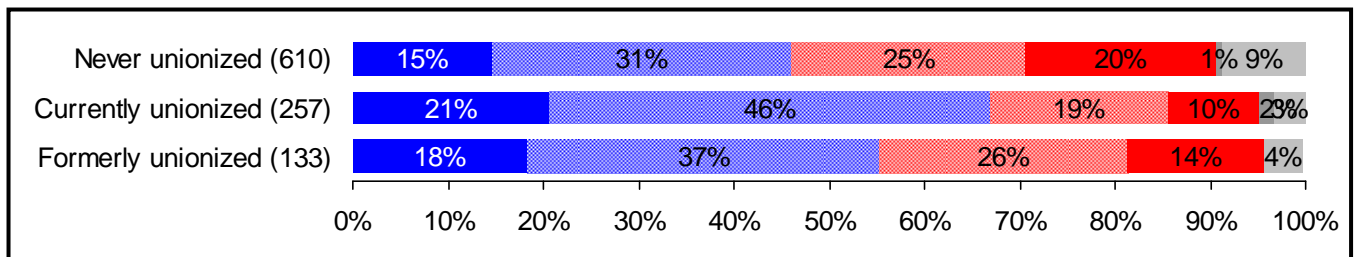
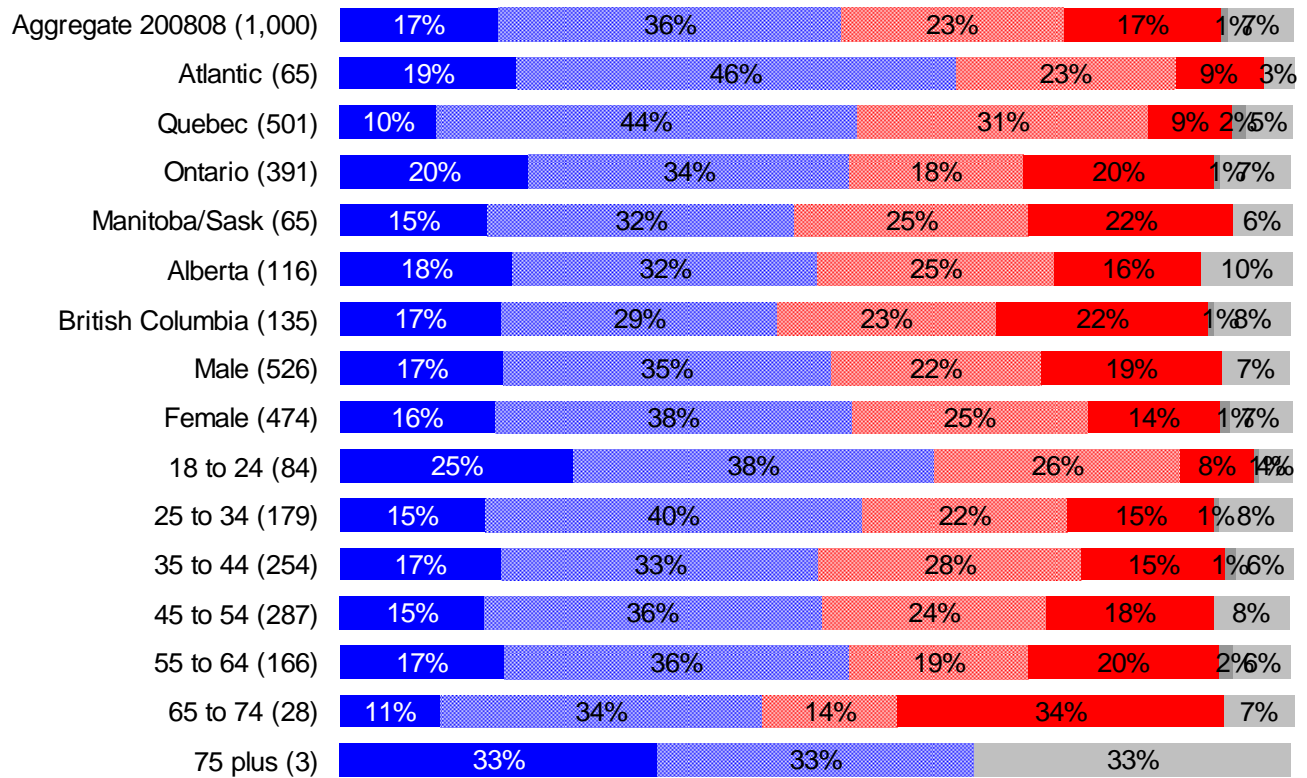
12.3 Unions and Innovation

More than one half of employed Canadians (53%) believed a union in the workplace promoted innovation in the workplace compared to 40% who disagreed. Not surprisingly, currently unionized employees (67%) were the most likely to believe unions promoted innovation compared to other employment profiles.

Do you think that the presence of a union in a workplace has a VERY POSITIVE, SOMEWHAT POSITIVE, SOMEWHAT NEGATIVE OR VERY NEGATIVE, effect on the following...

The promotion of an innovative working atmosphere

(Source: Nanos Research, August 2008)



■ Very Positive ■ Somewhat Positive ■ Somewhat Negative ■ Very Negative ■ Not Applicable ■ Don't Know

2003 Study Question – Which Statement Best Represents your personal opinion...?



12.4 Relevance of Unions

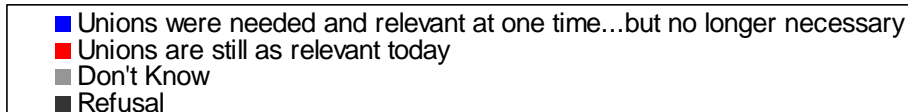
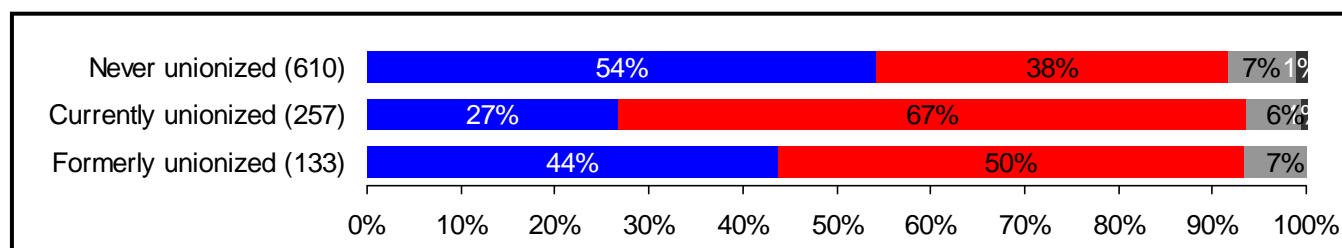
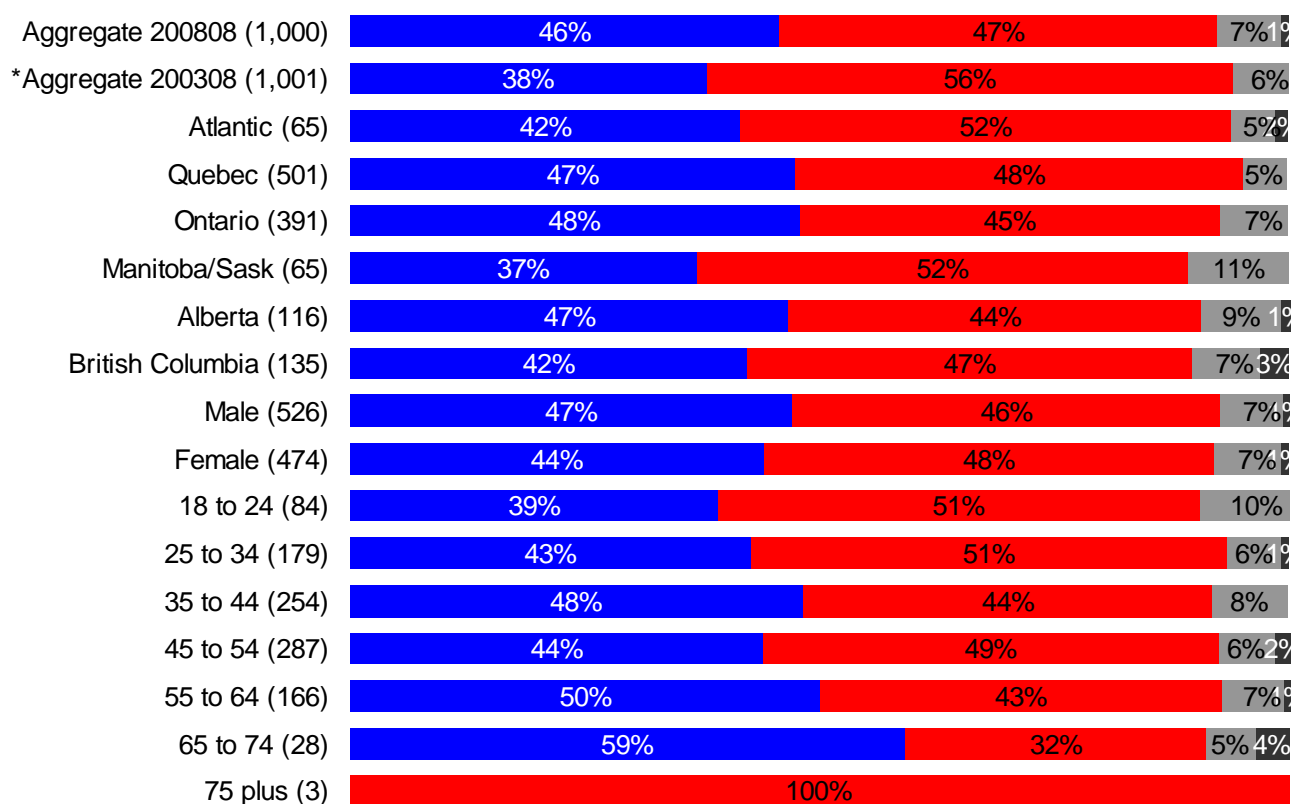
Probed for their opinions on the relevance of unions, the opinions of working Canadians were divided. Overall 46% of respondents thought unions served their purpose and were no longer required, on par with the number who believe unions were still relevant today (47%). Seven percent were unsure. Over the past five years opinions have shifted with working Canadians eight points more likely to believe unions were no longer needed than five years ago. As the age of the respondent increased so to did the likelihood that they believed unions have served their purpose and were no longer needed.

Which statement best represents your personal opinion?

Unions were needed and relevant at one time, but today they are no longer necessary

Unions are still as relevant today as they have ever been

(Source: Nanos Research, August 2008)



Asked to explain why they held their opinion one in five (20%) respondents who thought unions were no longer needed stated that was what they believed/was their opinion. Twelve percent indicated unions were no longer needed with a further one in ten (9%) stating unions don't support/represent workers.

Among respondents who believed unions were still as necessary today as they have ever been eighteen percent replied that was their belief/opinion. One in seven (16%) stated unions were still needed/necessary. A further twelve percent replied that unions support their workers.

Why do you have that opinion? [Open Ended]

(Source: Nanos Research, August 2008)

Unions are no longer necessary		
Rank	Response	Percentage
1	That's what I believe/my opinion	19.8
2	Unions are not necessary/needed	12.1
3	Unions don't support/represent workers	9.0
4	Unions not good for workers/cause problems	8.8
5	The working environment has changed	7.7
6	Based on personal experience	7.0
7	Unions hold too much power	4.8
7	Unions protected workers rights	4.8
	Other responses	26.0
	Total	100.0

Unions still relevant today		
Rank	Response	Percentage
1	That's what I believe/my opinion	18.2
2	Unions are still necessary/needed	15.8
3	Unions protect workers' rights	13.9
4	Unions support workers	12.0
5	Unions prevent companies from exploiting workers	11.1
6	Unions provide job security	9.2
7	Based on personal experience	6.4
8	Unions are good for workers	4.1
		9.3
	Total	100.0

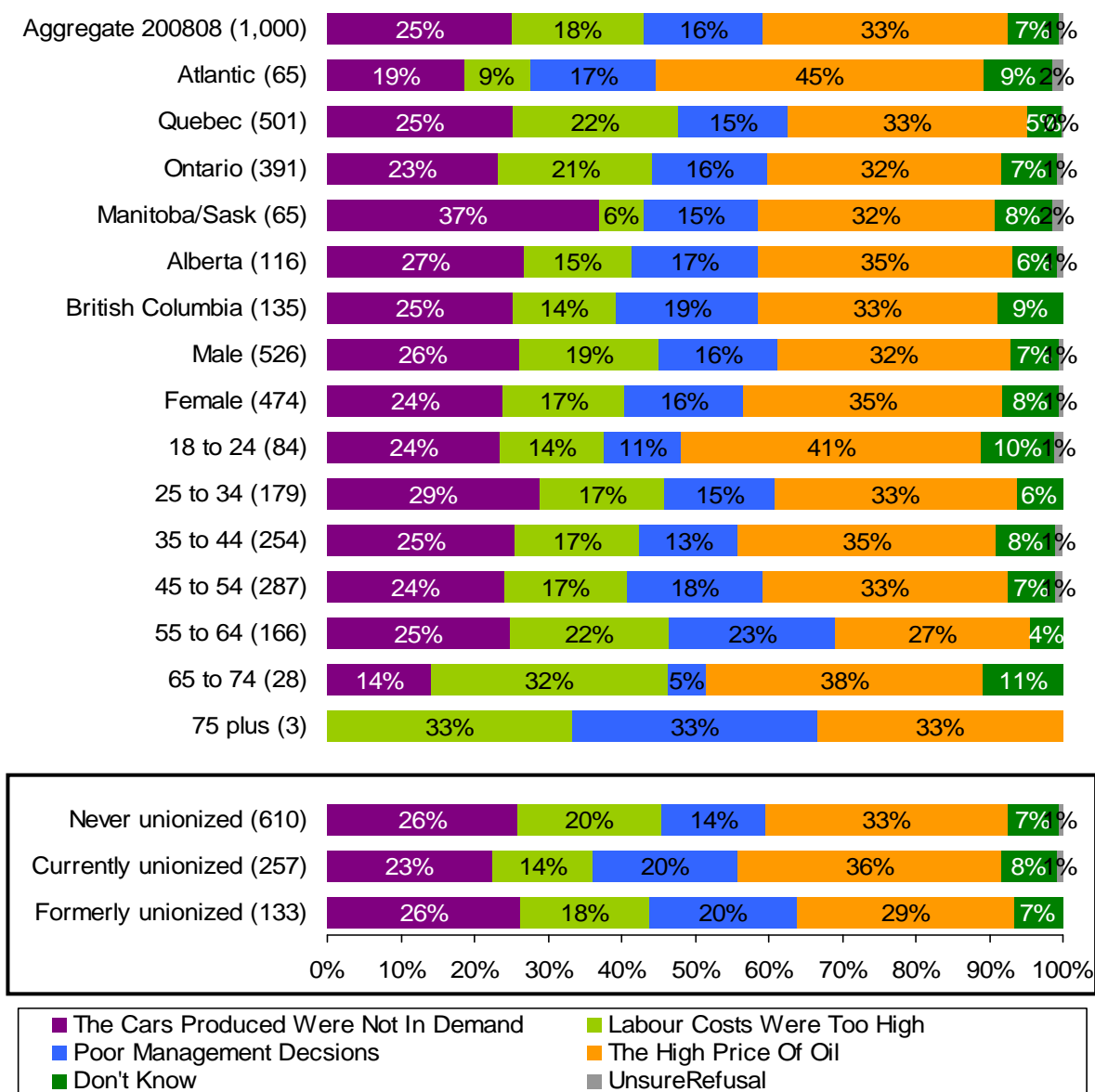


13.0 Lay-Offs in Automobile Sector

A plurality of respondents believed the high price of oil (33%) was to blame for the recent layoffs in the auto sector, followed by 'the cars produced were not in demand' (25%) and 'labour costs were too high' (18%). Sixteen percent blamed poor management decisions with a further seven percent of working Canadians who were unsure why the layoffs occurred.

Opinions were, in general, consistent across all demographic variables tested with no significant deviations from the survey observed.

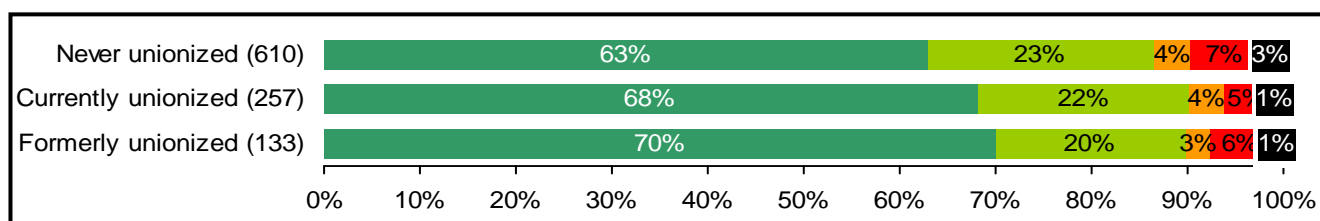
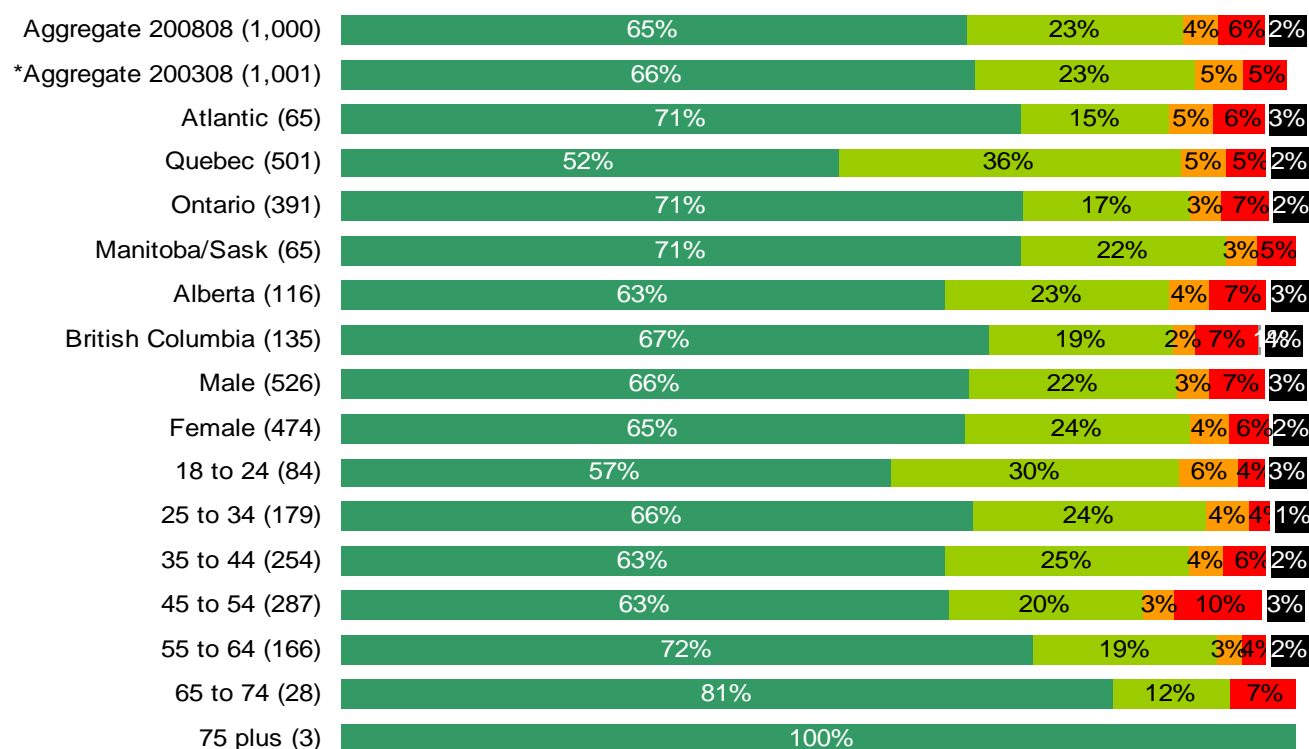
As you may know, there have been recent announcements of lay-offs in the automobile sector. What do you think was the main cause of the layoffs? Was it... The cars produced were not in demand; labour costs were too high; Poor management decisions; or, The high price of oil (Source: Nanos Research, August 2008)



14.0 Secret Ballot

There was a clear consensus that a secret ballot should be required when forming or removing a union from the workplace with nine in ten working Canadian completely/somewhat agreeing with this approach. Only ten percent disagreed that a secret ballots should be required. Views are consistent with 2003 observations (89% completely/somewhat agree). Of note, respondents in Quebec were significantly more likely to be circumspect in their opinions with 52% in complete agreement with the statement compared to 65% overall while 36% somewhat agreed compared to 23% overall.

I am going to read you a list of statements about workplace and unions. For each statement, please tell me if you COMPLETELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE OR COMPLETELY DISAGREE with the statement. [Rotate] A secret ballot vote should be required when forming or removing a union from a workplace (Source: Nanos Research, August 2008)



■ Completely Agree ■ Somewhat Agree ■ Somewhat Disagree ■ Completely Disagree ■ Don't Know ■ Refusal

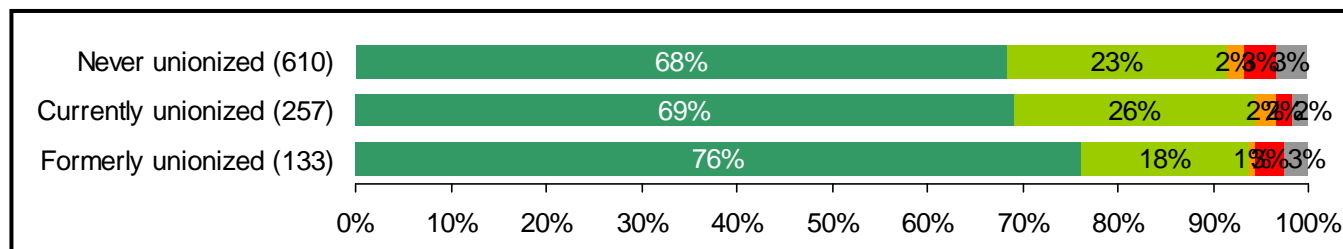
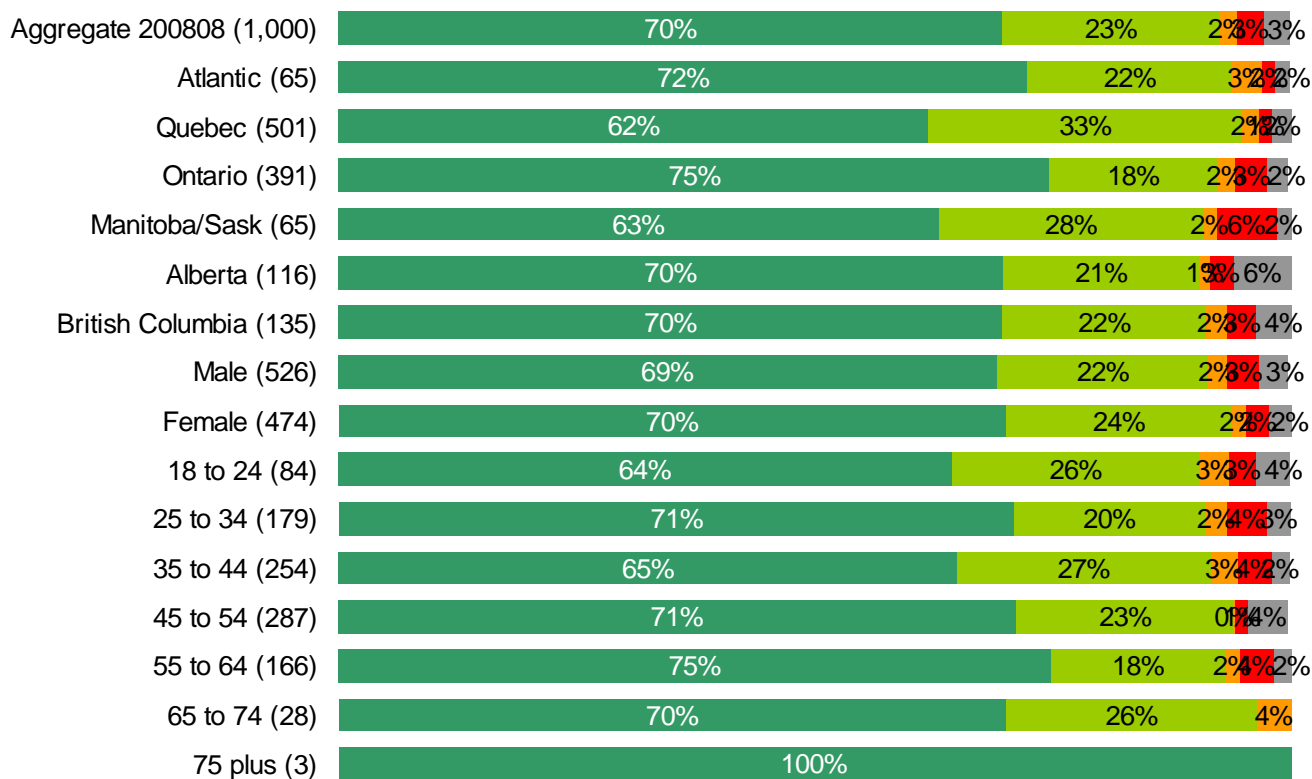
* 2003 Study Question - Do you COMPLETELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE OR COMPLETELY DISAGREE with this statement? ...A secret ballot vote should be required when forming or removing a union from a workplace



14.1 Entitlement to Obtain Information from Union

More than nine in ten agree working Canadians thought employees should be entitled to obtain information from both the union and management during an organizing drive compared to only five percent who disagreed. Quebecers were marginally less inclined than the survey norm to agree (85% very/somewhat) with the statement while Ontarians were most likely to completely agree (75%). Formerly unionized employees had the strongest opinions on this with 76% completely agreeing information from both sides should be available to employees.

I am going to read you a list of statements about workplace and unions. For each statement, please tell me if you COMPLETELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE OR COMPLETELY DISAGREE with the statement. [Rotate] During a union organizing drive, employees should be entitled to obtain information from both the union and the employer on the impact of workplace unionization (Source: Nanos Research, August 2008)



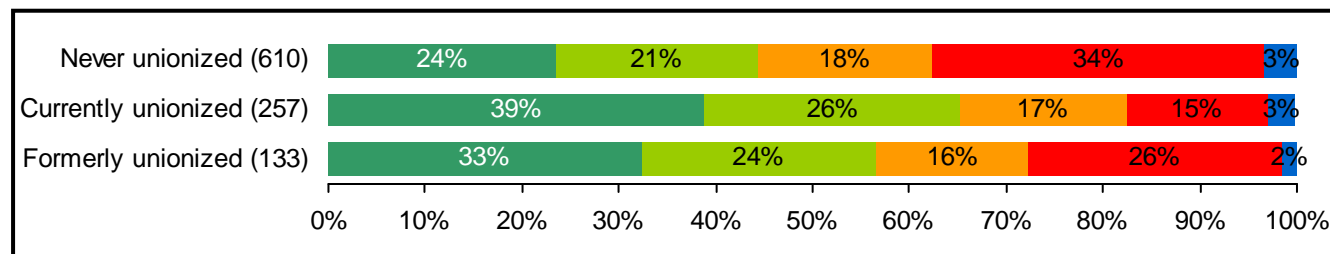
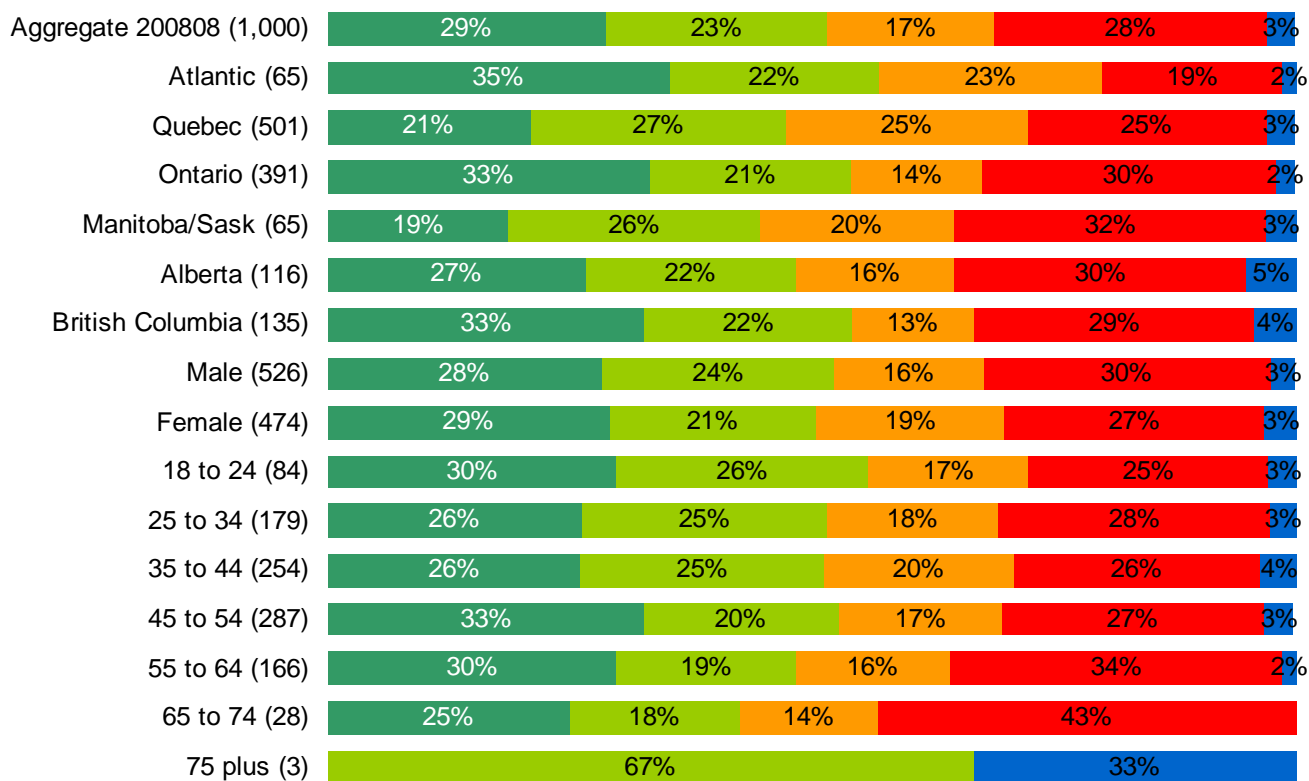
■ Completely Agree
 ■ Somewhat Agree
 ■ Somewhat Disagree
 ■ Completely Disagree
 ■ Don't Know



14.2 Mandatory Membership of a Union

Views were mixed as to whether a new employee should be obligated to become a full union Member. Overall 52% agreed it should be a requirement; only seven points higher than the number who disagreed. Those who have never held a union job (52%) were seven points more likely to disagree with this statement than the survey average, as were older respondents compared to younger ones. Half (50%) of respondents in Quebec somewhat/completely disagreed new employees should be required to become full union Members.

I am going to read you a list of statements about workplace and unions. For each statement, please tell me if you COMPLETELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE OR COMPLETELY DISAGREE with the statement. [Rotate] If someone works at or is hired into a workplace that becomes or is unionized it should be a condition of employment that they must also become a full Member of the union (Source: Nanos Research, August 2008)



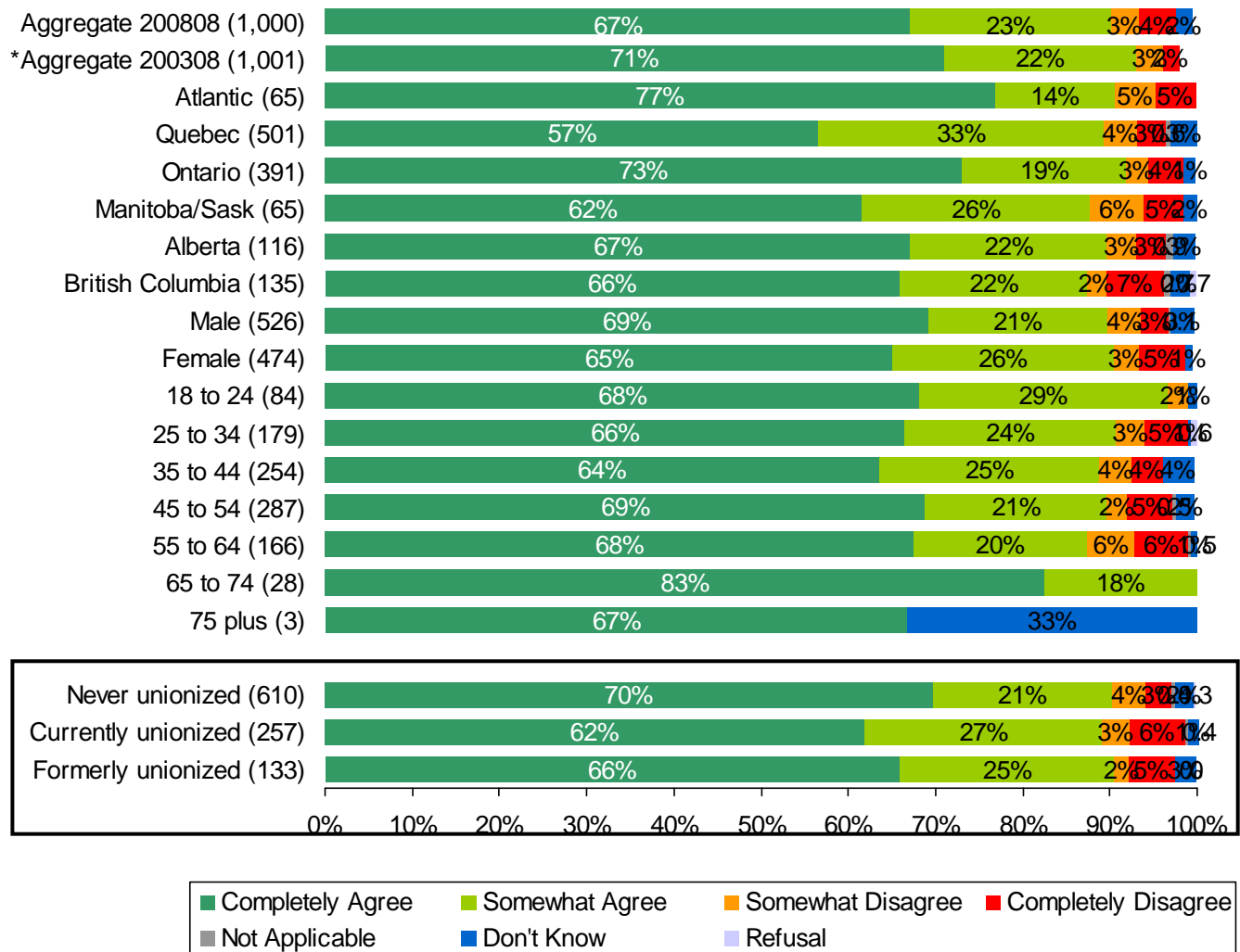
■ Completely Agree
 ■ Somewhat Agree
 ■ Somewhat Disagree
 ■ Completely Disagree
 ■ Don't Know



14.3 Choosing which Union Represents

Nine in ten working Canadians agreed employees should have the choice as to which union represented them, or not virtually unchanged from 2003 observations (-3). Quebecers were a notable outlier in the results with only 57% in complete agreement compared the survey average of 67%. Opinions were consistent across all demographic cohorts tested.

I am going to read you a list of statements about workplace and unions. For each statement, please tell me if you COMPLETELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE OR COMPLETELY DISAGREE with the statement. [Rotate] Employees should have a choice as to which union represents them or not
(Source: Nanos Research, August 2008)



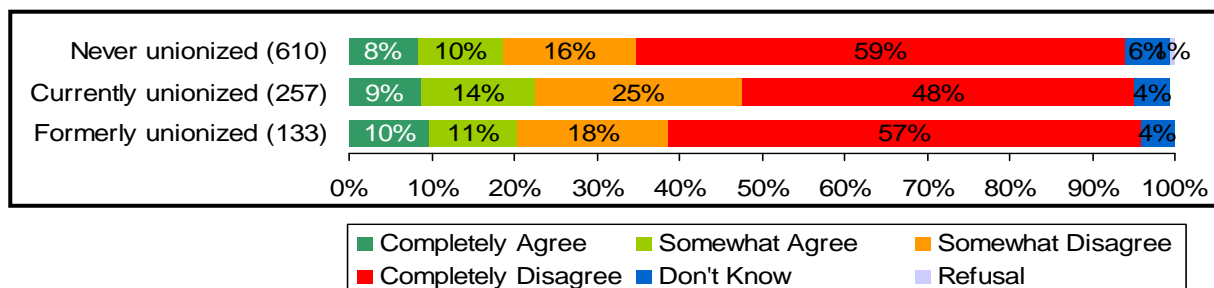
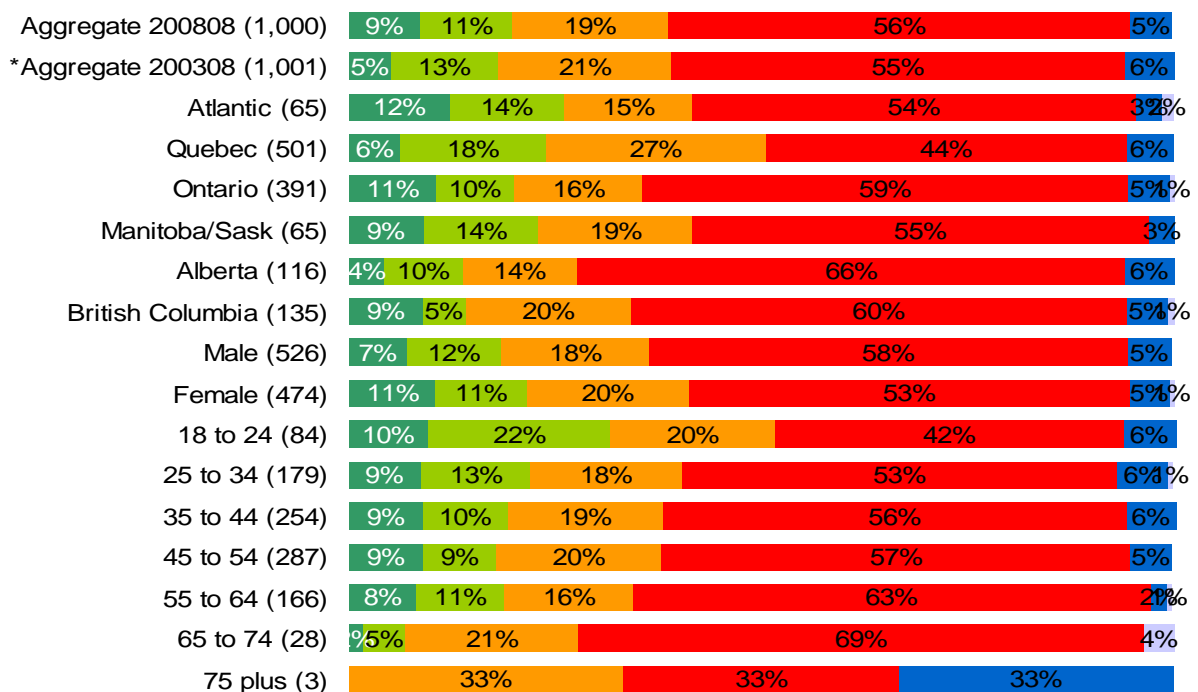
* 2003 Study Question - Do you COMPLETELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE OR COMPLETELY DISAGREE with this statement? ... Employees should have a choice as to which union represents them or not



14.4 Governments Restrictions on Bidding

By a nearly four-to-one margin, working Canadians disagreed that governments should be permitted to restrict public contracts to unionized companies/employees only. Three in four somewhat/strongly disagreed with this proposition compared to only twenty percent who agreed. Even among currently unionized employees there was the belief government should not be permitted to choose, as a matter of policy, to exclude non unionized companies/employees. Age analysis indicates that as one moves up thru the cohorts agreement decreases from 32% among 18 to 24 year olds to seven percent among those 65 to 74.

I am going to read you a list of statements about workplace and unions. For each statement, please tell me if you COMPLETELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE OR COMPLETELY DISAGREE with the statement. [Rotate] Governments should be allowed to restrict bidding on public contracts solely to unionized companies/employees while preventing non-union companies/employees from bidding (Source: Nanos Research, August 2008)



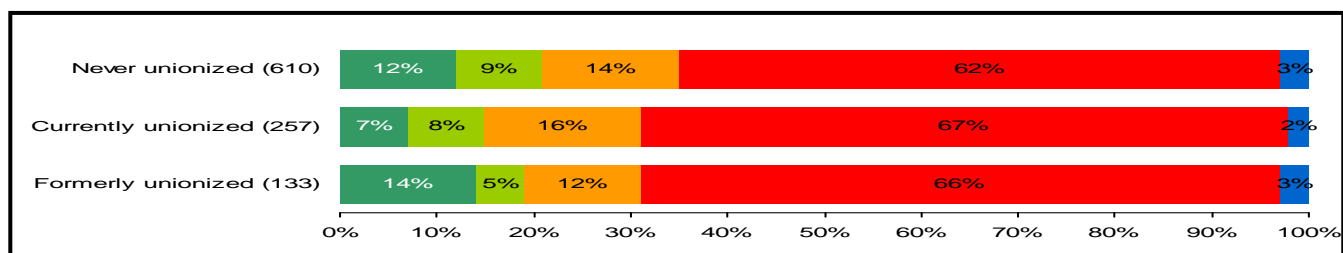
* 2003 Study Question - Do you COMPLETELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE OR COMPLETELY DISAGREE with this statement? ... Governments should be allowed to restrict bidding on public contracts solely to unionized companies/employees while preventing non-union companies/employees from bidding



14.5 Disclose Union Due Spending

More than three in four working Canadians (78%) disagreed that unions should not be required to disclose how they spent union dues compared to only one in five who agreed. Those aged 18 to 24 were most likely to completely/somewhat agree (36%) unions should not be required to disclose their spending with agreement steadily dropping as the respondents age increased (65 to 74 - 12% completely/somewhat agree).

I am going to read you a list of statements about workplace and unions. For each statement, please tell me if you COMPLETELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE OR COMPLETELY DISAGREE with the statement. [Rotate] Unions should not be required to publicly disclose how they spend the union dues they collect from unionized workers (Source: Nanos Research, August 2008)



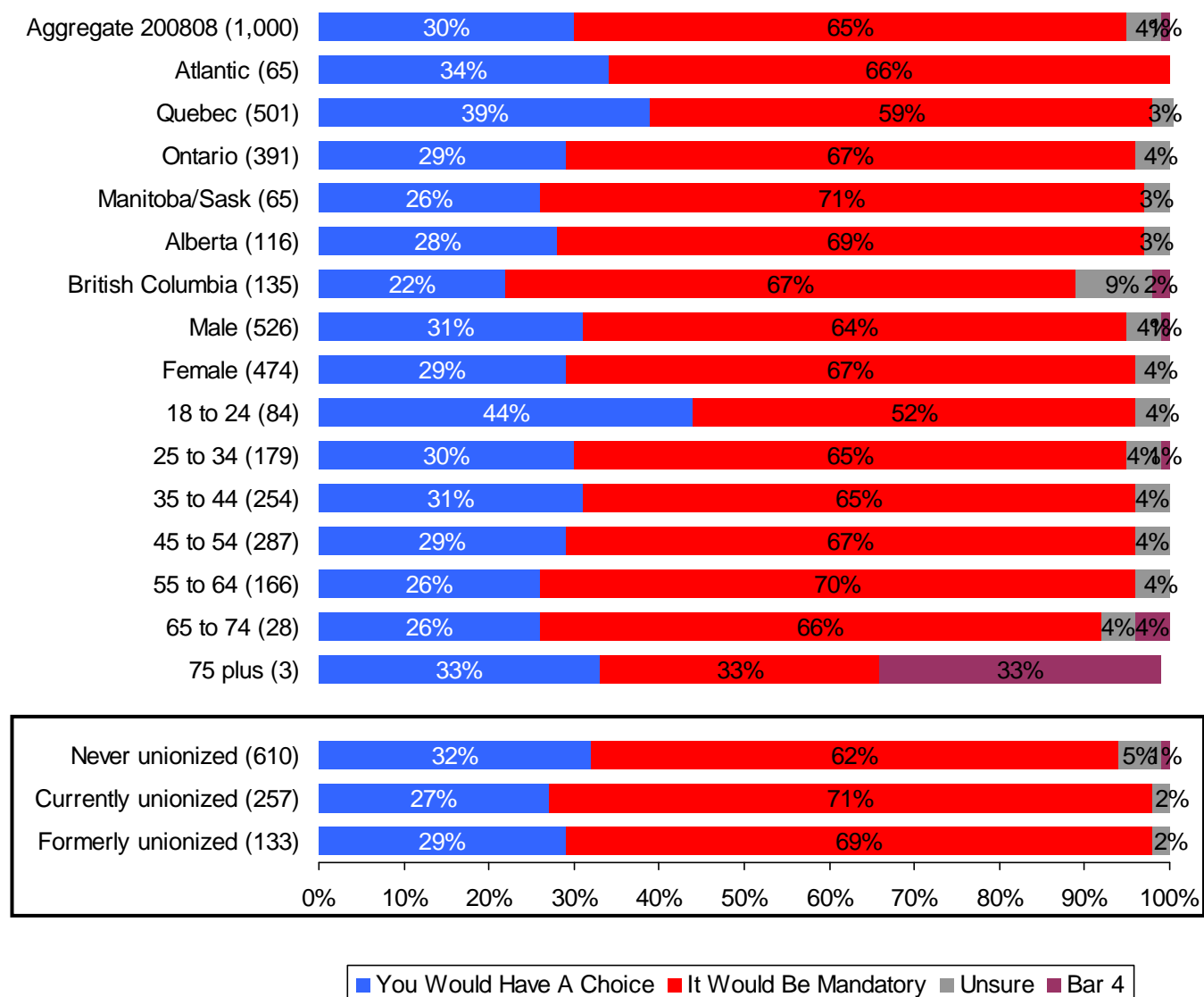
■ Completely Agree
 ■ Somewhat Agree
 ■ Somewhat Disagree
 ■ Completely Disagree
 ■ Don't know



15.0 Unionized Workplace and Mandatory Membership

Two thirds of working Canadians believed if they were employed at a unionized workplace, Membership in the union would be mandatory, more than twice the number who believed union Membership would be optional (30%). Respondents in Quebec (39%) were comparatively more likely to believe union Membership would be optional, nearly twice the levels observed among those from British Columbia (22% optional). Younger respondents were also more likely than their older counterparts to believe Membership in a union was optional at a unionized workplace.

Do you think if you were employed at a unionized workplace..... You would have a choice about becoming a union Member OR Do you think it would be mandatory for you to become a union Member (Source: Nanos Research, August 2008)



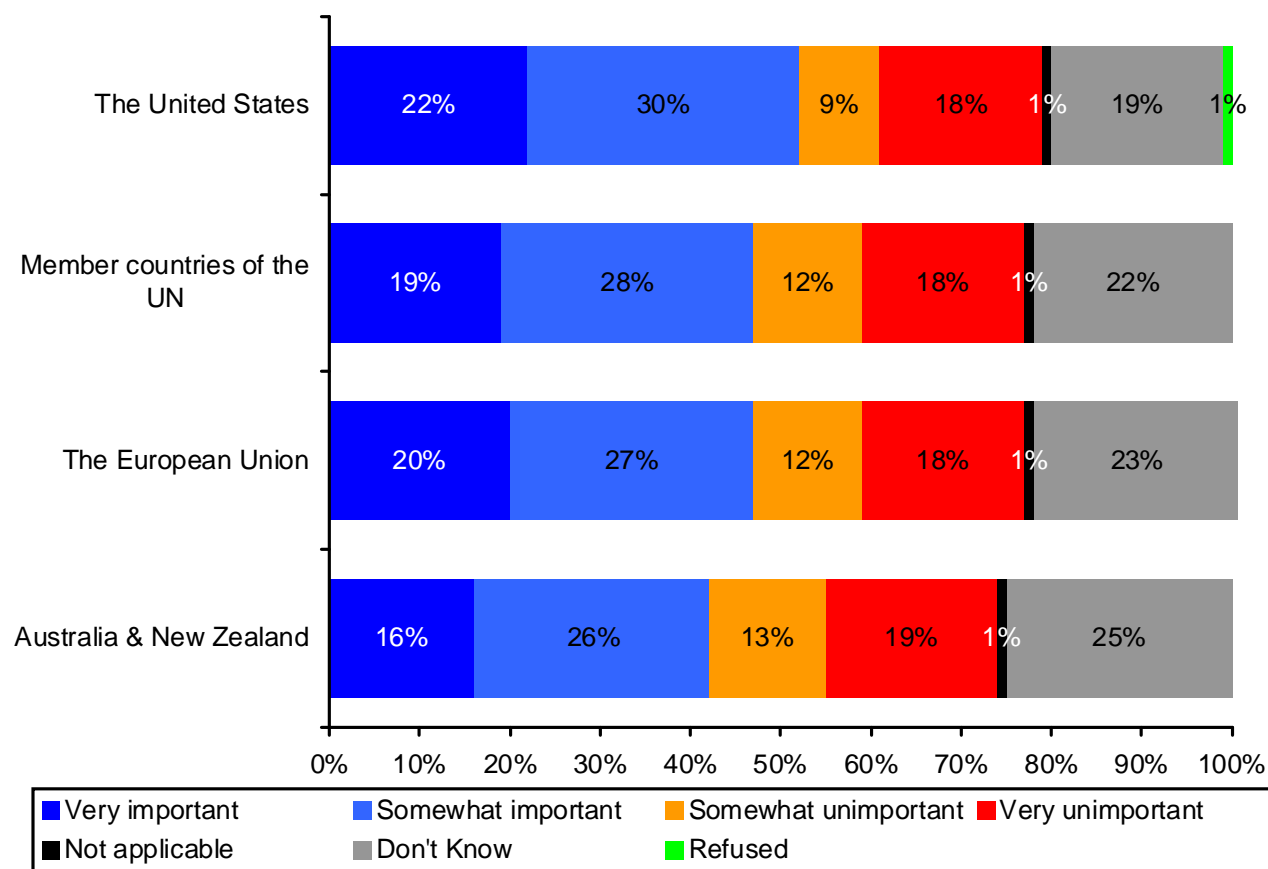
16.0 Jurisdictional Comparison

Respondents were provided with a list of four jurisdictions and asked if Canada's rules with respect to unions should be similar to these other jurisdictions. Overall, there was a high level of uncertainty on this measure with, on average between twenty and twenty five percent of respondents unsure.

Respondents with an opinion tended to believe Canada's rules on unions should be consistent with those in the United States (52% very/somewhat important). Consistency with the rules of member countries of the United Nations and European Union tied for second with 47% believing it was very/somewhat important that the rules be consistent with each of the two.

Consistency of the rules with Australia and New Zealand ranked last of the four choices with 42% considering it very/somewhat important that Canada have similar rules related to unions as those two countries.

Is it VERY IMPORTANT, SOMEWHAT IMPORTANT, SOMEWHAT UNIMPORTANT, OR VERY UNIMPORTANT that Canada have similar rules related to unions than the following countries or groups of countries
(Source: Nanos Research, August 2008)

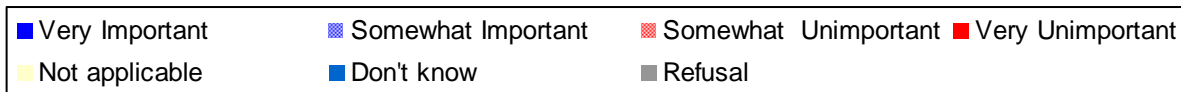
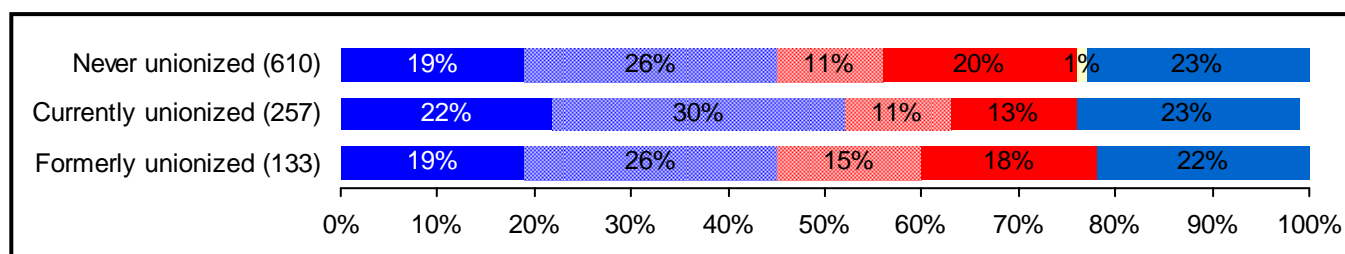
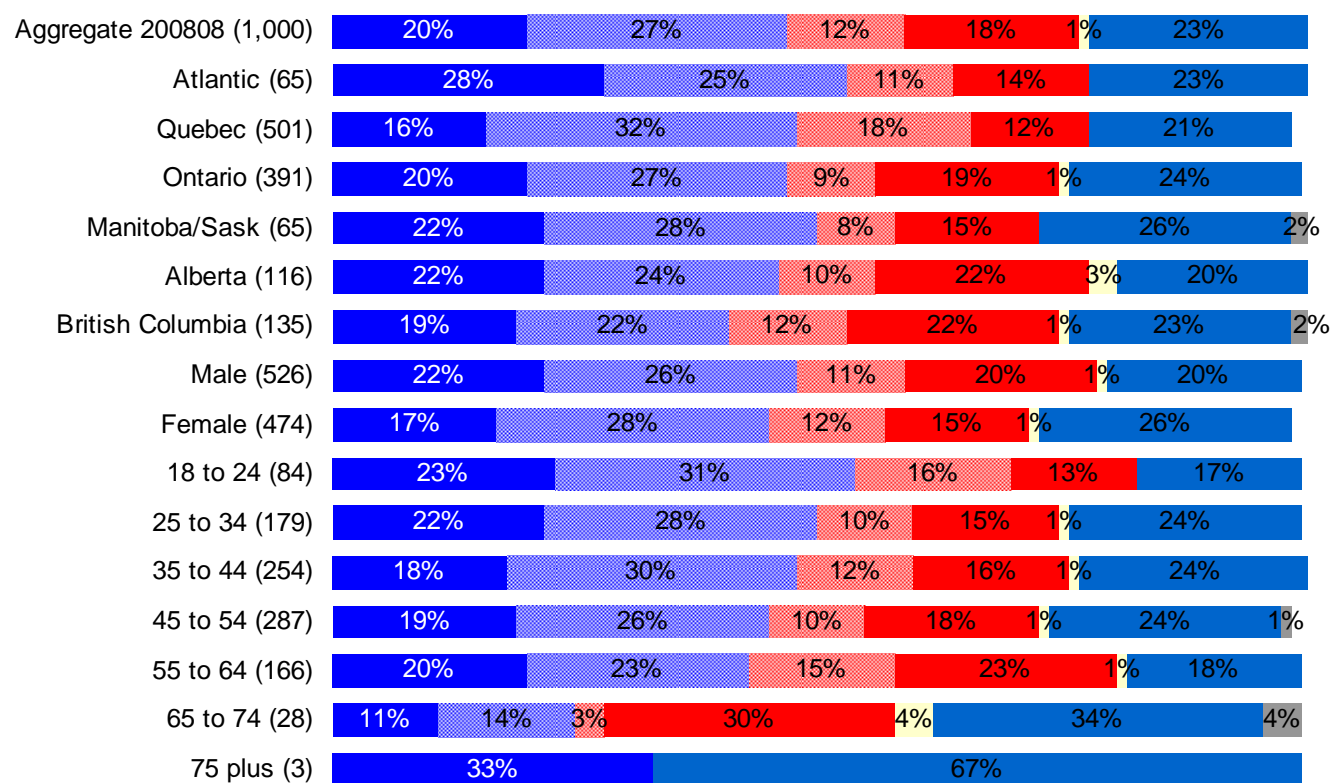


16.1 Canada and other Jurisdictions – The EU

Nearly one half (47%) of working Canadians considered it very/somewhat important that Canada have similar rules related to unions as the European Union. Three in ten thought it was somewhat/very unimportant with a further 23% unsure. Younger Canadians placed more importance on the consistency of union rules between Canada and the EU (18 to 24 - 52% important) compared to older age cohorts (65-74 – 25% important) as did current union employees (52% important compared to either former or never unionized employees – 45% each).

Is it VERY IMPORTANT, SOMEWHAT IMPORTANT, SOMEWHAT UNIMPORTANT, OR VERY UNIMPORTANT that Canada have similar rules related to unions than the following countries or groups of countries?[ROTATE]

The European Union (Source: Nanos Research, August 2008)

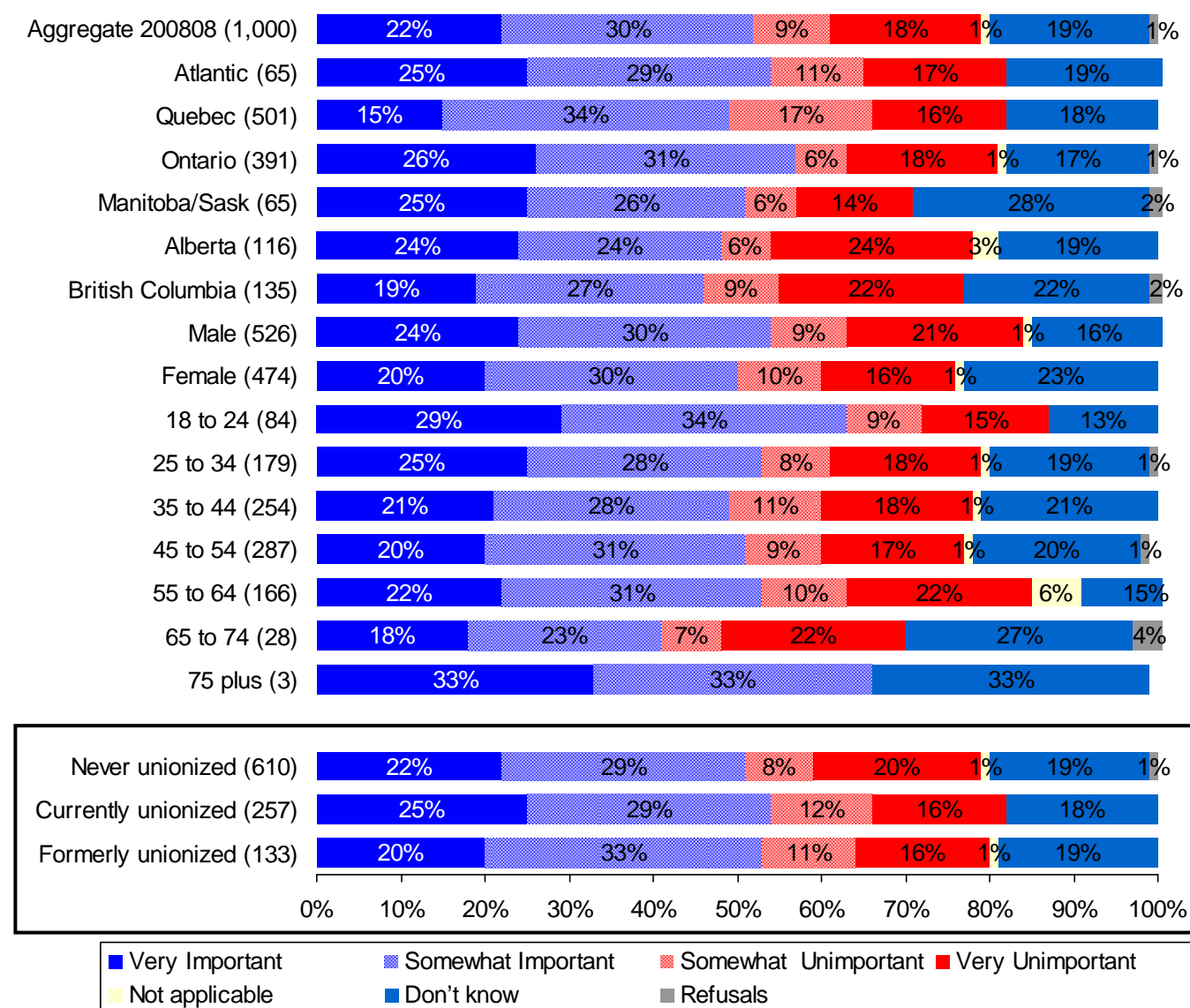


16.2 Canada and other Jurisdictions – The US

Survey participants were twice as likely to consider it very/somewhat important that rules related to unions be consistent between Canada and the United States (52% important versus 27% unimportant). Once again, a significant proportion of the sample was unsure (19%). Ontarians were more likely to consider this comparability important than other regions of the country such as Alberta or British Columbia (48% and 46% important respectively). Women (23%) were seven percentage points more likely to be unsure than men (16%).

Is it VERY IMPORTANT, SOMEWHAT IMPORTANT, SOMEWHAT UNIMPORTANT, OR VERY UNIMPORTANT that Canada have similar rules related to unions than the following countries or groups of countries?[ROTATE]

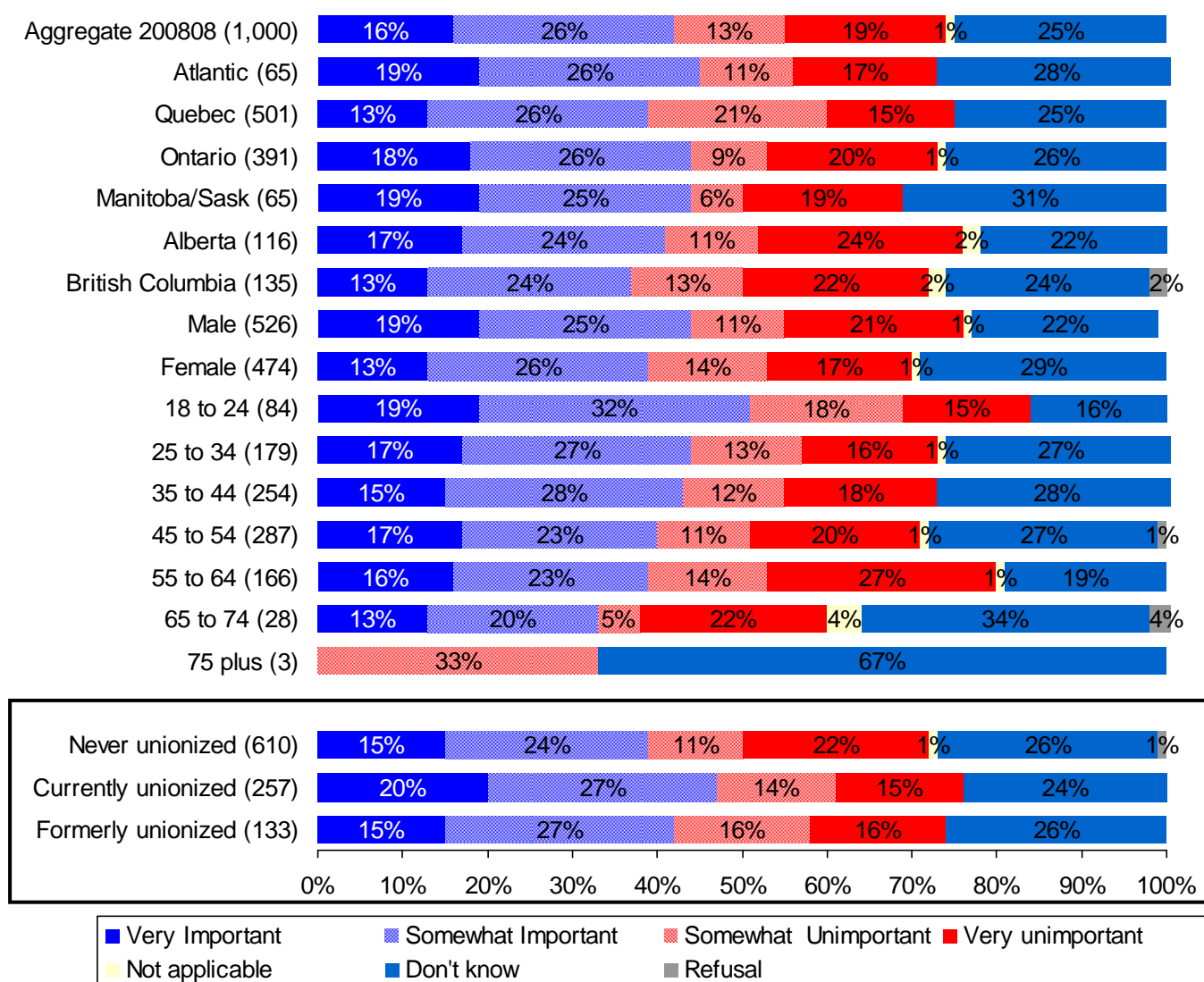
The United States (Source: Nanos Research, August 2008)



16.3 Canada and other Jurisdictions – Australia / NZ

While four in ten (42%) working Canadians considered it very/somewhat important that Canada and Australia/New Zealand have similar rules related to unions while one third (32%) considered it somewhat/very unimportant (25% were unsure). Current union employees (47%) were more likely than other employment profiles to place an importance on consistency in union regulations, as did men (44%) compared to women (39%). Further, Ontarians and Albertans were more inclined to consider this important than respondents in other regions of the country.

Is it VERY IMPORTANT, SOMEWHAT IMPORTANT, SOMEWHAT UNIMPORTANT, OR VERY UNIMPORTANT that Canada have similar rules related to unions than the following countries or groups of countries? [Rotate] Australia and New Zealand (Source: Nanos Research, August 2008)

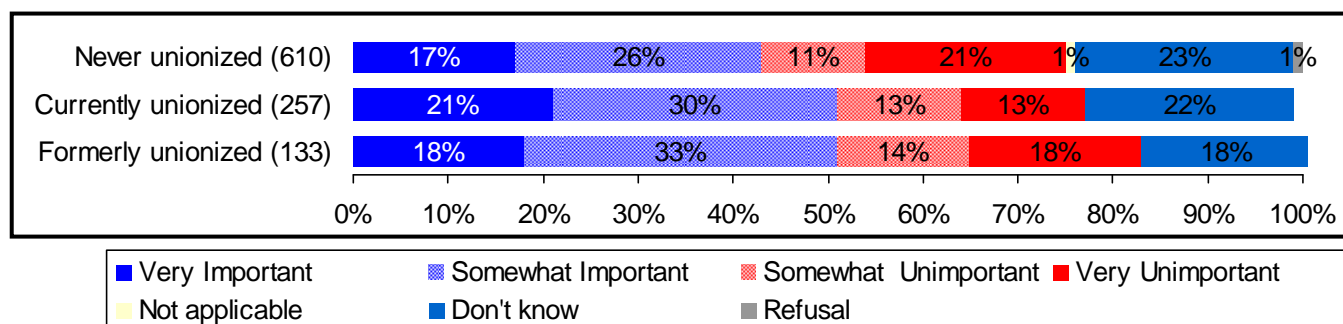
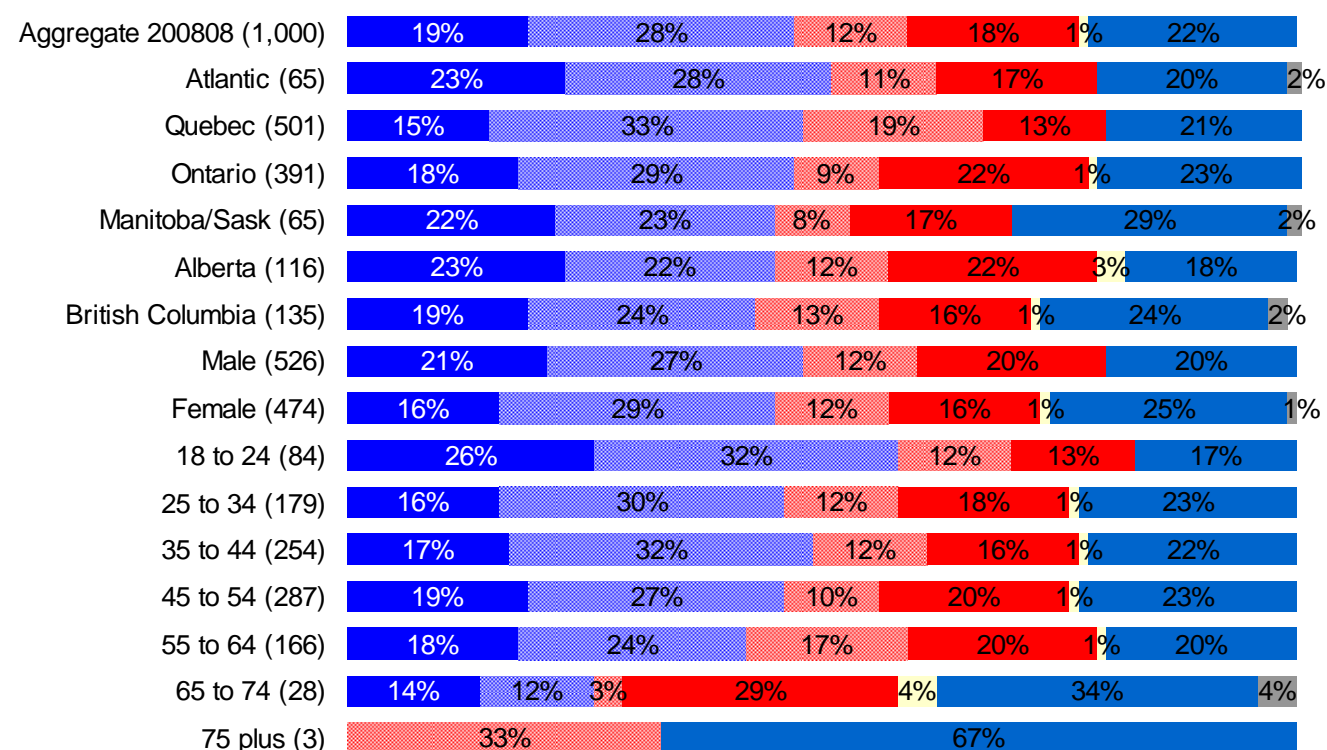


16.4 Canada and other Jurisdictions – the UN

Forty seven percent of employed Canadians believed it was very/somewhat important that Canada's rules on unions be similar to those in other member countries of the United Nations. Thirty percent considered it somewhat/very unimportant with a further 22% unsure. Respondents in the 18 to 24 age cohort were more likely to consider consistency in the rules between Canada and the UN very/somewhat important (58%). However, this score steadily dropped as the age of the respondent increased to a low of 26% among those aged 65 to 74.

Is it VERY IMPORTANT, SOMEWHAT IMPORTANT, SOMEWHAT UNIMPORTANT, OR VERY UNIMPORTANT that Canada have similar rules related to unions than the following countries or groups of countries?[Rotate]

Member Countries of the United Nations (Source: Nanos Research, August 2008)

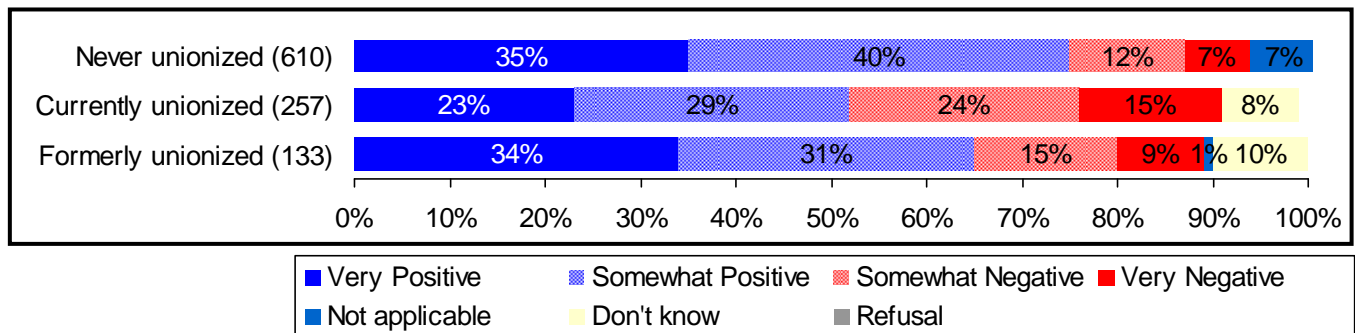
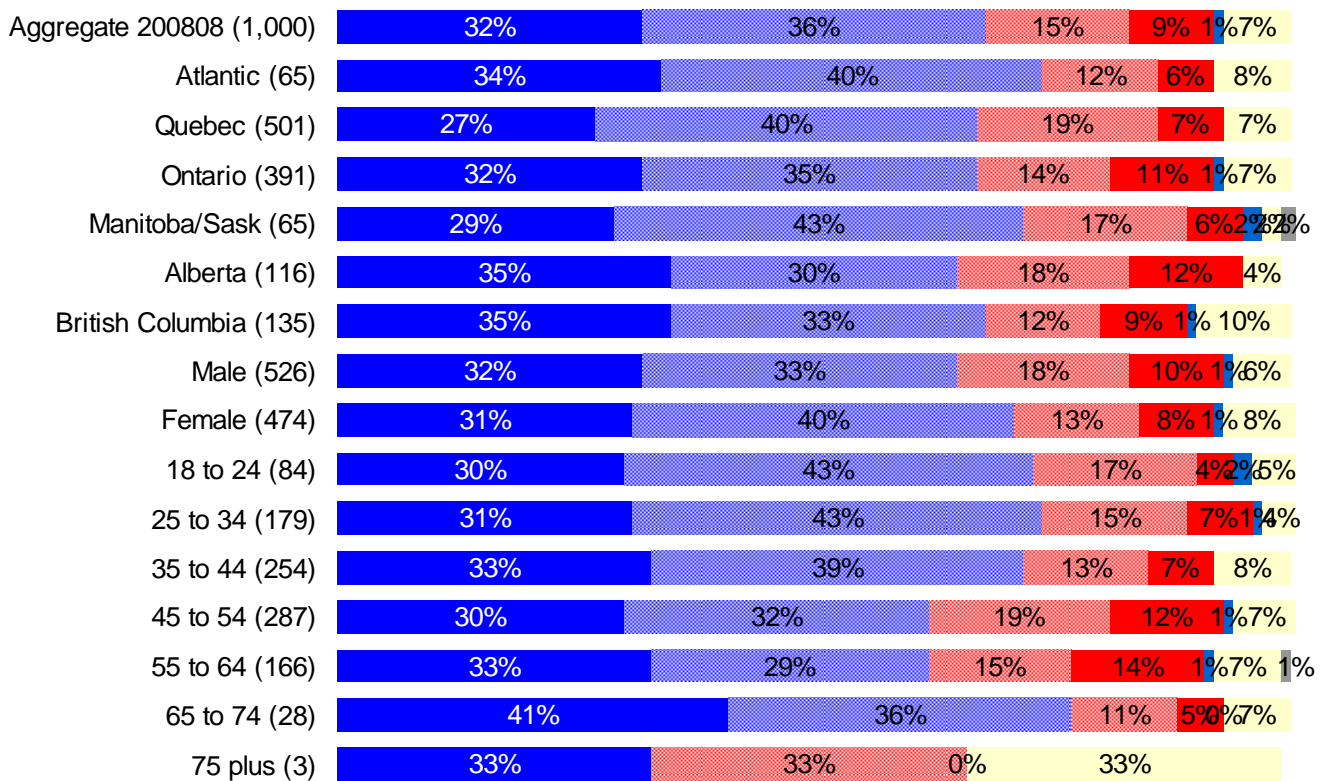


17.0 No Mandatory Membership

Nearly six in ten (58%) working Canadians had a very/somewhat positive impression of the rules in the United States, Europe, Australia and New Zealand which banned mandatory union Membership, more than double the number who have a somewhat/very negative impression of this approach. Opinions were consistent across most demographic groups tested with the exception of current union workers who were nine points less likely to have a very positive impression (23%) of this approach compared to the survey average of (32%).

As you may know, in the United States, Europe, Australia and New Zealand mandatory union Membership in a union is no longer allowed. An individual who is hired in a workplace with a union, will be covered by the collective agreement in their workplace but can refuse to be a Member of the union. Do you have a VERY POSITIVE, SOMEWHAT POSITIVE, SOMEWHAT NEGATIVE OR VERY NEGATIVE perception of this approach?

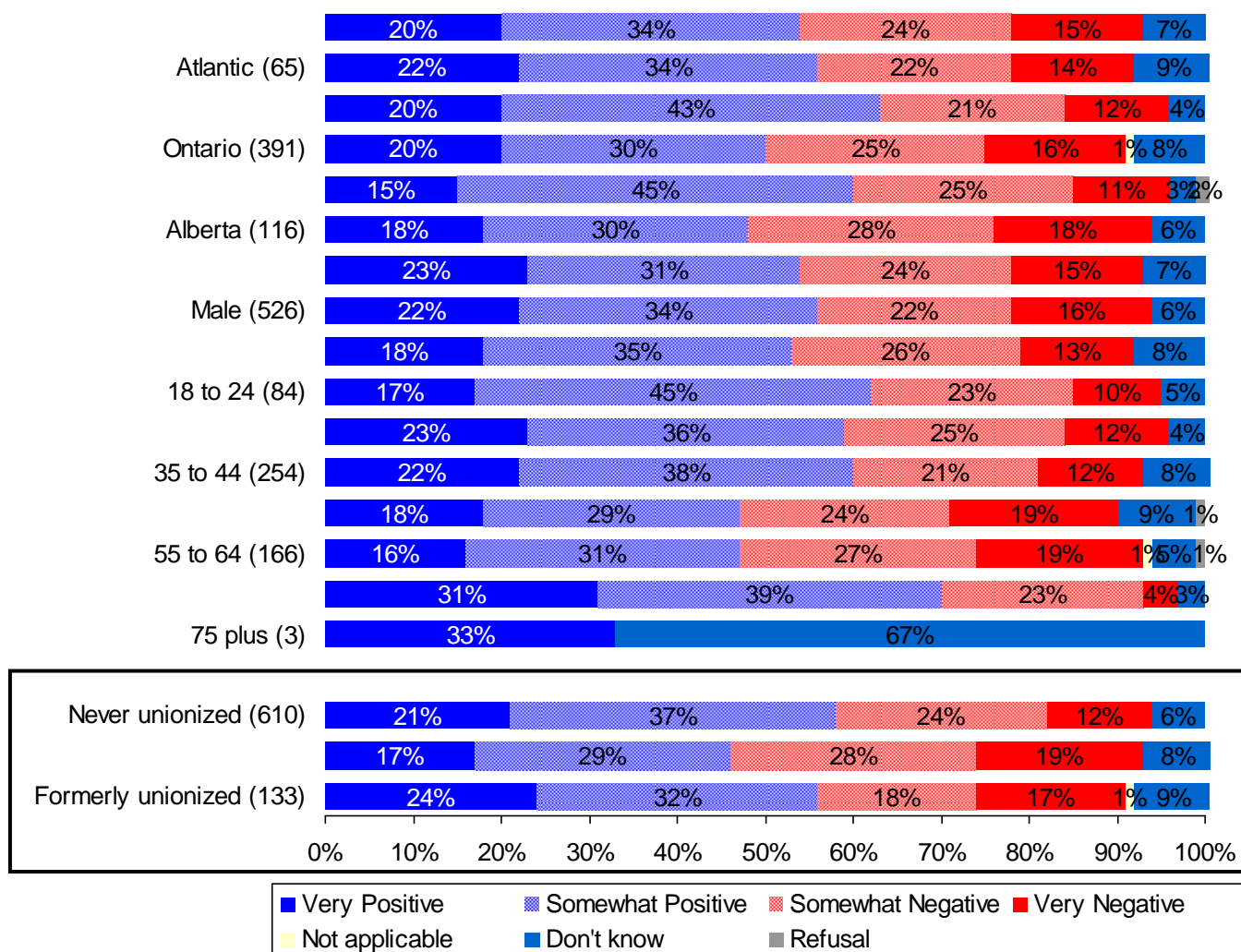
(Source: Nanos Research, August 2008)



18.0 Collective Bargaining and Dues

More than one half (54%) of working Canadians had a very/somewhat positive impression of the approach whereby an employee who declined union Membership paid lower dues, while 39% had a somewhat/very negative impression of this approach. This approach resonated most among Quebecers where close to two thirds (63%) had a very/somewhat positive impression. Ontarians (50%) and Albertans (48%) were, comparatively, least inclined to have a favourable impression of this approach. Currently unionized workers were evenly split (46% positive; 47% negative).

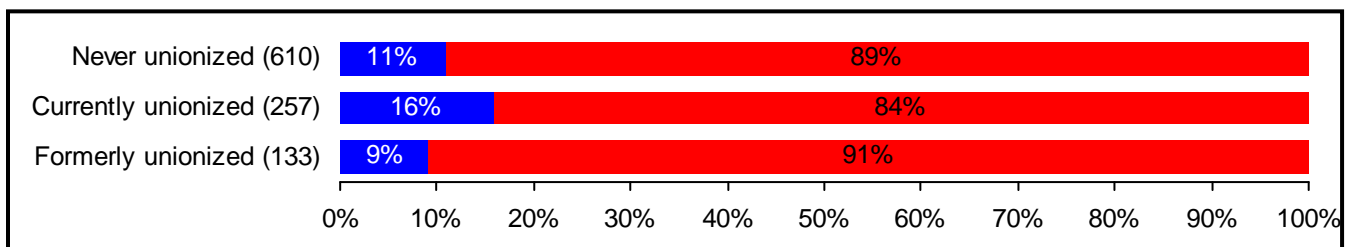
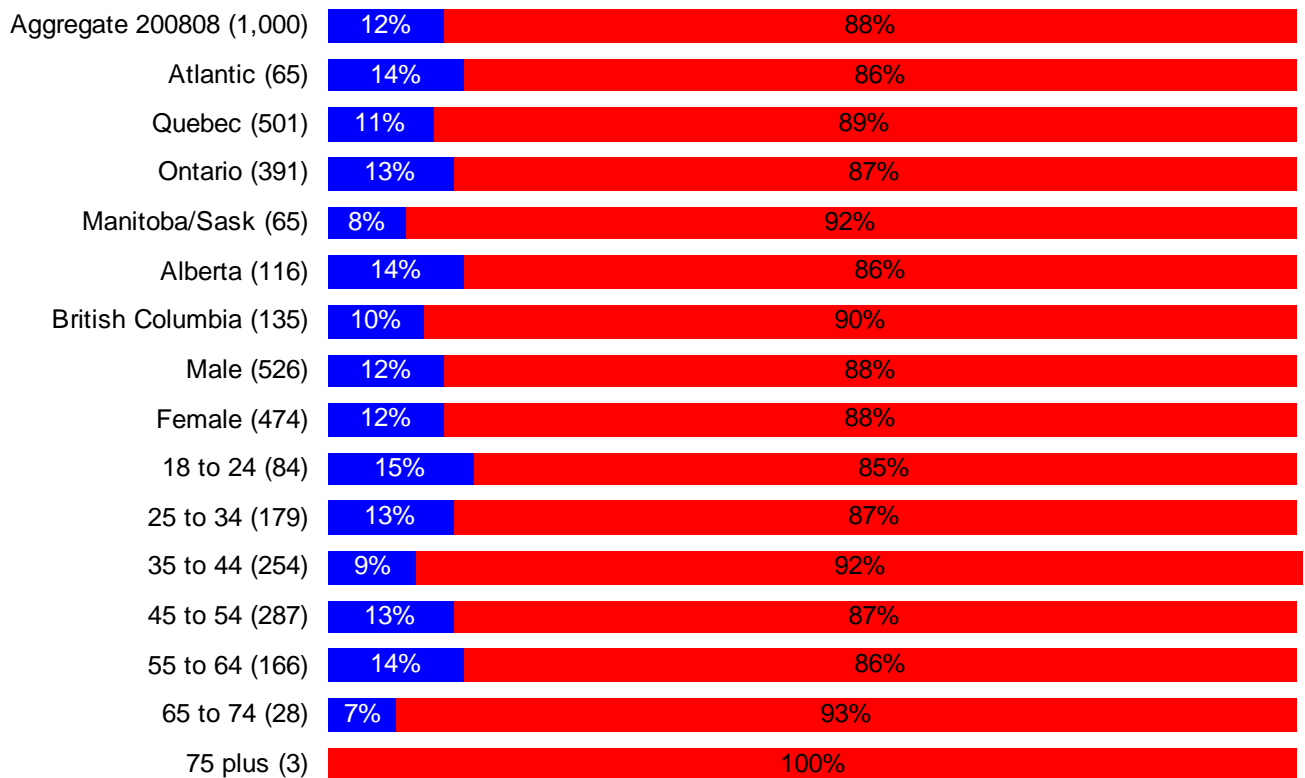
In some cases, the person who declines Membership pays lower dues to cover the costs for collective bargaining but may not be forced to pay the additional dues that a Member pays that may be used for non-bargaining purposes such as support for certain political parties or social causes. In other cases, non-Members pay no dues at all. Do you have a VERY POSITIVE, SOMEWHAT POSITIVE, SOMEWHAT NEGATIVE OR VERY NEGATIVE impression of this approach? (Source: Nanos Research, August 2008)



19.0 Awareness of the Federal Civil Service Labour Code

Working Canadians were almost universally unaware that the Federal Civil Service Labour Code did not allow forced union Membership as a condition of employment. This lack of awareness cuts across all geographic and demographic cohorts.

As you may know even though a Government of Canada workplace is unionized, employees must pay dues but can decline being a Member of the government union. The Federal Civil Service Labour Code, which covers employees of the Government of Canada does not allow forced union Membership as a condition of employment. Are you aware or unaware of this? (Source: Nanos Research, August 2008)



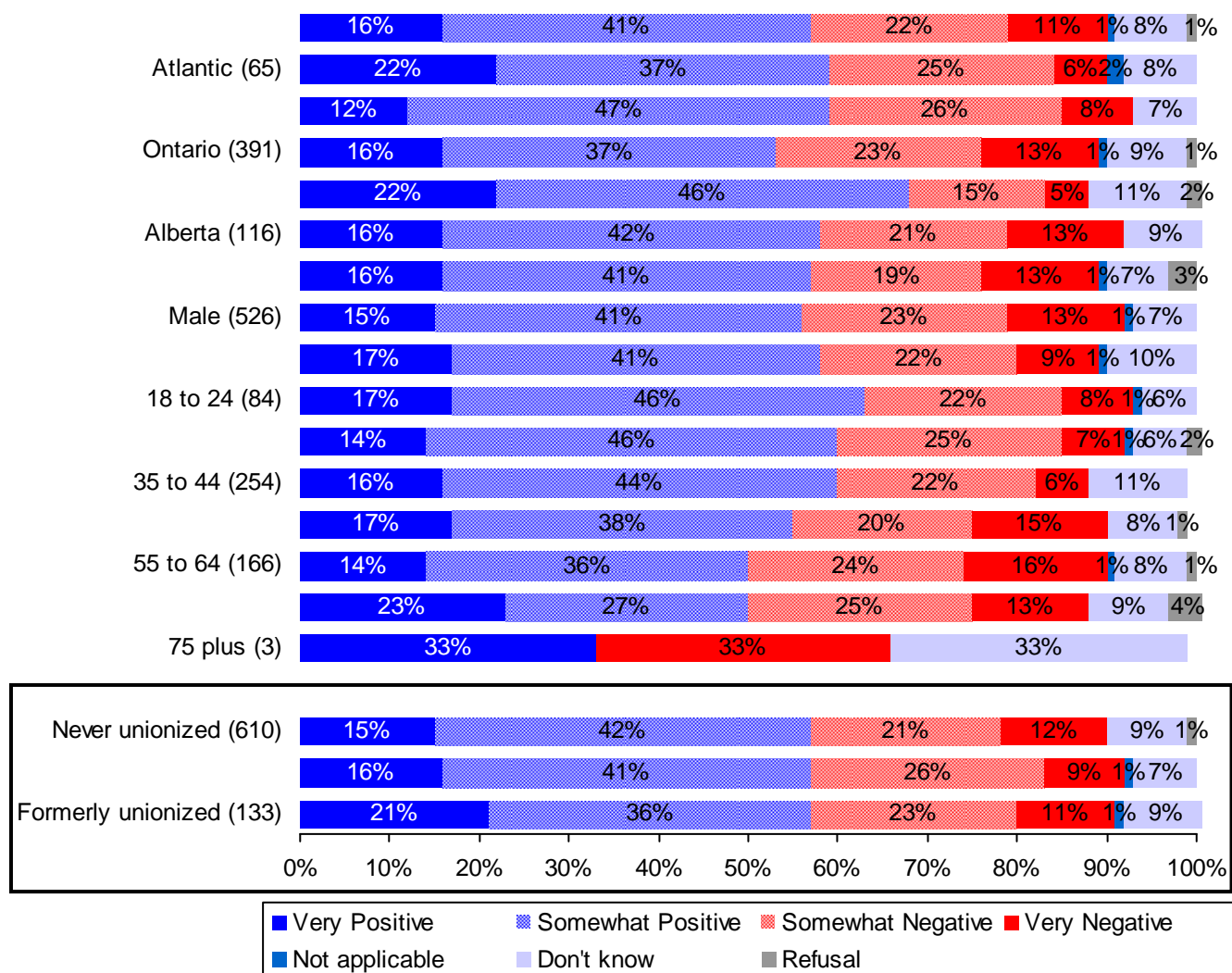
■ Aware ■ Unaware



19.1 Impression of the Federal Civil Service Labour Code

Survey research indicated that, in general, Canadians viewed the Federal Civil Service Labour Code favourably with 57% indicating a very/somewhat positive impression compared to only one third who had a somewhat/very negative impression. Generally speaking respondents across all cohorts viewed this approach favourably with no significant differences between the groups emerging. While Quebecers (59%) were more likely to have a positive impression of this approach the differences between the regions were not statistically significant.

As you may know even though a Government of Canada workplace is unionized, employees must pay dues but can decline being a Member of the government union. The Federal Civil Service Labour Code, which covers employees of the Government of Canada does not allow forced union Membership as a condition of employment. Do you have a VERY POSITIVE, SOMEWHAT POSITIVE, SOMEWHAT NEGATIVE OR VERY NEGATIVE impression of this approach? (Source: Nanos Research, August 2008)

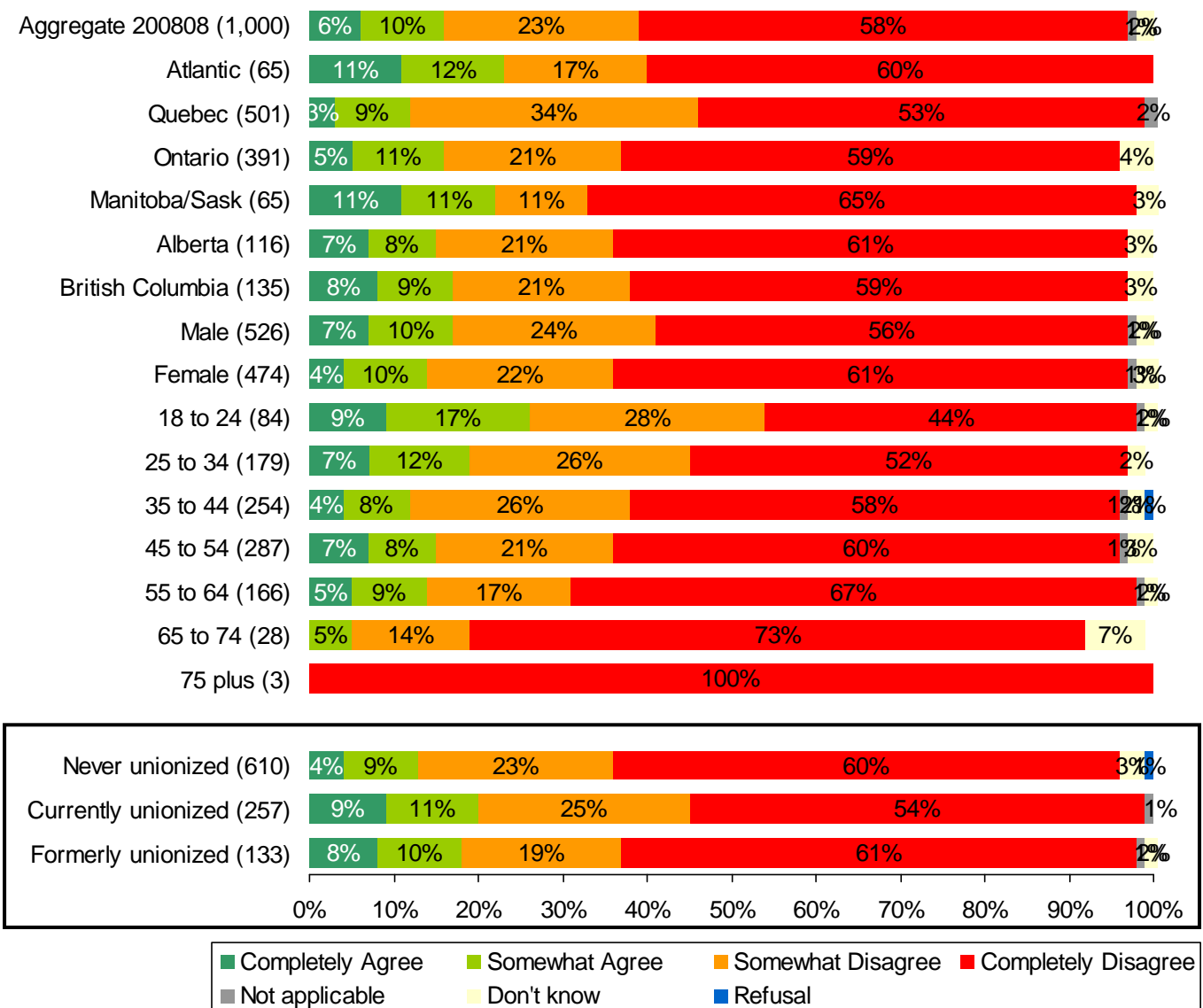


20.0 Supporting Political Parties with Union Dues

Eight in ten (81%) working Canadians disagreed that union dues should be used to make contributions to political parties. This compares to only 16% who agreed this was an acceptable practice. Quebecers were comparatively most likely to disagree with the practice of using union dues to make contributions to political parties. Opposition to using union dues for political contributions increased in direct correlation with age from 44% completely disagree among 18 to 24 year olds to 73% among those 65 to 74. Likewise, 79% of Canadians who are currently unionized opposed the use of dues to support political parties.

Do you COMPLETELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE OR COMPLETELY DISAGREE with the following uses of union dues? Making contributions to political parties

(Source: Nanos Research, August 2008)

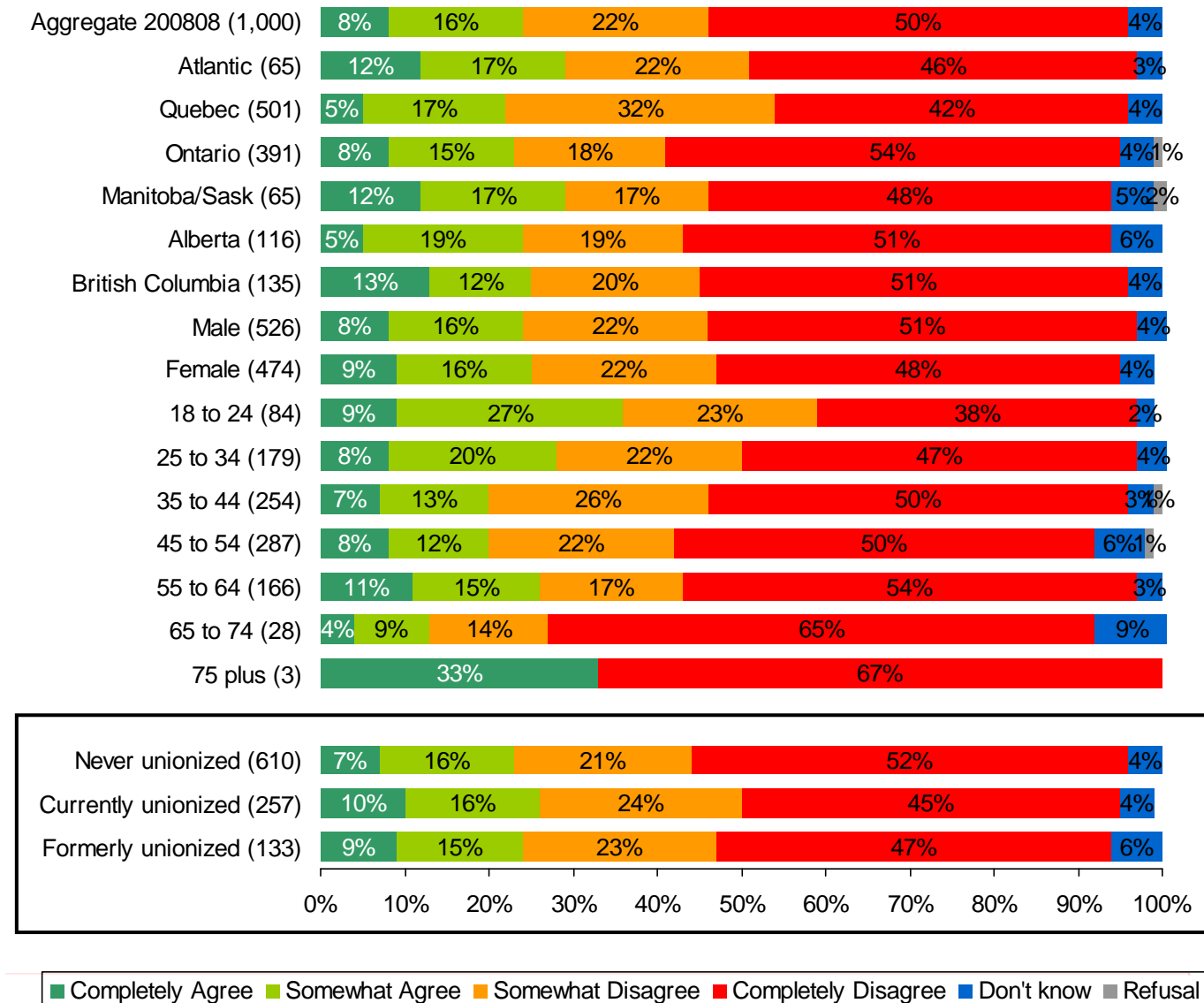


20.1 Dues to Advocacy Unrelated to Workplace Needs

Only one in four (24%) working Canadians completely/somewhat agree it was acceptable to use union dues to contribute to advocacy groups unrelated to workplace needs while more than seven in ten (72%) somewhat/strongly disagreed. Similar to the previous measure on political contributions Quebec were more likely to disagree (75%) with this proposition, as were older Canadians.

Do you COMPLETELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE OR COMPLETELY DISAGREE with the following uses of union dues? Making contributions to advocacy groups unrelated to your workplace's needs

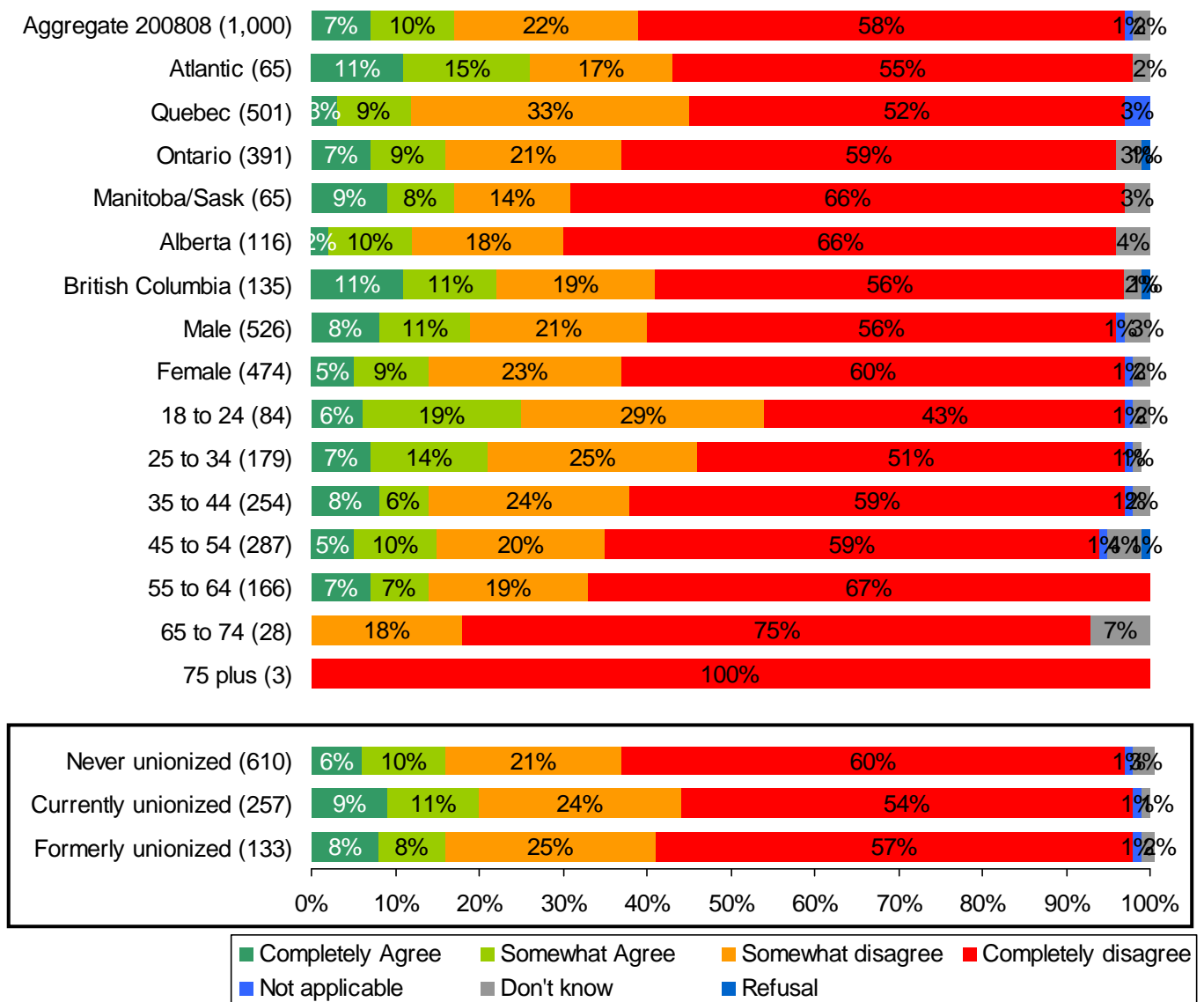
(Source: Nanos Research, August 2008)



20.2 Using Union Dues for Ads to Oppose Political Parties

By a wide margin, working Canadians, including those currently unionized, opposed using union dues to support advertising campaigns that opposed a specific political party. Overall, 80% of working Canadians somewhat/strongly oppose this practise compared to only 17% who strongly/somewhat support it. Opposition was clear across all groupings, including current union employees with the strongest opposition evident among Albertans (66% strongly oppose), women and those never unionized (60% strongly oppose each). Opposition also increased from 43% (strongly oppose) among 18 to 24 year olds to 75% (strongly oppose) among those these 65 to 74 years of age.

Do you COMPLETELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE OR COMPLETELY DISAGREE with the following uses of union dues? Making contributions to advertising campaigns that oppose a specific political party (Source: Nanos Research, August 2008)



21.0 Percentage of Dues Allocated To Legal Support

Asked what percentage of union dues should be used to provide information resources and legal support to form or preserve a union roughly one half of working Canadians (49%) indicated 20% or less. A further one third (35%) believed between 20% and 50% of union dues should be allocated to providing information resources and legal support to support to form or preserve a union. Only six percent preferred that all union dues be allocated towards the stated goal.

On average respondents felt one third (33%) of union dues should go towards providing information resources and legal support to form or preserve a union.

In your opinion, what percentage of union dues should go towards providing information resources and legal support to form or preserve a union? (Source: Nanos Research, August 2008)

