

English Questionnaire

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Canadian LabourWatch Association
Labour Day Poll

“What Are Canada’s “Labourers” Really
Thinking This Labour Day”

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INTRODUCTION

Good morning (afternoon, evening), my name is \$I . I am calling from the LEGER MARKETING research firm. We are currently conducting a study about employment issues and we would appreciate your cooperation. First of all, can you please tell me if you are at least 18 years old?

INT01

INT01. Please tell me if you are in one of the following situations with regards to your work or occupation...

**** READ ** SELECT ANSWER THAT APPLY ****

- ...retired (TERMINATE) N1 => /FIN
- ...unemployed (TERMINATE)..... N2 => /FIN
- ...at home (DON'T READ: house wife/house husband) (TERMINATE) .. N3 => /FIN
- ...student (TERMINATE) N4 => /FIN
- NONE of these situations..... 97
- DNK / Refusal (TERMINATE) RE => /FIN

QA1

Union status

QA1. In your current job, are you unionized, that is, are you a member of a union?

ACCEPT ONE ANSWER

- Yes 1 => QA4
- No..... 2
- Don't know..... 8 => QA3
- Refusal 9 => QA3

QA2

QA2. Would you like to be unionized?

ACCEPT ONE ANSWER

- Yes 1
- No..... 2
- Don't know..... 8
- Refusal 9

QA3

QA3. Have you ever been unionized?

ACCEPT ONE ANSWER

- Yes 1 => QB1
- No..... 2 => QB1
- Don't know..... 8 => QB1
- Refusal 9 => QB1

QA4

QA4. 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?

READ * ACCEPT ONE ANSWER * ANSWERS IN ROTATION

Rotation => 2

- ...Remain unionized 1
- ...Not be unionized 2
- Don't know..... 8
- Refusal 9

QB1

Job satisfaction

QB1. Are you VERY SATISFIED, SOMEWHAT SATISFIED, SOMEWHAT DISSATISFIED or VERY DISSATISFIED with the following aspects of your current job and workplace...? 1) ...your job in general

- Very satisfied 1
- Somewhat satisfied..... 2
- Somewhat dissatisfied..... 3
- Very dissatisfied 4
- Not applicable / Doesn't apply 7
- Don't know..... 8
- Refusal 9

QB2

Rotation => QB14

QB2. Are you VERY SATISFIED, SOMEWHAT SATISFIED, SOMEWHAT DISSATISFIED or VERY DISSATISFIED with the following aspects of your current job and workplace...? 2) ...your relationship with your co-workers

IN ROTATION

- Very satisfied 1
- Somewhat satisfied..... 2
- Somewhat dissatisfied..... 3
- Very dissatisfied 4
- Not applicable / Doesn't apply 7
- Don't know..... 8
- Refusal 9

QB3

QB3. Are you VERY SATISFIED, SOMEWHAT SATISFIED, SOMEWHAT DISSATISFIED or VERY DISSATISFIED with the following aspects of your current job and workplace...? 3) ...your relationship and communications with management

IN ROTATION

- Very satisfied 1
- Somewhat satisfied..... 2
- Somewhat dissatisfied..... 3
- Very dissatisfied 4
- Not applicable / Doesn't apply 7
- Don't know..... 8
- Refusal 9

QB4

=> +1 si NON QA1=#1

QB4. Are you VERY SATISFIED, SOMEWHAT SATISFIED, SOMEWHAT DISSATISFIED or VERY DISSATISFIED with the following aspects of your current job and workplace...? 4) ...your relationship and communications with the union

IN ROTATION

- Very satisfied 1
- Somewhat satisfied..... 2
- Somewhat dissatisfied..... 3
- Very dissatisfied 4
- Not applicable / Doesn't apply 7
- Don't know..... 8
- Refusal 9

QB5

=> +1 si NON QA1=#1

QB5. Are you VERY SATISFIED, SOMEWHAT SATISFIED, SOMEWHAT DISSATISFIED or VERY DISSATISFIED with the following aspects of your current job and workplace...? 5) ...the union's representation of your interests

IN ROTATION

- Very satisfied..... 1
- Somewhat satisfied..... 2
- Somewhat dissatisfied..... 3
- Very dissatisfied 4
- Not applicable / Doesn't apply 7
- Don't know..... 8
- Refusal 9

QB6

QB6. Are you VERY SATISFIED, SOMEWHAT SATISFIED, SOMEWHAT DISSATISFIED or VERY DISSATISFIED with the following aspects of your current job and workplace...? 6) ...your job responsibilities

IN ROTATION

- Very satisfied..... 1
- Somewhat satisfied..... 2
- Somewhat dissatisfied..... 3
- Very dissatisfied 4
- Not applicable / Doesn't apply 7
- Don't know..... 8
- Refusal 9

QB7

QB7. Are you VERY SATISFIED, SOMEWHAT SATISFIED, SOMEWHAT DISSATISFIED or VERY DISSATISFIED with the following aspects of your current job and workplace...? 7) ...your job security

IN ROTATION

- Very satisfied..... 1
- Somewhat satisfied..... 2
- Somewhat dissatisfied..... 3
- Very dissatisfied 4
- Not applicable / Doesn't apply 7
- Don't know..... 8
- Refusal 9

QB8

QB8. Are you VERY SATISFIED, SOMEWHAT SATISFIED, SOMEWHAT DISSATISFIED or VERY DISSATISFIED with the following aspects of your current job and workplace...? 8) ...your salary or pay

IN ROTATION

- Very satisfied..... 1
- Somewhat satisfied..... 2
- Somewhat dissatisfied..... 3
- Very dissatisfied 4
- Not applicable / Doesn't apply 7
- Don't know..... 8
- Refusal 9

QB9

QB9. Are you VERY SATISFIED, SOMEWHAT SATISFIED, SOMEWHAT DISSATISFIED or VERY DISSATISFIED with the following aspects of your current job and workplace...? 9) ...your benefits

IN ROTATION

- Very satisfied..... 1
- Somewhat satisfied..... 2
- Somewhat dissatisfied..... 3
- Very dissatisfied 4
- Not applicable / Doesn't apply 7
- Don't know..... 8
- Refusal 9

QB10

QB10. Are you VERY SATISFIED, SOMEWHAT SATISFIED, SOMEWHAT DISSATISFIED or VERY DISSATISFIED with the following aspects of your current job and workplace...? 10) ...the flexibility given to you to address personal and family needs

IN ROTATION

- Very satisfied..... 1
- Somewhat satisfied..... 2
- Somewhat dissatisfied..... 3
- Very dissatisfied 4
- Not applicable / Doesn't apply 7
- Don't know..... 8
- Refusal 9

QB11

QB11. Are you VERY SATISFIED, SOMEWHAT SATISFIED, SOMEWHAT DISSATISFIED or VERY DISSATISFIED with the following aspects of your current job and workplace...? 11) ...learning, skills and training opportunities

IN ROTATION

- Very satisfied..... 1
- Somewhat satisfied..... 2
- Somewhat dissatisfied..... 3
- Very dissatisfied 4
- Not applicable / Doesn't apply 7
- Don't know..... 8
- Refusal 9

QB12

QB12. Are you VERY SATISFIED, SOMEWHAT SATISFIED, SOMEWHAT DISSATISFIED or VERY DISSATISFIED with the following aspects of your current job and workplace...? 12) ...job advancement opportunities

IN ROTATION

- Very satisfied..... 1
- Somewhat satisfied..... 2
- Somewhat dissatisfied..... 3
- Very dissatisfied 4
- Not applicable / Doesn't apply 7
- Don't know..... 8
- Refusal 9

QB13

QB13. Are you VERY SATISFIED, SOMEWHAT SATISFIED, SOMEWHAT DISSATISFIED or VERY DISSATISFIED with the following aspects of your current job and workplace...? 13) ...your physical work environment when it comes to safety

IN ROTATION

- Very satisfied..... 1
- Somewhat satisfied..... 2
- Somewhat dissatisfied..... 3
- Very dissatisfied 4
- Not applicable / Doesn't apply 7
- Don't know..... 8
- Refusal 9

QC1

Rotation => QC3

Relevance of unions

QC1. I will now read you a list of groups in society, and for each one, please tell me if you think that this group brings a VERY POSITIVE, SOMEWHAT POSITIVE, SOMEWHAT NEGATIVE or VERY NEGATIVE contribution to Canada's prosperity or economic wellbeing? ***PROBE BY ASKING: Do you think that this group brings a contribution to Canada's prosperity that is... ****

1)...governments

- Very positive..... 1
- Somewhat positive 2
- Somewhat negative 3
- Very negative 4
- Don't know..... 8
- Refusal 9

QC2

QC2. I will now read you a list of groups in society, and for each one, please tell me if you think that this group brings a VERY POSITIVE, SOMEWHAT POSITIVE, SOMEWHAT NEGATIVE or VERY NEGATIVE contribution to Canada's prosperity or economic wellbeing? ***PROBE BY ASKING: Do you think that this group brings a contribution to Canada's prosperity that is... ****

2) ...unions

- Very positive..... 1
- Somewhat positive 2
- Somewhat negative 3
- Very negative 4
- Don't know..... 8
- Refusal 9

QC3A

QC3a. I will now read you a list of groups in society, and for each one, please tell me if you think that this group brings a VERY POSITIVE, SOMEWHAT POSITIVE, SOMEWHAT NEGATIVE or VERY NEGATIVE contribution to Canada's prosperity or economic wellbeing? ***PROBE BY ASKING: Do you think that this group brings a contribution to Canada's prosperity that is... ****

3) ...large businesses

Very positive.....	1
Somewhat positive	2
Somewhat negative	3
Very negative	4
Don't know.....	8
Refusal	9

QC3B

QC3b. I will now read you a list of groups in society, and for each one, please tell me if you think that this group brings a VERY POSITIVE, SOMEWHAT POSITIVE, SOMEWHAT NEGATIVE or VERY NEGATIVE contribution to Canada's prosperity or economic wellbeing? ***PROBE BY ASKING: Do you think that this group brings a contribution to Canada's prosperity that is... ****

4) ...small businesses

Very positive.....	1
Somewhat positive	2
Somewhat negative	3
Very negative	4
Don't know.....	8
Refusal	9

QC4

QC4. Which statement best represents your personal opinion ...

***READ** **ACCEPT ONE ANSWER**ANSWERS IN ROTATION **

Rotation => 2

... unions were needed and relevant at one time, but nowadays they are no longer necessary	1	
... unions are still as relevant today as they have ever been.....	2	=> QD1
Don't know.....	8	=> QD1
Refusal	9	=> QD1

QC5

QC5. Why do you feel that unions are no longer necessary?

***NOTE ALL ANSWERS**

Note answer:.....	96
Don't know.....	98
Refusal	99

QD1

Unionization and Legislative Balance/Imbalance vis-a-vis Employees

QD1. Which statement best represents your personal opinion ...

**** READ ** ACCEPT ONE ANSWER ** ANSWERS IN ROTATION ****

Rotation => 3

- ...policy should make it easier to form a union than to remove one..... 1
- ...policy should make it easier to remove a union than to form one..... 2
- ...policy should be as demanding at the time of forming or removing a union 3
- Don't know..... 8
- Refusal 9

QD2

QD2. I am going to read you a list of statements about workplace and unions. For each statement, please tell me if you agree or disagree with that statement by using the following scale: COMPLETELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE OR COMPLETELY DISAGREE. ****This is the question for QD2A to QD2N****

Continue..... 1

QD2A

Rotation => QD2N

QD2A. ****PROBE BY ASKING:** Do you COMPLETELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE or COMPLETELY DISAGREE with this statement? a) ...the process to introduce a union in a workplace should be the same as the process to eliminate it from a workplace

IN ROTATION

- Completely agree 1
- Somewhat agree 2
- Somewhat disagree 3
- Completely disagree 4
- Don't know..... 8
- Refusal 9

QD2B

QD2B. ****PROBE BY ASKING:** Do you COMPLETELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE or COMPLETELY DISAGREE with this statement? b) ...a secret ballot vote should be required when forming or removing a union from a workplace

IN ROTATION

- Completely agree 1
- Somewhat agree 2
- Somewhat disagree 3
- Completely disagree 4
- Don't know..... 8
- Refusal 9

QD2C

QD2C. **PROBE BY ASKING: Do you COMPLETELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE or COMPLETELY DISAGREE with this statement? c) ...government should be able to form a union in a workplace without an employee secret ballot vote

IN ROTATION

- Completely agree 1
- Somewhat agree 2
- Somewhat disagree 3
- Completely disagree 4
- Don't know 8
- Refusal 9

QD2D

QD2D. **PROBE BY ASKING: Do you COMPLETELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE or COMPLETELY DISAGREE with this statement? d) ...if employers or unions behave improperly towards employees during a union organizing drive or during a campaign to remove a union from a workplace, both employers and unions should be penalized equally

IN ROTATION

- Completely agree 1
- Somewhat agree 2
- Somewhat disagree 3
- Completely disagree 4
- Don't know 8
- Refusal 9

QD2E

QD2E. **PROBE BY ASKING: Do you COMPLETELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE or COMPLETELY DISAGREE with this statement? e) ...during a union organizing process/drive, employers should be allowed to communicate the potential impact of a union on the employer to their employees

IN ROTATION

- Completely agree 1
- Somewhat agree 2
- Somewhat disagree 3
- Completely disagree 4
- Don't know 8
- Refusal 9

QD2F

QD2F. **PROBE BY ASKING: Do you COMPLETELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE or COMPLETELY DISAGREE with this statement? f) ...employees should have a choice as to which union represents them or not.

IN ROTATION

- Completely agree 1
- Somewhat agree 2
- Somewhat disagree 3
- Completely disagree 4
- Don't know 8
- Refusal 9

QD2G

QD2G. **PROBE BY ASKING: Do you COMPLETELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE or COMPLETELY DISAGREE with this statement? g) ...the

government should make it mandatory to be a member of a union for employees of some sectors.

IN ROTATION

Completely agree	1
Somewhat agree	2
Somewhat disagree	3
Completely disagree	4
Don't know.....	8
Refusal	9

QD2H

QD2H. **PROBE BY ASKING: Do you COMPLETELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE or COMPLETELY DISAGREE with this statement? h) ...information, resources and legal aid should be made available to employees who are trying to form or preserve a union

IN ROTATION

Completely agree	1
Somewhat agree	2
Somewhat disagree	3
Completely disagree	4
Don't know.....	8
Refusal	9

QD2I

QD2I. **PROBE BY ASKING: Do you COMPLETELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE or COMPLETELY DISAGREE with this statement? i) ...governments should be allowed to restrict bidding on public contracts solely to unionized companies/employees while preventing non-union companies/employees from bidding

IN ROTATION

Completely agree	1
Somewhat agree	2
Somewhat disagree	3
Completely disagree	4
Don't know.....	8
Refusal	9

QD2J

QD2J. **PROBE BY ASKING: Do you COMPLETELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE or COMPLETELY DISAGREE with this statement? j) ...unions or union locals should be permitted to contribute member dues to political and other causes outside their members workplace needs and collective bargaining. For example, contributions to political parties, advocacy groups, advertising campaigns, etc. using member contributions.

IN ROTATION

Completely agree	1
Somewhat agree	2
Somewhat disagree	3
Completely disagree	4
Don't know.....	8
Refusal	9

QD2K

QD2K. **PROBE BY ASKING: Do you COMPLETELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE or COMPLETELY DISAGREE with this statement? k)

...governments should not be allowed to ignore employee demands or grievances just because they are not written on the right "form"

IN ROTATION

Completely agree	1
Somewhat agree	2
Somewhat disagree	3
Completely disagree	4
Don't know.....	8
Refusal	9

QD2L

QD2L. **PROBE BY ASKING: Do you COMPLETELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE or COMPLETELY DISAGREE with this statement? l) ...unions should be required to publicly disclose salaries of senior union officials

IN ROTATION

Completely agree	1
Somewhat agree	2
Somewhat disagree	3
Completely disagree	4
Don't know.....	8
Refusal	9

QD2M

QD2M. **PROBE BY ASKING: Do you COMPLETELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE or COMPLETELY DISAGREE with this statement? m) ...information, resources and legal aid should be made available to employees who are trying to remove or resist the formation of a union

IN ROTATION

Completely agree	1
Somewhat agree	2
Somewhat disagree	3
Completely disagree	4
Don't know.....	8
Refusal	9

QD2N

QD2N. **PROBE BY ASKING: Do you COMPLETELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE or COMPLETELY DISAGREE with this statement? n) ...union and employers should be accountable for all promises and statements made to employees during an organizing campaign

IN ROTATION

Completely agree	1
Somewhat agree	2
Somewhat disagree	3
Completely disagree	4
Don't know.....	8
Refusal	9

QD20

QD20. Presently in Canada, employees can form a union at any time during the year, but in most provinces, employees can only remove their union during a certain timeframe, for example, in the 2 months before the end of the collective agreement. Do you find this government policy to be ...

****READ** **ACCEPT ONE ANSWER****

- ... Very appropriate 1
- ... Somewhat appropriate 2
- ... Somewhat inappropriate..... 3
- ... Very inappropriate 4
- Don't know..... 8
- Refusal 9

QD3

QD3. Unionized workers have to contribute dues to the union they belong to. In turn, the union spends these contributions many different ways. I will now read you a list of expenditures that unions spend their members' dues on and please tell me in you opinion which expenses are appropriate ...

READ * CHOOSE APPROPRIATE ANSWERS (UP TO 4) * ANSWERS IN ROTATION

Rotation => 4

- ... causes or political parties supported by the union AND by the member1
- ... causes or political parties supported by the union BUT NOT by the member 2
- ... the bargaining and employee needs of your workplace..... 3
- ... the union's activities in the workplace of other employers..... 4
- NONE of these expenses are deemed appropriate 7
- Don't know..... 8
- Refusal 9

QD4

QD4. Citizens charged with a crime are provided with a government funded lawyer. Employees with human rights concerns about discrimination or with employment concerns about working conditions have access to paid government employees to help them with their issues with their employer. Employees who want to obtain a union or keep their current union have access to the union's paid staff and lawyers to help them. Employees with concerns about unionization are on their own with no government or other funded mechanism and they cannot get legal aid. Do you consider this to be appropriate or inappropriate?

****READ** **ACCEPT ONE ANSWER****

- Appropriate 1
- Inappropriate..... 2
- Don't know..... 8
- Refusal 9

QD5

=> +1 si NON QA1=#1

QD5. From what you know of your union's activities, do you feel that your contributions (in the form of dues) are well spent or not?

****ACCEPT ONE ANSWER****

- Yes, well spent..... 1
- No, not well spent 2
- Don't know..... 8
- Refusal 9

QD6

Rotation => QD7

QD6. When making a decision to PROMOTE an employee, in your opinion, which criteria should be more important in guiding the decision of the company...

****READ ** ACCEPT ONE ANSWER ****

Rotation => 2

- ... merit and performance of the employee..... 1
- ... length of service of the employee for the company..... 2
- Don't know..... 3
- Refusal 4

QD7

QD7. When making a decision to LAYOFF an employee, in your opinion, which criteria should be more important in guiding the decision of the company...

****READ ** ACCEPT ONE ANSWER ****

Rotation => 2

- ... merit and performance of the employee..... 1
- ... length of service of the employee for the company..... 2
- Don't know..... 3
- Refusal 4

AGE

DEMOGRAPHICS

QE1. For classification purposes, I now need to ask you a few additional questions. Can you tell me in which age group you are, is it between...?

READ

- ...18-24 years of age..... 1
- ...25-34 years of age..... 2
- ...35-44 years of age..... 3
- ...45-54 years of age..... 4
- ...55-64 years of age..... 5
- ...65-74 years of age..... 6
- or 75 years of age or older 7
- Refusal 9

OCCUP

QE2. What is your current main occupation? N.B. WE ARE TALKING ABOUT PAYING JOBS ONLY!!! Even if the respondent is on a sabbatical, maternity, illness or work-related accident leave, ask him/her for his/her OCCUPATION. Self-employed, freelance, ask for the type of work or to help you, ask the type of company where he/she works.

PROMPT GOVERNMENT EMPLOYEES TO KNOW THEIR LINE OF WORK..

OFFICE WORKER (Cashier, office clerk, accounting clerk, secretary, etc.)01

PERSONNEL SPECIALIZED IN SALES (Insurance agent, sales person, sales clerk, real estate agent, real estate broker, sales rep..... 02

PERSONNEL SPECIALIZED IN SERVICES (Security agent,taxi driver, hairdresser, cook, clergy member, in themilitary, police officer, firefighter, etc..... 03

MANUAL WORKERS (Farmer, packer, unskilled worker, minor, fisherman, forest worker, etc.) 04

SKILLED, SEMI-SKILLED WORKERS (Bricklayer, truck driver, electrician, machine operator, mechanic, painter, plumber, etc 05

SCIENCE AND TECHNOLOGIES WORKERS (computer operator, programmor-analyst,technician,audio-technician, lab technician, etc.) 06

PROFESSIONALS (Archeologist, architect, artist, lawyer,banker, biologist, chemist, accountant, consultant, foreman, dentist, designer, economist..... 07

MANAGERS/ADMINISTRATORS/OWNERS (Director, editor, entrepreneur, excutive, manager, business person, politician, president 08

Write down if uncertain 13

Refusal 99

QE3

QE3. Do you work in the public or private sector?

Public 1

Private..... 2

Don't know..... 8

Refusal 9

QE4

QE4. Do you work full-time or part-time?

Full-time (35 hours a week or more) 1

Part-time (less than 35 hours a week) 2

Don't know..... 8

Refusal 9

QE5

QE5. Including yourself, how many people does your company currently employ (including full-time and part-time employees)? Is it ...?

** READ ** ANSWER EVEN IF APPROXIMATE NUMBER

...1-4 1

...5-9 2

...10-49 3

...50-99 4

...100-249 5

...250-499 6

...or more than 500 7

Don't know..... 8

Refusal 9

SCOL

QE6. What is the last year of schooling that you have completed? Is it...

READ

... Elementary (7 years or less).....	1
... High School, general or professional (8 to 12 years)	2
... College pre-university, technical training, certificate (CEP), accreditation (ASP) or proficiency diploma (DEP)(13-15 years).....	3
... University certificates and diplomas.....	4
... University Bachelor (including classical studies).....	5
... University Masters	6
... University Doctorate (Phd).....	7
Refusal	9

REVEN

QE7. In what category is the TOTAL INCOME, in 2002, before income tax, of all the members of your household, is it...?

READ

...\$19 999 and less	1
...between \$20 000 and \$39 999	2
...between \$40 000 and \$59 999	3
...between \$60 000 and \$79 999	4
...between \$80 000 and \$99 999	5
or \$100 000 or more.....	6
Refusal	9

SEXE

GEND. Enter respondent's gender:

Male.....	1
Female	2
