

APPENDIX 25

REASON FOR PREFERENCE IN UNION CERTIFICATION ELECTION

This question is worded and coded the same as question E 8 of the 1977 Quality of Employment Survey conducted by the Institute for Social Research.

FOR

01. R wants all the benefits that membership brings--NFS
02. We need a union (here); unions are good/do a good job--NFS
10. Would improve working conditions--NFS; helps workers; does things for members; improve workers' jobs
11. Would improve wages/benefits and other forms of income; protect workers against inflation; get cost of living increases; raise minimum wage (code "share in profits," in 32)
12. Would improve job security; protect tenure rights
13. Would improve hours/work schedule
14. Would improve health and safety conditions
19. Other improvements in working conditions
20. Would protect workers--NFS
21. Would protect workers from exploitation; protect workers rights; protect people against being exploited
22. Would protect dignity of workers; make sure workers are treated like human beings
23. Would handle grievances; handle workers' complaints; deal with workers' problems
24. Would insure fair treatment; provide equity; protect people from discrimination
29. Other protections
30. Would represent workers; speak for workers; give workers their say; provide a means of collective action; unite workers; give people a way to talk to their bosses; groups are stronger/more effective than individuals
31. Would oppose management; provide a force as strong as management
32. Would enable workers to share in the company's profits
40. Would effect economic or social reforms/changes/improvements; make a better society
49. Other "for" responses

AGAINST

50. No need to belong: job is OK now; no obvious benefits for R
51. R is in a job that is a traditionally non-union one: "a union just wouldn't be suitable for dentists"; "top management are never unionized"
52. R does not know of any union that would cover R's job
53. Union not possible/necessary because of nature of work force: too few people employed; workers are all temporary
54. Union not allowed/advisable because of type of job: public service job, medical job, armed forces, etc.
60. Prefers independence: doesn't like compulsion, contract implied in union membership; "I'd rather go it alone"; prefer to negotiate for myself with employer