

State of the Unions 2011

LabourWatch

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Background & Methodology

The Canadian LabourWatch Association retained Nanos Research to survey currently employed Canadians on their impressions of unions particularly in terms of their use of union dues, financial transparency and key public policy topics such as secret ballot votes on unionization and unionized workers' ability to cross their own picket lines. This research project, entitled "State of the Unions 2011", is the second survey of its kind conducted by Nanos and the third survey on behalf of LabourWatch. This allows for wave-to-wave comparisons for some of the common survey questions. Please refer to Appendix B for direct research wave comparisons.

The current State of the Unions random telephone survey was conducted among 1,001 employed Canadians between July 20th and July 25th, 2011. The margin of error for a survey of 1,001 employed Canadians is $\pm 3.1\%$, 19 times out of 20. The sampling stratifications by geography for the project as well as the respective margin of error for the sub-samples are below:

Canada	Sample	Margin of Error, 19 times out of 20
Atlantic (Inc. N&L, NS, NB, PEI)	100	± 10.0
Quebec	250	± 6.3
Ontario*	250	± 5.7
Prairies (MB/SK/AB)	250	± 7.0
British Columbia	150	± 8.1
Canada	1,001	± 3.1

The previous "State of the Unions" random telephone survey was conducted in 2008 among 1,000 employed Canadians between July 27th and August 6th, 2008. The margin of error for a survey of 1,000 employed Canadians is $\pm 3.1\%$, 19 times out of 20.

Also, please note that percentages may not add up to 100% in the charts displayed in this report due to rounding. Moreover, we referred to the 2008 and 2003 results only when significant or relevant changes occurred.

A comparison of the number of working Canadians surveyed by Nanos who said they were unionized with the latest data on unionized indicates that the profile of respondents in the random sample is consistent with the target population (Nanos survey 32% unionized, 31.5% in 2010 according to Statistics Canada).

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.

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Executive Summary

The Nanos survey of 1,001 employed Canadians revealed that about three in ten employed Canadians said they were unionized at the time of the survey. Of those who did not hold a union job nearly eight in ten were not interested in being unionized.

Findings showed that working Canadians surveyed agreed with greater financial transparency on the part of unions. In terms of the use of union dues for non-workplace political activities such as attack ads, non-work advocacy groups or political parties, a majority of working Canadians opposed all of these activities.

83% of Canadians agreed with mandatory public financial disclosure for both public and private sector unions on a regular basis. Support for disclosure to employees during a union drive or interested in becoming unionized rose to 92% of working Canadians.

A large proportion of Canadians disagreed with union dues being used to contribute to attack ads (73%), political parties (70%) or advocacy groups (60%).

In the current wave of research, the relevance of unions today, at 52%, was in between levels seen in 2003 (56%) and 2008 (47%). Still, a majority of Canadians, whether they be unionized or not, would not want to be unionized in their current job if given the choice. To follow are the key highlights of the research.

- Almost nine in ten employed Canadians agreed with employees being entitled to receive information from both the union and the employer during a union drive regarding the impact of unionization (89%)
- Almost as many agreed with having a secret ballot vote when forming a union (84%).
- Government actions towards non-unionized employees and their employers by limiting the granting of government contracts to only unionized bidders and their unionized employees met with resistance on the part of Canadian workers (60% disagreed).
- Nearly three in four Canadians (75%) agreed with the right of workers to cross picket lines, largely based on workers' individual rights (25% of all unprompted responses).
- Comparatively fewer Canadian workers (45%) stated that public sector unions impacted positively the ability for a government to use tax-payers' money. A clear majority of Canadians, however, felt that unions had a positive impact on job security (80%), while a smaller proportion felt the same way towards innovative work atmosphere (55%) and the ability of a business to compete (51%).
- Nearly eight in ten currently or formerly unionized workers stated that union Membership came with the job (79%) and another six in ten believed they could not resign their Membership (57%). Likewise, just a little over half of them (54%) felt that their union dues were well spent.
- Despite the fact that one in two Canadian workers (unionized or not) believed unions were still relevant (52%), nearly six in ten stated they would not opt for unionization if they had the choice (57%).



1.0 Unions: Dues & Financial Transparency

Canadians were divided on whether the Canadian public or just union Members/unionized employees should have access to unions' financial information. However, the vast majority believed in unions' financial transparency in general. In terms of union dues uses, a majority of Canadian workers disagreed with funding political parties, attack ads and advocacy groups.

1.1. Union Financial Disclosure to Public and Employees

Exhibit 1A: Access to Financial Information (n=1,001)

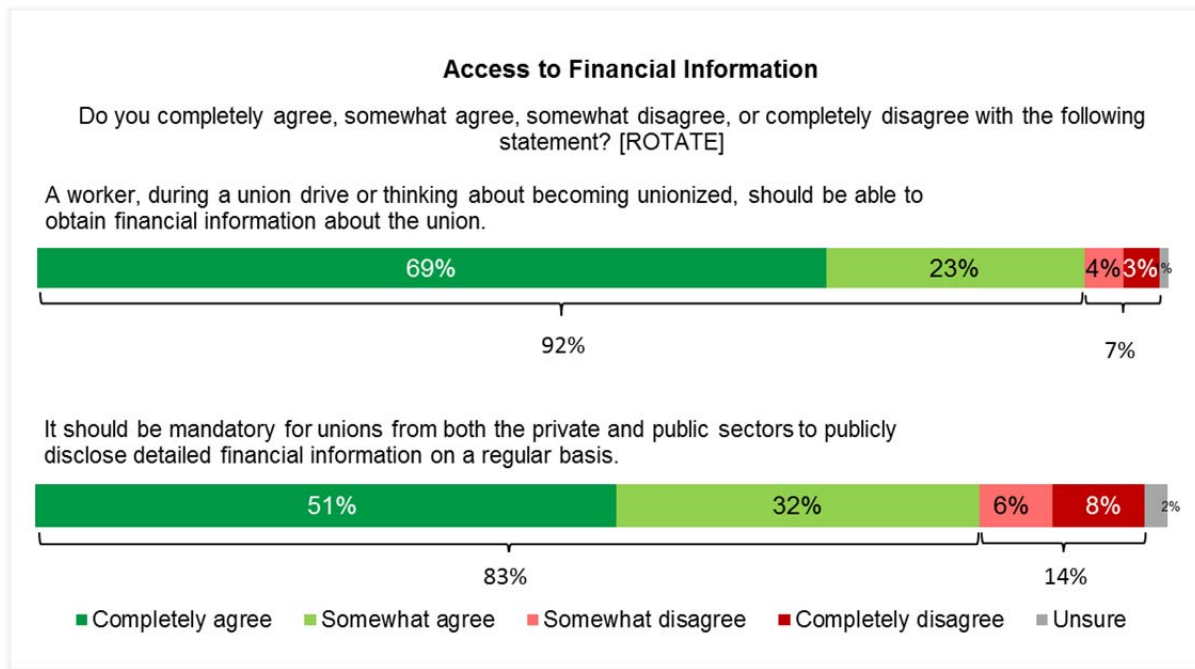


Exhibit 1B: Percentages for Access to Financial Information for Completely Agree & Somewhat Agree

Categories	Workers Obtaining Financial Information during a Union Drive	Mandatory for Unions to Publicly Disclose Financial Information
Canada (n=1,001)	92.1%	83.1%
Atlantic (n=100)	95.5%	72.1%
Quebec (n=250)	94.9%	94.6%
Ontario (n=250)	91.1%	80.1%
Prairies (n=250)	90.9%	77.9%
British Columbia (n=150)	89.2%	85.3%
Unionized workers (n=318)	92.6%	85.7%
Never unionized workers (n=514)	91.6	86.5%
Formerly unionized workers (n=169)	93.2%	68.0%

Additional Analysis

Results show that a majority of working Canadians completely agreed or somewhat agreed with both statements. The proportion of completely or somewhat agreeing opinions was higher for a worker obtaining financial information about the union (92.1%) relative to a mandatory disclosure of unions' financial information on a regular basis (83.1%). Of note, Quebecers were comparatively more likely to completely agree with the latter statement (61.6% versus the Canadian average of 51.1%), whereas formerly unionized respondents were comparatively more likely to completely disagree with the latter statement (17.6% versus unionized (6.9%) and never been unionized (5.6%) respondents).



1.2. Union Dues

Exhibit 2A: Union Dues Uses (n=1,001)

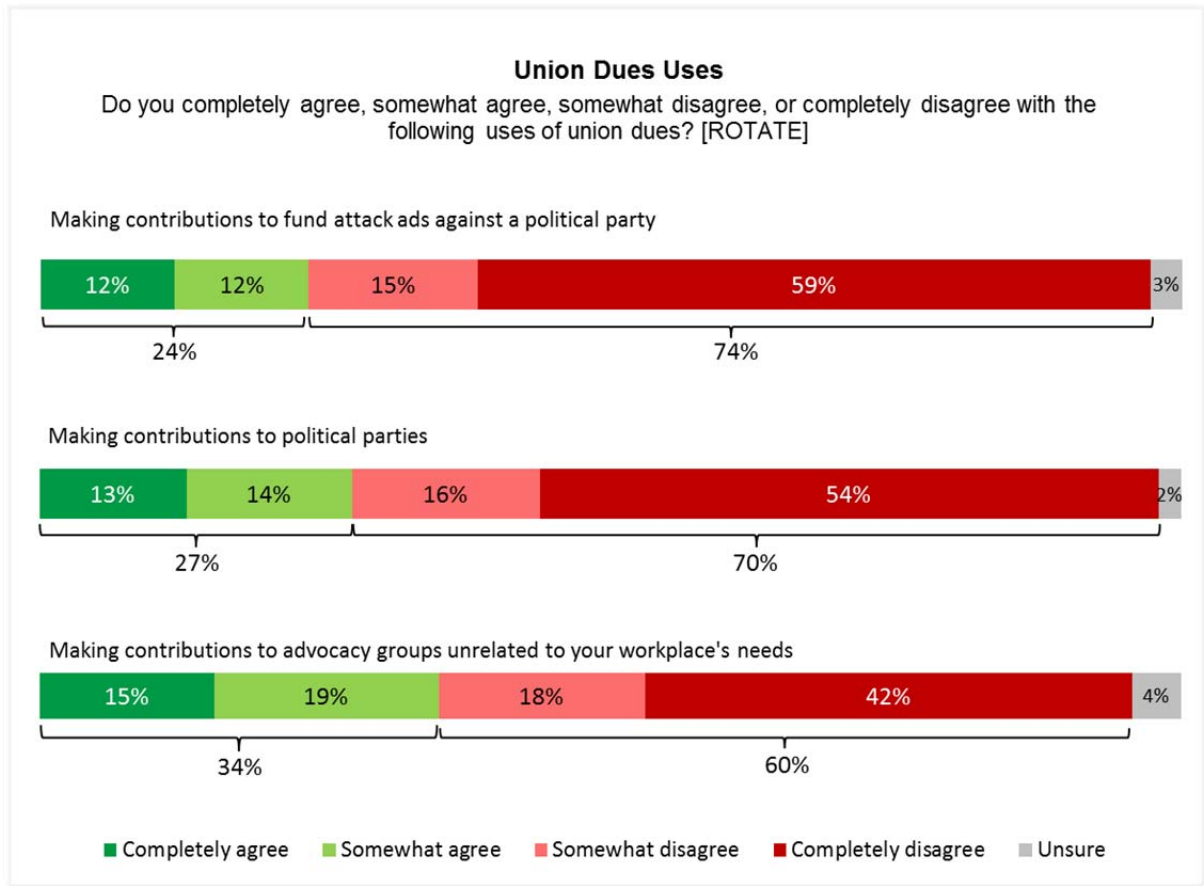


Exhibit 2B: Percentages for Union Dues Uses for Completely Disagree & Somewhat Disagree

Categories	Attack Ads	Political Parties	Advocacy Groups
Canada (n=1,001)	73.3%	70.0%	59.8%
Atlantic (n=100)	62.7%	49.7%	47.5%
Quebec (n=250)	82.1%	85.3%	71.5%
Ontario (n=250)	74.4%	72.2%	54.8%
Prairies (n=250)	73.3%	65.3%	63.0%
British Columbia (n=150)	63.6%	61.7%	51.5%
Unionized workers (n=318)	71.6%	67.1%	63.1%
Never unionized workers (n=514)	78.2%	75.7%	59.6%
Formerly unionized workers (n=169)	61.2%	57.6%	54.4%

Additional Analysis

A clear majority of Canadians completely disagreed or somewhat disagreed with each of the proposed ways of spending union dues. Making contributions to fund attack ads met with the most intense disagreement (73.3% completely disagreed or somewhat disagreed), followed by making contributions to political parties (70.0% completely disagreed or somewhat disagreed) and to advocacy groups unrelated to the workplace (59.8% completely disagreed or somewhat disagreed). Of note, Quebecers were drivers of “completely disagree” opinions on all three statements, while formerly unionized respondents tended to be drivers of “completely agree” opinions.



Exhibit 3A: Spending of Union Dues (n=487)

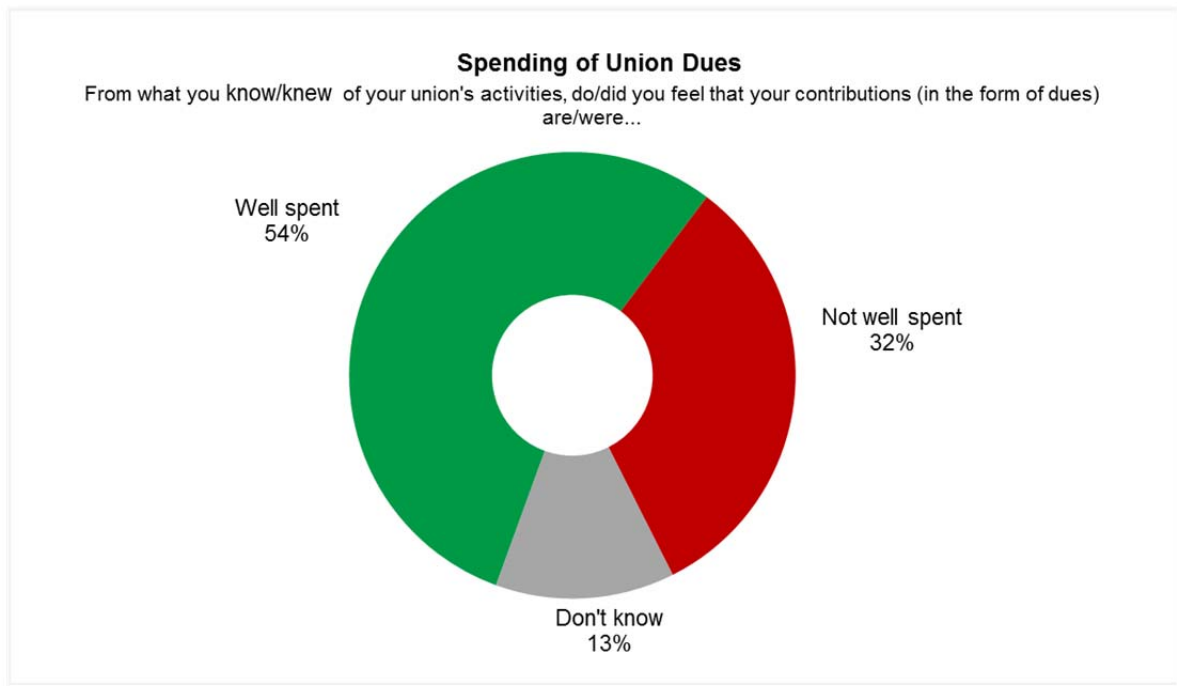


Exhibit 3B: Percentages for Spending of Union Dues

Categories	Dues Well Spent	Dues Not Well Spent
Canada (n=487)	54.4%	32.1%
Atlantic (n=59)	68.4%	22.3%
Quebec (n=130)	67.8%	26.2%
Ontario (n=91)	48.1%	41.7%
Prairies (n=131)	48.3%	26.2%
British Columbia (n=77)	38.9%	48.2%
Unionized workers (n=318)	62.8%	29.6%
Formerly unionized workers (n=169)	38.6%	36.8%

Additional Analysis

Just over one in two unionized or formerly unionized working Canadians (54.4%) believed their union dues were well spent, while three in ten (32.1%) stated they were not well spent. Currently unionized respondents (62.8%) were comparatively more likely to think that their union dues were well spent, while respondents formerly unionized respondents were divided on the question (38.6%) and more likely to not know what to answer (23.4% versus 7.4% for currently unionized). These findings are consistent with the 2008 wave of research.



Additional Analysis (continued)

In terms of demographic differences, working Canadians who identified themselves as actual union Members (64.7%) were comparatively more likely to think their union dues were well spent relative to those who said they were not actual union Members (29.7%). In addition, British Columbians (38.9%) were significantly less likely to believe their union dues were well spent, compared to respondents from other provinces (Canadian average of 54.4%). Of note, there were at least twice as many working Canadians not of the view that their union dues were well spent in the Prairies (24.9%) than in other regions (Canadian average of 12.9%).



2.0 Perceptions of Unions in the Workplace

A strong majority of Canadian workers agreed with more transparency and secret ballot voting in a union drive and strongly disagreed with governments discriminating against non-unionized employees (whose employers may be excluded by law from bidding on government work). In addition, a majority of Canadian workers agreed with workers crossing their picket lines largely based on workers' individual rights and freedom to disagree with the union.

2.1. Crossing Picket Lines

Exhibit 4A: Unionized Employees Crossing Their Own Union's Picket Lines (n=1,001)

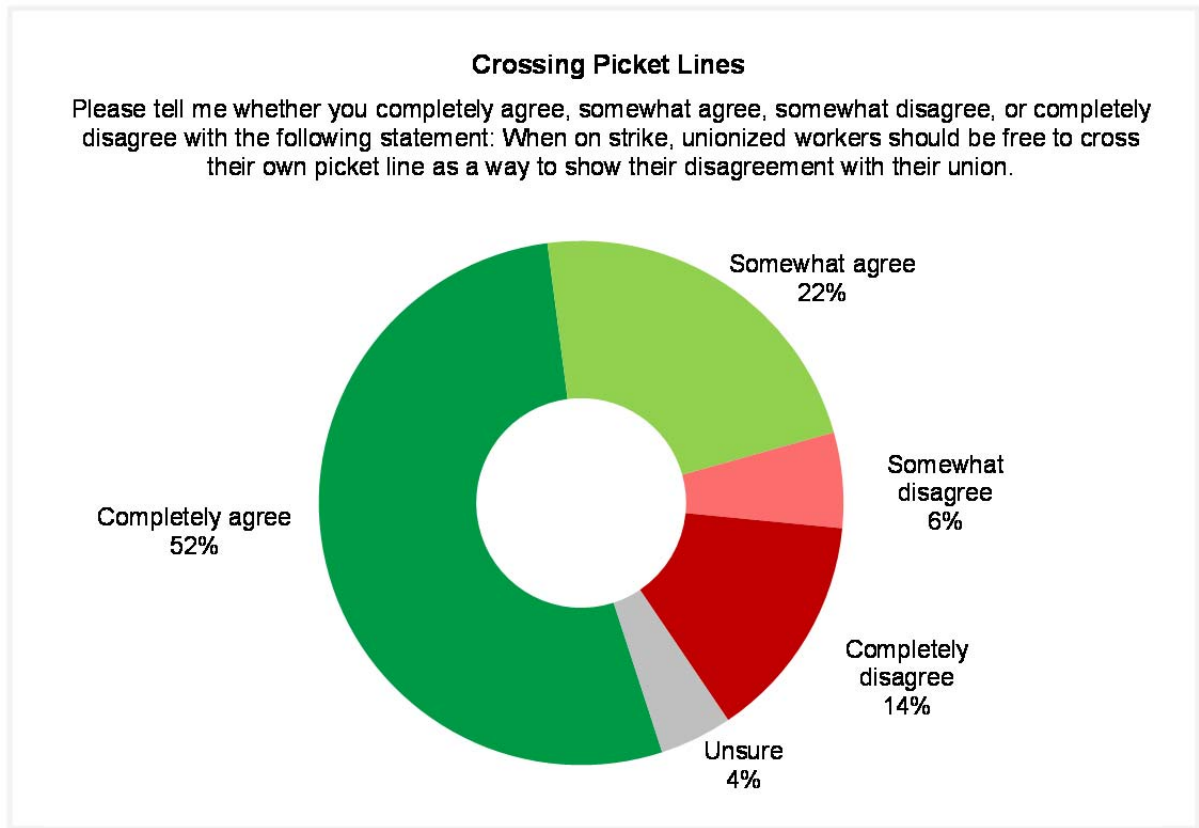


Exhibit 4B: Percentages for Crossing Picket Lines for Completely Agree & Somewhat Agree

Categories	Responses (%)
Canada (n=1,001)	74.6%
Atlantic (n=100)	73.0%
Quebec (n=250)	72.2%
Ontario (n=250)	71.1%
Prairies (n=250)	81.4%
British Columbia (n=150)	74.7%
Unionized workers (n=318)	65.3%
Never unionized workers (n=514)	80.9%
Formerly unionized workers (n=169)	73.2%

Additional Analysis

When asked whether they agreed with unionized employees being free to cross their own union's picket lines when on strike to go and do their jobs, three in four working Canadians said they completely agreed or somewhat agreed with the statement (74.6%). Of note, currently unionized respondents (65.3%) agreed with being able to cross their own picket lines. Drilling down, it is also notable that large proportions of never unionized (57.7%), unionized (45.5%) and formerly unionized (48.3%) workers completely agreed with workers crossing their own picket lines. In addition, workers who identified themselves as not actual union Members were comparatively more likely to completely agree with the statement (52.6%) relative to actual union Members (44.3%).

Exhibit 4C: Cross tabulation – Agreement with Picket Line Crossing and Unprompted Views

When on strike, unionized workers should be free to cross their own picket line as a way to show their disagreement with their union? Why do you have that opinion? [Open-ended]	When on strike, unionized workers should be free to cross their own picket line as a way to show their disagreement with their union?		
	Agree (n=748)	Disagree (n=196)	Total (n=1,001)
Workers should have the right to choose/be free to cross the picket line/ Individual rights	33%	-	25%
Workers should have a say/ Be free to express themselves/ disagree	20%	-	15%
Unions are not always right/ Dislike unions	6%	-	5%
Unions should stick together/ Be as one/ Follow the majority rule	-	38%	7%
Union pay is not enough/Need to pay bills	6%	1%	4%
Should not be allowed/Unfair/Defeats the purpose of a union	-	15%	3%
Not good/ Negative impact on workers/ Union	-	13%	3%
Unsure	32%	28%	29%
Other	4%	6%	4%
No answer	-	-	5%
Total	100%	100%	100%

Additional Analysis

Among those who agreed with unionized workers being free to cross their picket lines, one in three stated, unprompted, that it should be a right (32.9%), followed by thinking that workers should be free to express themselves or disagree with the union (20.1%), that unions are not always right (6.1%) and that workers on strike still have to pay bills (5.5%).

Among the minority who expressed a disagreement with unionized workers having the right to cross their picket lines, nearly four in ten said, unprompted, that unions should stick together or follow the majority rule (37.8%), followed by thinking that crossing picket lines defeats the purpose of a union (14.8%) and that it has an overall negative impact (12.8%).

Of note, about three in ten working Canadians were unsure about why they agreed or disagreed with workers crossing the picket lines of the union that represents them (29.3%).

2.2. Secret Ballot Votes, Government Bid Restrictions and Employee Entitlement to Information

Exhibit 5A: Opinions of the Presence of Unions in the Workplace (n=1,001)

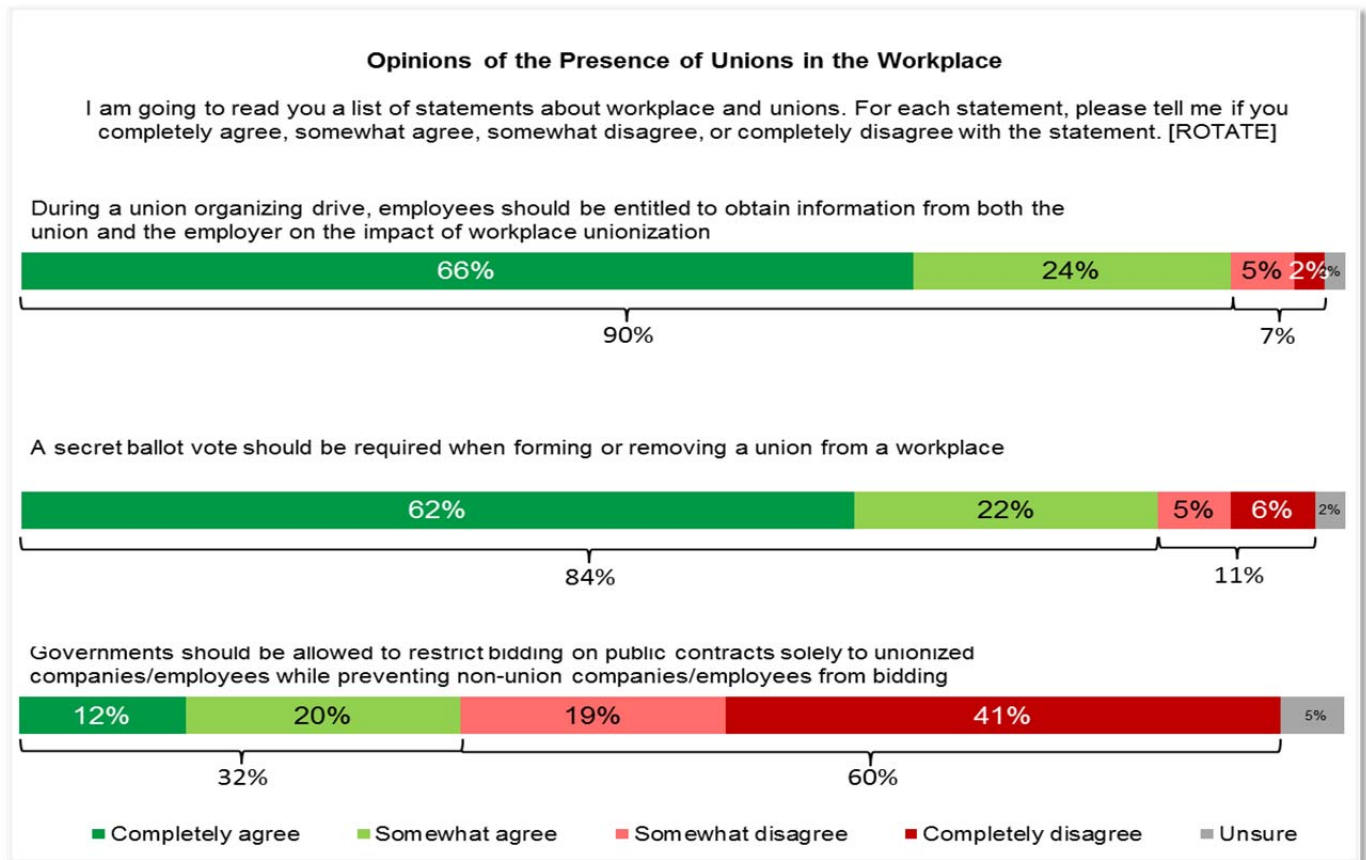


Exhibit 5B: Percentages for Presence of Unions for Completely Agree & Somewhat Agree

Categories	Employees should be Able to Obtain Information on the Impact of Workplace Unionization	A Secret ballot should be Required when Forming or Removing a Union	Governments should Restrict Bidding Solely to Unionized Companies
Canada (n=1,001)	89.3%	83.9%	32.4%
Atlantic (n=100)	87.0%	86.8%	34.9%
Quebec (n=250)	94.9%	88.4%	23.7%
Ontario (n=250)	86.3%	80.1%	31.1%
Prairies (n=250)	87.8%	82.3%	37.0%
British Columbia (n=150)	89.2%	83.6%	39.3%
Unionized workers (n=318)	94.1%	86.0%	36.1%
Never unionized workers (n=514)	86.1%	82.2%	27.3%
Formerly unionized workers (n=169)	90.1%	85.4%	40.7%

Additional Analysis

An overwhelming majority of Canadians completely agreed or somewhat agreed with affected employees being able to obtain information from both the union and the employer during a union drive regarding the impact of unionization (89.3%). This was followed by having a secret ballot vote when forming or removing a union (83.9%). These figures were consistent with the previous wave of research.

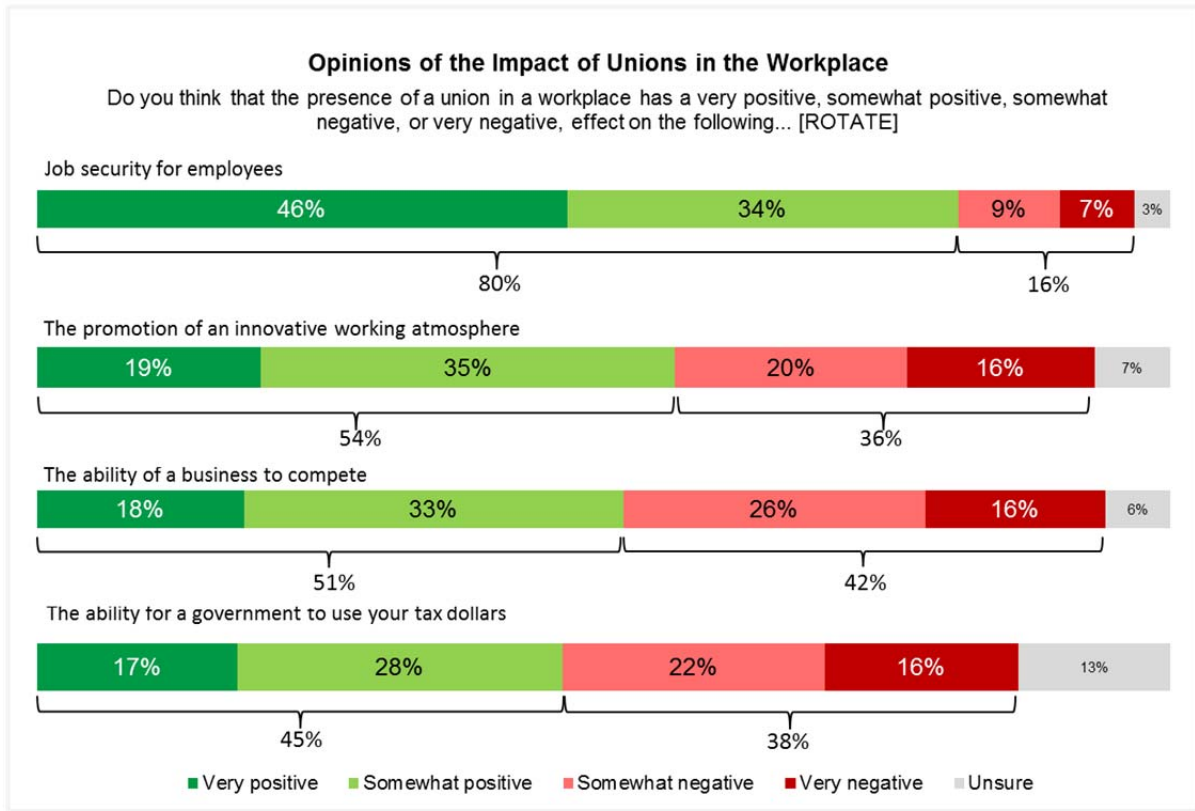
As before, it is most notable that unionized respondents had the highest support level for secret ballot votes.

In contrast, a majority of respondents completely disagreed or somewhat disagreed with governments restricting bidding solely to unionized companies (60.1% - down from 74.6% in 2008). Although a majority of Canadians opposed the latter statement across demographic categories, respondents that had never been unionized were comparatively more likely to completely disagree or somewhat disagree with that statement (63.6%) relative to unionized (57.7%) and formerly unionized (54.3%) respondents.



2.3. Impact of Unions

Exhibit 6A: Opinions of the Impact of Unions in the Workplace (n=1,001)



Additional Analysis

For a clear majority of Canadian workers, unions had a very positive or somewhat positive impact on job security for employees (79.9%). Of note, the proportion of respondents who thought that unions had a somewhat negative to very negative impact was comparatively smaller for job security (15.3%) relative to all other statements. These findings were consistent with the 2008 wave of research.

What was not examined is whether respondents were thinking of unions being able to grieve individual terminations and challenge whether or not the employer had “cause” to terminate a person or were they thinking of job security generally such as the idea that unions might prevent plant closings or layoffs.

Exhibit 6B: Percentages for the Impact of Unions for Very Positive & Somewhat Positive

Categories	Job Security	Promotion of an Innovative Working Atmosphere	Ability of a Business to Compete	Ability for Government to Use Tax Dollars
Canada (n=1,001)	79.9%	54.6%	50.5%	44.6%
Atlantic (n=100)	86.5%	52.4%	53.2%	50.9%
Quebec (n=250)	78.3%	50.6%	48.3%	37.1%
Ontario (n=250)	77.2%	53.5%	41.3%	40.8%
Prairies (n=250)	79.4%	54.5%	56.9%	47.7%
British Columbia (n=150)	83.9%	65.2%	56.9%	53.7%
Unionized workers (n=318)	92.3%	71.3%	71.1%	56.1%
Never unionized workers (n=514)	72.5%	42.2%	35.4%	37.1%
Formerly unionized workers (n=169)	79.5%	61.1%	57.4%	45.4%

Additional Analysis

Relative to the perceived impact of unions on job security, working Canadians were comparatively more divided on whether unions had a positive or negative impact on the promotion of an innovative working atmosphere (54.6% positive versus 35.9% negative) and the ability for a business to compete (50.5% positive versus 41.5% negative). Of note, comparatively fewer Canadian workers stated that public sector unions impacted positively the ability for a government to use tax-payers' money (44.6% positive versus 38.6% negative).



3.0 Unionization Status, Interest & Relevance

Results show that interest in unionization was low among non-unionized workers. Among formerly and currently unionized workers, a majority of respondents said that union Membership was required with their job and that they could not resign from their union and keep their job. Although one half of all respondents believed that unions were still relevant, a majority of Canadian workers stated they would not opt for unionization given the choice.

3.1. Unionization Status

Exhibit 7A: Unionization Status (n=1,001)

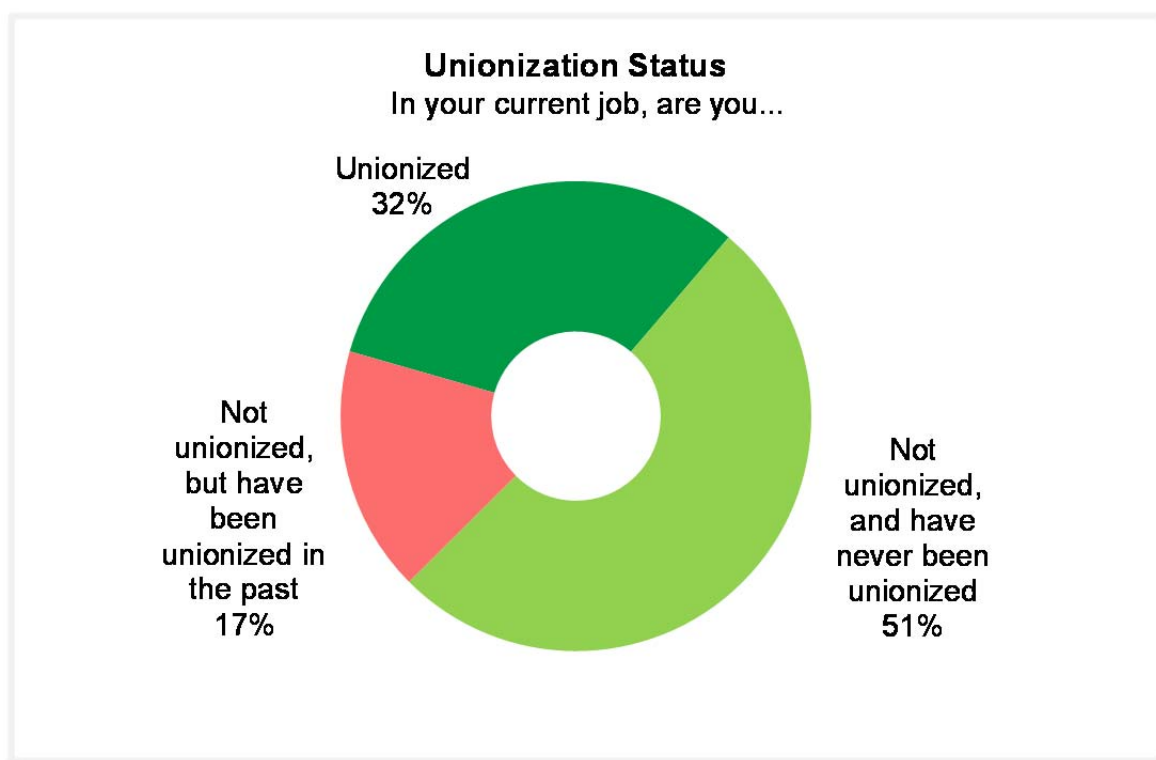


Exhibit 7B: Percentages for Unionization Status

Categories	Unionized	Never Unionized	Formerly Unionized
Canada (n=1,001)	31.8%	51.3%	16.9%
Atlantic (n=100)	29.3%	41.3%	29.4%
Quebec (n=250)	38.1%	48.1%	13.8%
Ontario (n=250)	24.5%	63.8%	11.7%
Prairies (n=250)	31.7%	47.6%	20.6%
British Columbia (n=150)	35.3%	48.6%	16.1%

Additional Analysis

Nearly seven in ten (68.2%) Canadian workers surveyed said they currently held a non-unionized job. Furthermore, almost one in three (31.8%) employed Canadians were currently unionized. Of note, in line with previous waves of research, Quebecers were leading the way in terms of unionization with almost four in ten (38.1%) saying they were unionized, followed by British-Columbia workers (35.3%). Actual union density for 2010 was 31.5% in Canada.



3.2. Interest in Being Unionized or Not – All Respondents

Exhibit 8A: All Respondents (n=1001)

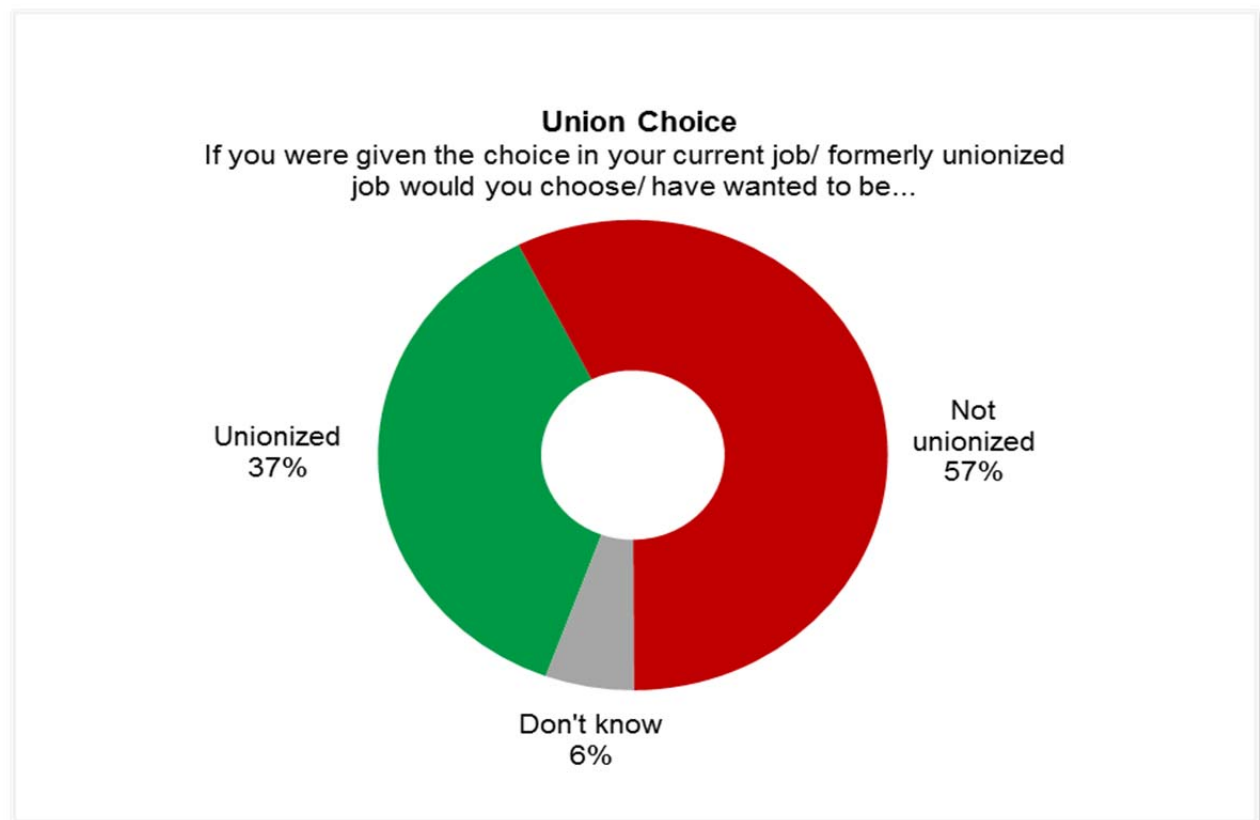


Exhibit 8B: Percentages for Being Unionized or Not

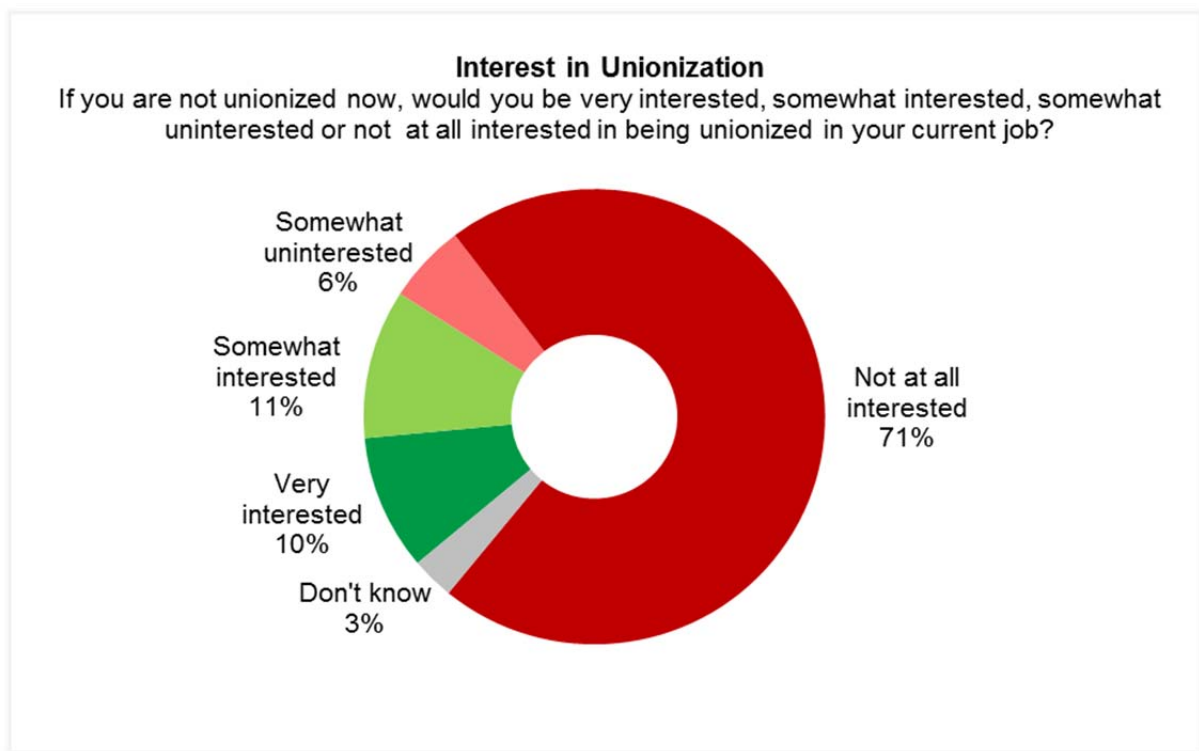
Categories	Would Choose to be Unionized	Would Choose Not to be Unionized
Canada (n=1,001)	37.0%	57.3%
Atlantic (n=100)	39.1%	58.9%
Quebec (n=250)	42.5%	54.4%
Ontario (n=250)	31.8%	60.4%
Prairies (n=250)	33.4%	58.3%
British Columbia (n=150)	41.2%	54.1%
Unionized workers (n=318)	69.5%	26.2%
Never unionized workers (n=514)	18.1%	75.3%
Formerly unionized workers (n=169)	33.2%	61.0%

Additional Analysis

Nearly six in ten Canadian workers (57.3%) pointed out that given the choice in their current job or formerly unionized job, they would not want/have wanted to be unionized. Conversely, less than four in ten working Canadians (37.0%) said they would want/have wanted to be unionized. Given union density of 31.5% in 2010, this is a significant result.

3.3. Interest in Being Unionized for Respondents Who Are Not Currently Unionized

Exhibit 8C: Interest in Unionization for Formerly Unionized and Never Unionized (n=683)



Additional Analysis

Comparatively fewer Canadians who had never been unionized (18.1%) as well as those who had been in the past (33.2%) were likely to answer that they would choose to be unionized relative to currently unionized respondents (69.5%). Compared to the findings of the 2008 wave of research, the proportion of formerly unionized Canadians, in 2011, who would have wanted to be unionized given the choice dropped from fifty-two percent (52.4%) to thirty-three percent (33.2%).

Exhibit 8D: Union Choice for Formerly Unionized (n=169)

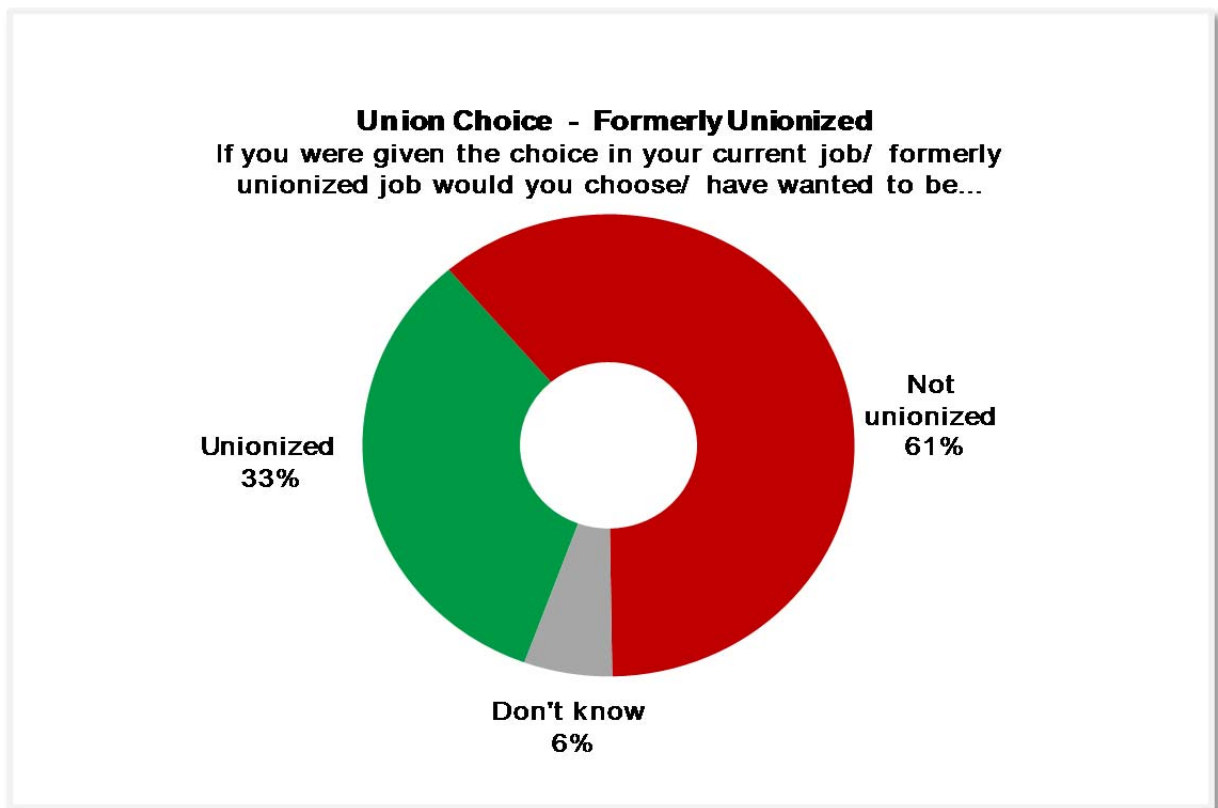
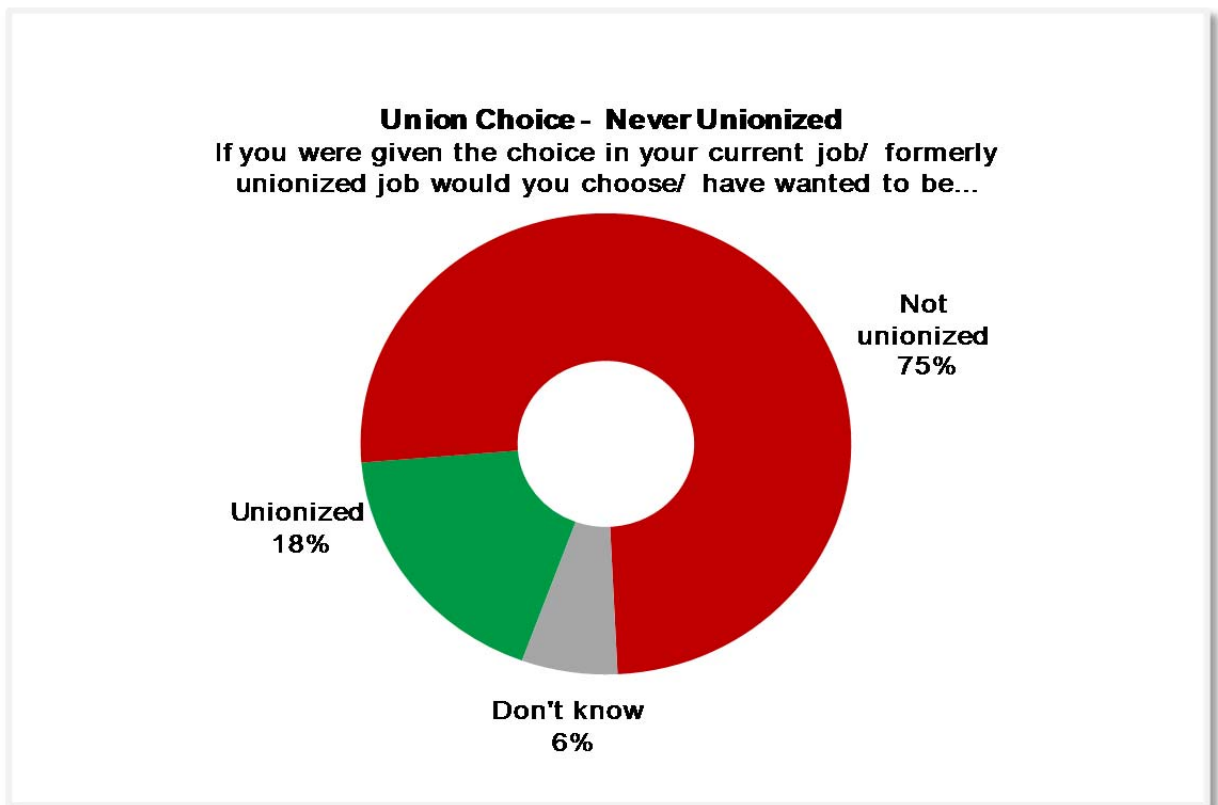


Exhibit 8E: Union Choice for Never Unionized (n=514)



3.4. Union Membership Status Perceptions of Respondents Who Are or Were Unionized

Exhibit 9A: Union Membership Status (n=487)

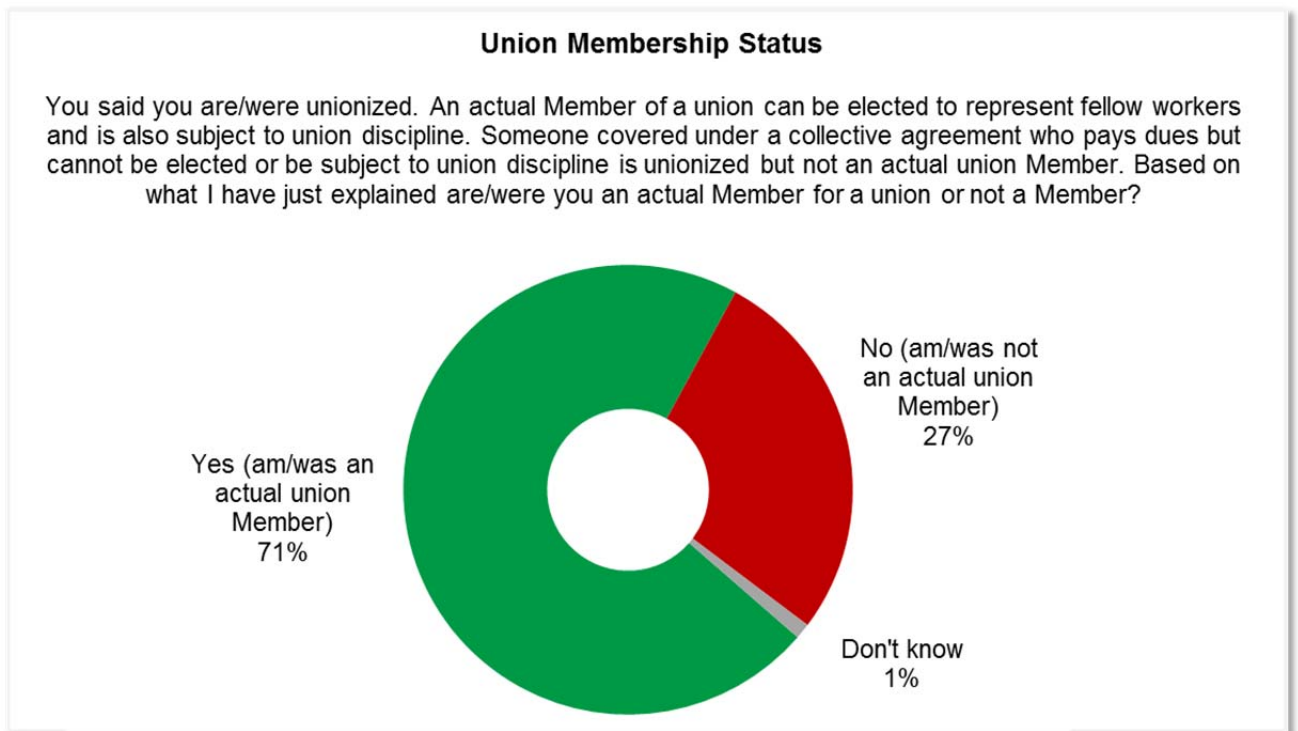


Exhibit 9B: Percentages for Union Membership Status

Categories	Yes	No
Canada (n=487)	70.9%	27.1%
Atlantic (n=59)	76.2%	22.6%
Quebec (n=130)	82.0%	16.8%
Ontario (n=91)	77.2%	21.1%
Prairies (n=131)	59.6%	36.8%
British Columbia (n=77)	59.9%	38.3%
Unionized workers (n=318)	82.8%	16.7%
Formerly unionized workers (n=169)	48.5%	46.8%

Additional Analysis

Seven out of ten union respondents (70.9%) said they were actual union Members, while nearly three in ten (27.1%) believed they were not actual union Members. Of note; the percentage of those who did not know what to answer to that question was marginal (1.1%).

Exhibit 10A: Resigning from Union Membership (n=487)

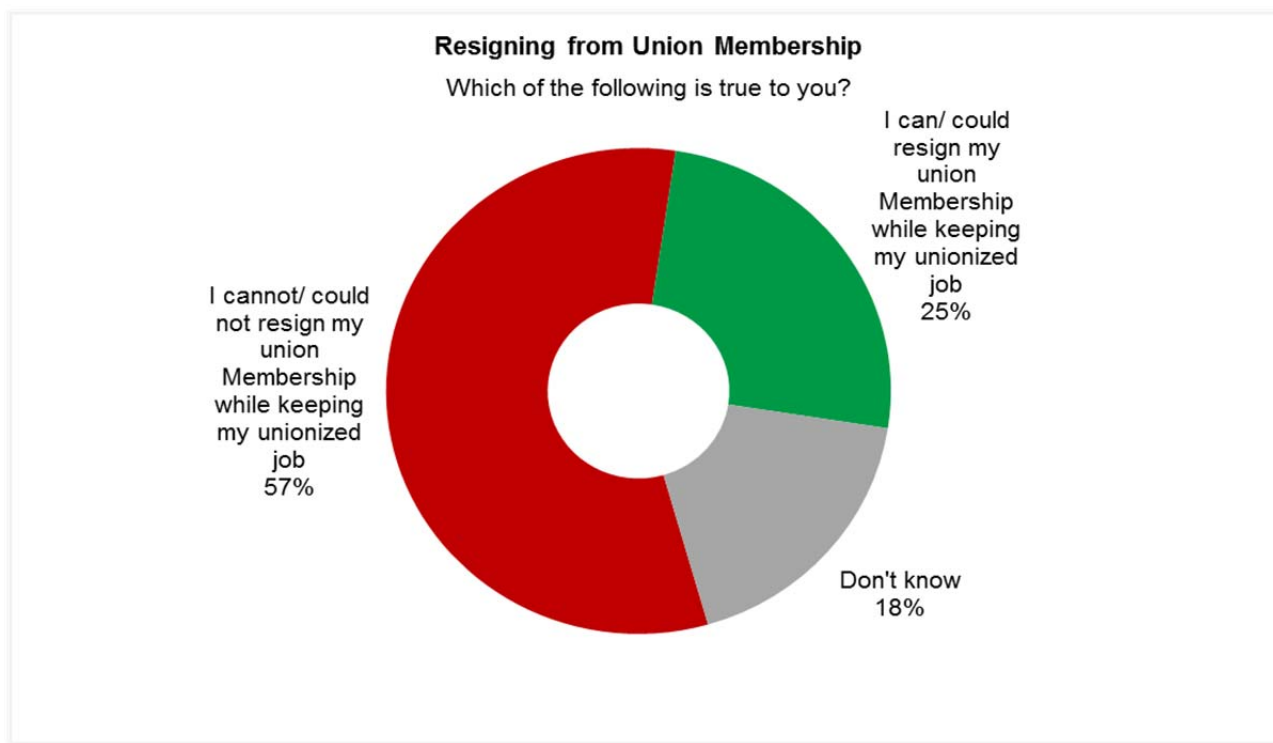


Exhibit 10B: Percentages for Resigning from Union Memberships

Categories	Cannot/Could Not Resign and Keep Job	Can/Could Resign and Keep Job	Don't Know
Canada (n=487)	56.8%	25.1%	18.1%
Atlantic (n=59)	62.2%	16.1%	21.6%
Quebec (n=130)	66.5%	18.5%	15.0%
Ontario (n=91)	56.4%	26.9%	16.7%
Prairies (n=131)	50.1%	27.2%	22.7%
British Columbia (n=77)	47.9%	37.4%	14.7%
Unionized workers (n=318)	61.8%	23.2%	15.1%
Formerly unionized workers (n=169)	47.4%	28.8%	23.8%

Additional Analysis

Nearly six in ten (56.8%) of those who currently and formerly held a unionized job stated they could not resign their union Membership while keeping their unionized job. Conversely, one fourth of the currently and formerly unionized respondents (25.1%) believed they could resign their union Membership while keeping their job, a ten percent increase from the 2008 wave of research. Quebecers were most likely to believe they could not resign (66.5% versus the Canadian average of 56.8%), while British Columbians were slightly more likely to think they could resign from the union while keeping their job (37.4% versus the Canadian average of 25.1%).

Juxtaposing Exhibits 10B (perceived ability to resign from union Membership but keep a unionized job) and 11B (reasons for becoming a Union Member) both show a marked difference in the responses given by currently vs formerly unionized respondents. This supports the idea that simply being unionized affects an employee's perception or understanding of whether or not they have, or had, any ability to choose.



Exhibit 11A: Reasons for Becoming a Union Member (n=487)

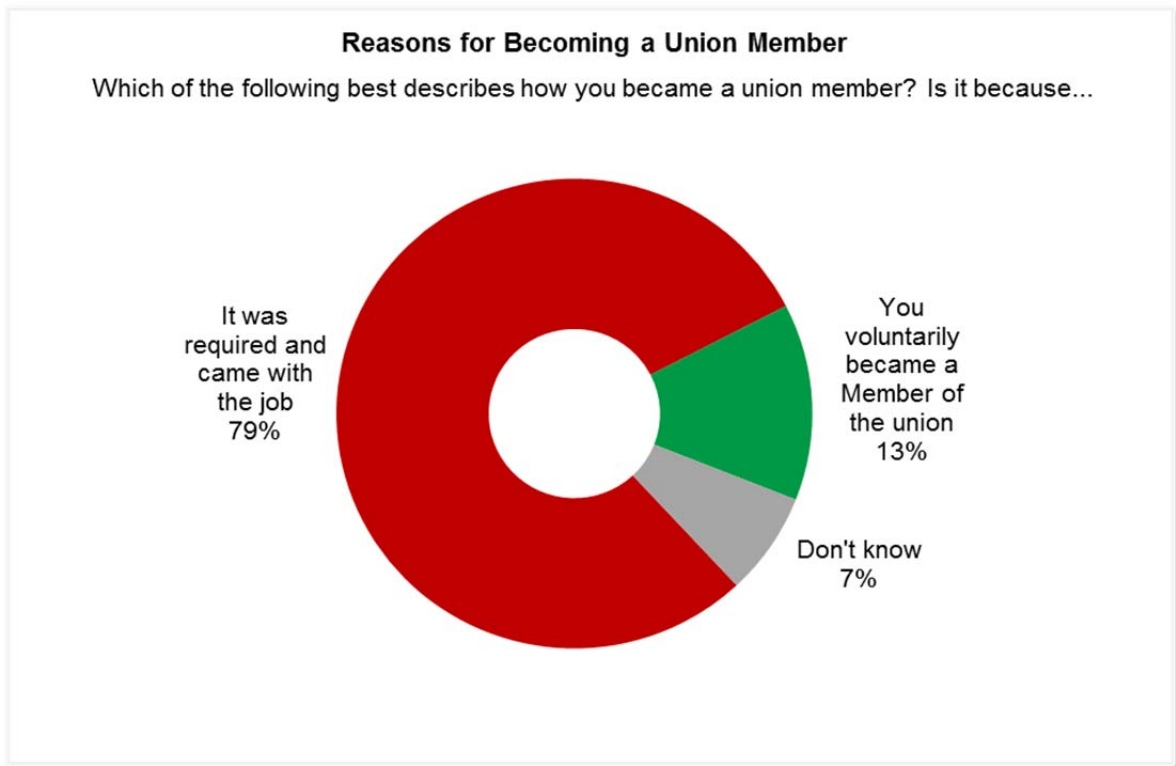


Exhibit 11B: Percentages for Reasons for Becoming a Union Member

Categories	Came with the Job	Voluntarily Became a Member
Canada (n=487)	78.5%	13.4%
Atlantic (n=59)	81.9%	9.9%
Quebec (n=130)	87.6%	12.4%
Ontario (n=91)	80.5%	9.4%
Prairies (n=131)	72.7%	10.1%
British Columbia (n=77)	68.1%	28.3%
Unionized workers (n=318)	85.8%	12.7%
Formerly unionized workers (n=169)	64.8%	14.8%

Additional Analysis

Eight in ten unionized Canadians (78.5%) said that they became a union member because it was required. These findings were consistent with the 2008 wave of research. Of note, in 2011 unionized workers were more likely to say union Membership was required with the job (85.8%) relative to respondents not currently unionized (64.8%).

3.5. Union Relevance

Exhibit 12A: Union Relevance (n=1,001)

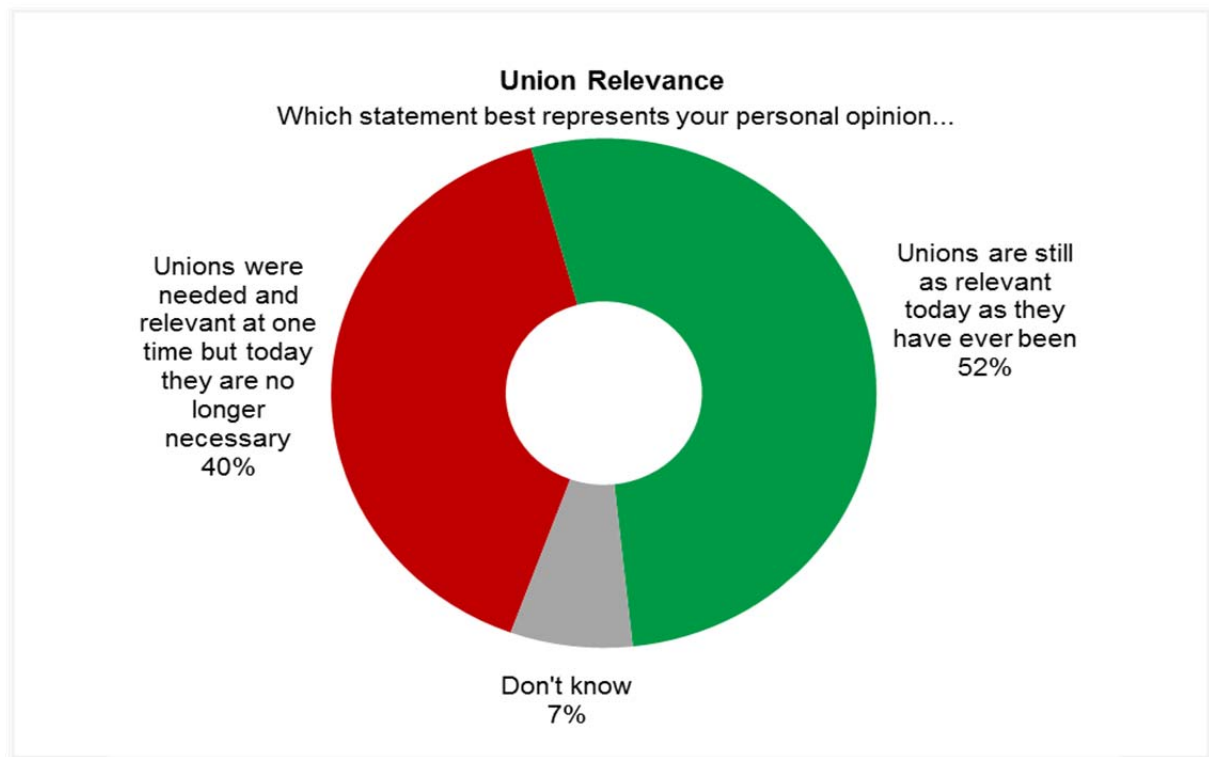


Exhibit 12B: Percentages for Union Relevance

Categories	Unions are No Longer Necessary	Unions are Still Relevant
Canada (n=1,001)	39.9%	52.3%
Atlantic (n=100)	48.4%	44.9%
Quebec (n=250)	41.8%	51.3%
Ontario (n=250)	41.9%	50.1%
Prairies (n=250)	34.3%	55.6%
British Columbia (n=150)	37.1%	56.8%
Unionized workers (n=318)	24.6%	68.4%
Never unionized workers (n=514)	47.8%	44.0%
Formerly unionized workers (n=169)	44.6%	46.9%

Additional Analysis

Overall, a comparatively larger proportion of Canadians believed that unions were still relevant today as they have ever been as opposed to being no longer necessary (respectively 52.3% versus 39.9%). Of note, in the current wave of research, the relevance of unions today was in between 2003 (56%) and 2008 (47%).

What is striking in the data is the gap between relevance juxtaposed with the strong antipathy to being unionized. It may be that relevance answers are more externalized to others versus addressed through what a respondent wanted for themselves. For example, never unionized respondents are 78% not interested in being unionized while 44% see unions as still relevant.



Exhibit 12C: Cross tabulation – Relevance of Unions and Unprompted Reason

What statement best represents your personal opinion? Why do you have that opinion? [Open-ended]	What statement best represents your personal opinion?		
	Unions are no longer necessary (n=401)	Unions are relevant (n=523)	Total (n=1,001)
Bad/Not necessary/Irrelevant/Not helpful/Don't like	44%	-	18%
Supports employees/Protects workers' rights/job security	-	34%	18%
Good/Necessary/Relevant	-	25%	13%
Unions have too much power/ are greedy/ too demanding	13%	-	5%
Better/More labour laws today	7%	-	3%
Depends on the job situation	3%	3%	3%
Workers take advantage of union protection	5%	-	2%
Good benefits/Better wages and compensations	-	4%	2%
Environment/Economy have changed	4%	1%	2%
Unsure/That's my opinion	20%	24%	20%
Other	6%	8%	7%
No answer	-	-	8%
Total	100%	100%	100%

Additional Analysis

Examining the negative drivers for perceptions on union relevance, the study reveals that the top unprompted opinion was a negative perception of unions; in other words, that they were bad, not necessary, irrelevant or not helpful (43.6% of those who believed unions were no longer necessary). This was followed by the opinion that unions have too much power and are too demanding (13.0%) and the perception of the presence of better labour laws (6.7%).

Looking at the positive drivers for perceptions on union relevance, a larger proportion of respondents felt that unions generally supported employees (workers' rights, job security) (33.8%), closely followed by the perception that unions were good, necessary or relevant (25.4%).