

# Industrial Relations Outlook 2016 - Union Survey

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<http://surveys.conferenceboard.ca/surveys/hrsurveys/ir-outlook-union-survey-bilingual/ef199158b871e72b104ef909bfe94fb57b8cc>

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## Page 1

### CONFIDENTIALITY

To ensure anonymity, your responses to this survey will be combined with those of other respondents, and results will be reported in the aggregate – responses will not be attributed to a specific organization or individual without their prior consent. Information collected in this survey will be managed in accordance with the Conference Board's privacy policy. To review the details of this policy, please see [www.conferenceboard.ca/privacy\\_policy.htm](http://www.conferenceboard.ca/privacy_policy.htm)

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Information collected in this survey will be reported only on an aggregate basis. Organization names will not be connected to responses provided. For reference purposes, a list of participating organizations will be included in the report.

Please check below if you do **not** consent to your organization's name appearing in the report's alphabetical list of participants.

*(No response)*

SECTION 1: UNION PROFILE AND OPERATING CONDITIONS

NOTE: Please respond for your union's CANADIAN operations only, unless otherwise specified.

In what industries does your union provide coverage?

Please check all that apply.

- 
- Transportation & utilities
-

Page 3

In what sectors does your union provide coverage?

Please check all that apply.

- 
- Private sector
- 

The extent of your union's operations is best described as:

- 
- Global
-

SECTION 2: UNION MEMBERSHIP

Approximately how many union members do you have across Canada?

Total number of union members Canada-wide:

2700

Approximately how many union members are covered by collective agreements?

Total number of union members covered by collective agreements:

2700

How has the size of your union's Canadian membership changed in the past 12 months.

Estimate.

- 
- Decreased - by what percentage? %: 7
- 

Do you expect the size of your union's Canadian membership to change in the next 12 months?

Estimate.

- 
- Don't know
-

Has your union been decertified in any of the Canadian workplaces in which it operates in the past 12 months?

No

In your opinion, what are the **top three greatest pressures** on union membership levels?

[Q5A.0] In your opinion, what are the top three greatest pressures on union membership levels?   Legislative environment	1
[Q5A.1] In your opinion, what are the top three greatest pressures on union membership levels?   Plant closures	(No response)
[Q5A.2] In your opinion, what are the top three greatest pressures on union membership levels?   Change in the nature of the business (technological change, globalization)	(No response)
[Q5A.3] In your opinion, what are the top three greatest pressures on union membership levels?   Lack of engagement in the union	3
[Q5A.4] In your opinion, what are the top three greatest pressures on union membership levels?   Competition from non-unionized workplaces	(No response)
[Q5A.5] In your opinion, what are the top three greatest pressures on union membership levels?   None of the above	(No response)
[Q5A.6] In your opinion, what are the top three greatest pressures on union membership levels?   Other(s): please specify	2

Other(s): please specify

*Competition from other unions*

In your opinion, what are the **top three greatest opportunities** for unions to improve membership levels?

[Q5B.0] In your opinion, what are the top three greatest opportunities for unions to improve membership levels?   Engaging younger workers	2
[Q5B.1] In your opinion, what are the top three greatest opportunities for unions to improve membership levels?   Organizing in sectors not traditionally unionized	(No response)
[Q5B.2] In your opinion, what are the top three greatest opportunities for unions to improve membership levels?   Becoming active in public policy discussions	3
[Q5B.3] In your opinion, what are the top three greatest opportunities for unions to improve membership levels?   Improving working conditions	(No response)
[Q5B.4] In your opinion, what are the top three greatest opportunities for unions to improve membership levels?   None of the above	(No response)
[Q5B.5] In your opinion, what are the top three greatest opportunities for unions to improve membership levels?   Other(s): please specify	1

Other(s): please specify

*becoming more relevant in today's world*

In your opinion, to what extent has managerial support for unionism in Canada changed in the past 12-24 months?

Please check only one response using the scale below, where 1 indicates that managerial support for unionism has "significantly decreased" and 5 indicates that managerial support has "significantly increased."

[Q6.0] In your opinion, to what extent has managerial support for unionism in Canada changed in the past 12-24 months?   Significantly decreased	2
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What is your union doing to engage current union members?

Please check all that apply.

- E-mail communications (bulletins, updates)
- Social media updates (Facebook, Twitter, etc.)
- Regular social and meeting events
- Letters/post
- Government involvement
- Community initiatives

Please list the top 3 reasons for which individuals join your union today:

[Q8.0] Please list the top 3 reasons for which individuals join your union today:   1	pay and benefits
[Q8.1] Please list the top 3 reasons for which individuals join your union today:   2	safety and security
[Q8.2] Please list the top 3 reasons for which individuals join your union today:   3	voice in government

SECTION 3: COLLECTIVE BARGAINING

Please respond for your union's CANADIAN operations only, unless otherwise specified.

How many collective agreements (in place or now expired) do you have with bargaining units?

9

How many agreements will expire in 2016?

2

How many employees will be affected? (FTE's)

600

Do you expect any work stoppages to occur in 2016?

Please check only one response using the scale below, where 1 indicates that a work stoppage “definitely will not” occur and where 5 indicates that a work stoppage “definitely will” occur.

[Q9C.0] Do you expect any work stoppages to occur in 2016? | Definitely will not

2



In the past year how many collective agreements were ratified?

3

How many of your collective agreements in the past year were renewed through a binding dispute resolution process?

- 
- Don't know
- 

Over the past 1-2 years, has this increased, decreased or stayed the same?

*Don't know*

During collective bargaining in the past year, were any of your bargaining units subject to back-to-work or essential services legislation?

*Essential services legislation*

In your opinion, which of the following are anticipated to be the **top five union issues** in negotiations in 2016?

[Q13A.0] In your opinion, which of the following are anticipated to be the top five union issues in negotiations in 2016?   Employment and pay equity	(No response)
[Q13A.1] In your opinion, which of the following are anticipated to be the top five union issues in negotiations in 2016?   Employment security	1
[Q13A.2] In your opinion, which of the following are anticipated to be the top five union issues in negotiations in 2016?   Balancing flexible work practices with operational requirements	(No response)
[Q13A.3] In your opinion, which of the following are anticipated to be the top five union issues in negotiations in 2016?   Health benefits	3
[Q13A.4] In your opinion, which of the following are anticipated to be the top five union issues in negotiations in 2016?   Pensions	2
[Q13A.5] In your opinion, which of the following are anticipated to be the top five union issues in negotiations in 2016?   Outsourcing and contracting out	4
[Q13A.6] In your opinion, which of the following are anticipated to be the top five union issues in negotiations in 2016?   Productivity	(No response)
[Q13A.7] In your opinion, which of the following are anticipated to be the top five union issues in negotiations in 2016?   Technological change	(No response)
[Q13A.8] In your opinion, which of the following are anticipated to be the top five union issues in negotiations in 2016?   Organizational change	(No response)
[Q13A.9] In your opinion, which of the following are anticipated to be the top five union issues in negotiations in 2016?   Training and skills development	(No response)
[Q13A.10] In your opinion, which of the following are anticipated to be the top five union issues in negotiations in 2016?   Variable Pay	(No response)
[Q13A.11] In your opinion, which of the following are anticipated to be the top five union issues in negotiations in 2016?   Wages	5
[Q13A.12] In your opinion, which of the following are anticipated to be the top five union issues in negotiations in 2016?   Business Competitiveness	(No response)
[Q13A.13] In your opinion, which of the following are anticipated to be the top five union issues in negotiations in 2016?   Other(s)	(No response)

Other(s): please specify

*(No response)*

For the top issue identified above, what specific challenges do you anticipate in negotiations?

*employment security - use of foreign workers, outsourcing, merging of operations, code share agreements*

For the second issue identified above, what specific challenges do you anticipate in negotiations?

*pensions - loss of DB pension plans, attack on private pension plans by governments, younger workforce not focused on long term, pensions as an intangible benefit*

For the third issue identified above, what specific challenges do you anticipate in negotiations?

*health benefits - erosion of benefits, youthful workforce with different priorities, aging workforce requires better benefits, increasing cost of health benefits due to aging workforce and cuts to government funding of health benefits*

In your opinion, which of the following are anticipated to be the **top three barriers to negotiations** in 2016?

[Q14.0] In your opinion, which of the following are anticipated to be the top three barriers to negotiations in 2016?   Good faith negotiations (genuine attempt to reach agreement)	(No response)
[Q14.1] In your opinion, which of the following are anticipated to be the top three barriers to negotiations in 2016?   Pattern bargaining	(No response)
[Q14.2] In your opinion, which of the following are anticipated to be the top three barriers to negotiations in 2016?   Adversarial bargaining	(No response)
[Q14.3] In your opinion, which of the following are anticipated to be the top three barriers to negotiations in 2016?   Distributive bargaining (one party gains/the other party loses)	1
[Q14.4] In your opinion, which of the following are anticipated to be the top three barriers to negotiations in 2016?   Government regulation(s)	2
[Q14.5] In your opinion, which of the following are anticipated to be the top three barriers to negotiations in 2016?   Third party intervention	(No response)
[Q14.6] In your opinion, which of the following are anticipated to be the top three barriers to negotiations in 2016?   Arbitral "chilling effects" (withheld concessions in anticipation of a better settlement at arbitration)	(No response)
[Q14.7] In your opinion, which of the following are anticipated to be the top three barriers to negotiations in 2016?   Excessive reliance on arbitration	(No response)
[Q14.8] In your opinion, which of the following are anticipated to be the top three barriers to negotiations in 2016?   Public pressure/sentiment	3
[Q14.9] In your opinion, which of the following are anticipated to be the top three barriers to negotiations in 2016?   Strike/work stoppage threat	(No response)
[Q14.10] In your opinion, which of the following are anticipated to be the top three barriers to negotiations in 2016?   Wages	(No response)
[Q14.11] In your opinion, which of the following are anticipated to be the top three barriers to negotiations in 2016?   Other(s)	(No response)

Other(s): please specify

*GOVERNMENT INTERVENTION*

SECTION 4: WORKPLACE CLIMATE

Please rate the **overall** union-management climate in Canadian organizations in general.

Note: Please check only one response using the scale below, where 1 is “very uncooperative” and 5 is “very cooperative.”

[Q15A.0] Please rate the overall union-management climate in Canadian organizations in general. | Very uncooperative 3

Do you anticipate that the union-management climate will change in the next 1 to 2 years?

*No, anticipate that it will remain the same*

FORMAL DISPUTE RESOLUTION PROCEDURES

How many grievances or complaints were filed in the last year for which you have data?

[Q16.0] How many grievances or complaints were filed in the last year for which you have data?   Year	2015
[Q16.1] How many grievances or complaints were filed in the last year for which you have data?   Number of grievances received	75

Please list the top five reasons for which grievances are filed:

[Q17.0] Please list the top five reasons for which grievances are filed:   Discipline	2
[Q17.1] Please list the top five reasons for which grievances are filed:   Termination of employment	3
[Q17.2] Please list the top five reasons for which grievances are filed:   Employment and pay equity	(No response)
[Q17.3] Please list the top five reasons for which grievances are filed:   Health benefits	4
[Q17.4] Please list the top five reasons for which grievances are filed:   Pensions	(No response)
[Q17.5] Please list the top five reasons for which grievances are filed:   Outsourcing and Contracting Out	(No response)
[Q17.6] Please list the top five reasons for which grievances are filed:   Technological Change	(No response)
[Q17.7] Please list the top five reasons for which grievances are filed:   Wages	(No response)
[Q17.8] Please list the top five reasons for which grievances are filed:   Overtime	5
[Q17.9] Please list the top five reasons for which grievances are filed:   Seniority	(No response)
[Q17.10] Please list the top five reasons for which grievances are filed:   Operational issues/allocation of work	1
[Q17.11] Please list the top five reasons for which grievances are filed:   Other(s)	(No response)

Other(s): please specify

*(No response)*

On average, what is the proportion of grievances that are resolved prior to being referred to arbitration?

95

How has the proportion of grievances that are resolved prior to being referred to arbitration changed over the past 1-2 years?

*No change/stayed the same*

On average, what percentage of arbitrations over the course of the past year have resulted in a favourable decision for the union?

- 
- Percentage of arbitrations %: 95
-

Please rate your **overall** satisfaction with the dispute resolution process currently in place in the majority of organizations in which your union operates:

Note: Please check only one response using the scale below, where 1 is "very unsatisfied" and 5 is "very satisfied".

[Q20.0] Please rate your overall satisfaction with the dispute resolution process currently in place in the majority of organizations in which your union operates:   Very unsatisfied	4
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With respect to the dispute resolution process currently in place in the majority of organizations in which your union operates, what works well for resolving disputes?

*mediation/arbitration settlement processes supported by FMCS works well*

With respect to the dispute resolution process currently in place in the majority of organizations in which your union operates, what is not working well or could be improved?

*timeliness, timelines are far too long*



INFORMAL PROCEDURES

How many of the organizations in which your union operates have work groups, councils, or committees that are not formally part of the collective agreement that address union-management/workplace issues?

*Most organizations*

What issues are addressed by the work groups, councils or committees?

*Pensions, benefits, uniforms*

In your opinion, how do the work groups, councils or committees affect the labour-management relationship?

Note: Please check only one response using the scale below, where 1 is "diminishes the labour-management relationship" and 5 is "improves the labour management relationship."

[Q23.0] In your opinion, how do the work groups, councils or committees affect the labour-management relationship?   Diminishes the relationship	5
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SECTION 5: LOOKING AHEAD: THE FUTURE OF LABOUR RELATIONS

Looking forward, what are your union's top priorities and areas of primary focus?

Please rank in order of priority.

[Q24.0] Looking forward, what are your union's top priorities and areas of primary focus?   Leadership/succession planning	3
[Q24.1] Looking forward, what are your union's top priorities and areas of primary focus?   Member recruitment	5
[Q24.2] Looking forward, what are your union's top priorities and areas of primary focus?   Member retention	2
[Q24.3] Looking forward, what are your union's top priorities and areas of primary focus?   Member engagement	1
[Q24.4] Looking forward, what are your union's top priorities and areas of primary focus?   Public policy advocacy	(No response)
[Q24.5] Looking forward, what are your union's top priorities and areas of primary focus?   Income equality	(No response)
[Q24.6] Looking forward, what are your union's top priorities and areas of primary focus?   Social policy (e.g., health care)	(No response)
[Q24.7] Looking forward, what are your union's top priorities and areas of primary focus?   Quality of benefit plans	4
[Q24.8] Looking forward, what are your union's top priorities and areas of primary focus?   Quality of work	(No response)
[Q24.9] Looking forward, what are your union's top priorities and areas of primary focus?   Other(s)	(No response)

Other(s): please specify

*(No response)*

Looking ahead, what are the **top five threats** to unions in Canada that you foresee?

[Q25A.0] Looking ahead, what are the top five threats to unions in Canada that you foresee?   1	Conservative Party of Canada
[Q25A.1] Looking ahead, what are the top five threats to unions in Canada that you foresee?   2	Other provincial governments
[Q25A.2] Looking ahead, what are the top five threats to unions in Canada that you foresee?   3	decreasing membership
[Q25A.3] Looking ahead, what are the top five threats to unions in Canada that you foresee?   4	anti union businesses
[Q25A.4] Looking ahead, what are the top five threats to unions in Canada that you foresee?   5	foreign workers

Looking ahead, what are the **top five opportunities** for unions in Canada that you foresee?

[Q25B.0] Looking ahead, what are the top five opportunities for unions in Canada that you foresee?   1	2015 fall Federal Election
[Q25B.1] Looking ahead, what are the top five opportunities for unions in Canada that you foresee?   2	Enhancement of FMCS program
[Q25B.2] Looking ahead, what are the top five opportunities for unions in Canada that you foresee?   3	More positive communication to the public regarding unions
[Q25B.3] Looking ahead, what are the top five opportunities for unions in Canada that you foresee?   4	growth of groups like Canada Labour Congress
[Q25B.4] Looking ahead, what are the top five opportunities for unions in Canada that you foresee?   5	more community involvement

Additional comments

Is there anything else that you would like to add with respect to industrial relations in the coming year?

*Use and growth of FMCS is critical to industrial relations in the future.*