

APPENDIX 29

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

61. R considers self an owner-employer rather than a worker: "I'd belong to the same union as the man I employ. It would be a funny situation"
62. Union would end up running the company instead of the owners running it.
70. Don't like/approve of unions--NFS
71. Antipathy toward levelling out created by union membership: "unions make everybody mediocre"; no recognition given to merit/initiative in union pay scales; not allowed to do/learn several different jobs/tasks
72. Union mismanagement: "they're run by crooks"
73. Union dues: "you don't get back in benefits what you pay in dues"
74. Union (leadership) out to get power/do things only for selves, not concerned about welfare of workers; take advantage of/hurt interest of workers
75. Workers are better off without unions: get better (unions cost/lose) income/benefits/job security/opportunity for advancement without unions
76. Encourage poor quality work: protect goof offs and incompetents
77. Other specific complaints about unions
80. Employer would retaliate if a union were formed: "I'd be part of a union but out of a job"; "the company would get even nastier than it is now"
81. Company would close down/go out of business if a union were formed; company can't afford to pay union wages; company has said they will close the plant if a union is formed; strikes will force company out of business
89. Other "against" responses
90. Unions cause inflation: disrupt/wreck economy
91. Unions hurt the country; cause problems/trouble--NFS; cause strikes (NEC)
92. Unions have too much power/ are out of control/too radical--NFS
93. Union demands hurt American industry in the world market
96. Other "against" responses