# CHAPTER 1

# Unions Objectives, Processes, and Structure

**True/False**

1. Unionization is based on the principle that employees may have little or no individual power when dealing with their employer.

Answer: True

Difficulty: Easy

Skill: Application of Knowledge

LO 1.1 Outline the objectives of unions.

2. A union has the primary objective of improving the employee compensation and working conditions.

Answer: True

Difficulty: Easy

Skill: Application of Knowledge

LO 4.1 Outline the objectives of unions.

1. On average, unions do not pursue economic and social change.

Answer: False

Difficulty: Easy

Skill: Application of Knowledge

LO 1.1 Outline the objectives of unions.

4. Union density is the percentage of non-agricultural workers who are union members.

Answer: True

Difficulty: Easy

Skill: Application of Knowledge

LO 1.1 Outline the objectives of unions.

5. Employees are required to become union members.

Answer: False

Difficulty: Easy

Skill: Application of Knowledge

LO 1.2 Describe union membership.

6. Union coverage is the percentage of employees covered by a collective agreement, including those who do not become union members.

Answer: True

Difficulty: Easy

Skill: Application of Knowledge

LO 1.1 Outline the objectives of unions.

7. The organization of part-time employees continues to be relatively easy for unions.

Answer: False

Difficulty: Easy

Skill: Application of Knowledge

LO 1.2 Describe union membership.

8. There has not been a decline in the unionization rate for young men .

Answer: False

Difficulty: Easy

Skill: Application of Knowledge

LO 1.2 Describe union membership.

9. Union members may have higher levels of education than is commonly perceived.

Answer: True

Difficulty: Easy

Skill: Application of Knowledge

LO 1.2 Describe union membership.

10. 31 percent of union members have a post-secondary certificate or diploma, while 30 percent have a university degree.

Answer: True

Difficulty: Easy

Skill: Application of Knowledge

LO 1.2 Describe union membership.

11. Craft unions organize members of a trade or occupation.

Answer: True

Difficulty: Easy

Skill: Application of Knowledge

LO 1.3 Explain the types of unions.

12. Industrial unions organize employees in different occupations in an organization.

Answer: True

Difficulty: Easy

Skill: Application of Knowledge

LO 1.3 Explain the types of unions.

13. It is not possible that several unions could organize workers in the same industry.

Answer: False

Difficulty: Easy

Skill: Application of Knowledge

LO 1.3 Explain the types of unions.

14. Unions do not support non-economic issues such as health and safety, work hours and job security.

Answer False

Difficulty: Easy

Skill: Application of Knowledge

LO 1.4 Outline the objectives and processes of unions.

15. Some of the improvements in working terms that unions are able to achieve are not often adopted in the non-union sector.

Answer False

Difficulty: Easy

Skill: Application of Knowledge

LO 1.1 Outline the strategic goals of unions.

16. Union political activity could involve working to elect a government that will pass legislation that could help a union negotiate more favourable terms of employment.

Answer: True

Difficulty: Easy

Skill: Application of Knowledge

LO 1.1 Outline the strategic goals of unions.

17. A union cannot protect freedom of speech through the collective agreement and the grievance process.

Answer: False

Difficulty: Easy

Skill: Application of Knowledge

LO 4.1 Outline the strategic goals of unions

18. Unions should be considered a business partner seeking to organize and represent employees regarding their terms and conditions of employment with an employer.

Answer: True

Difficulty: Easy

Skill: Application of Knowledge

LO 1.1 Outline the strategic goals of unions.

19. A union local is an administrative unit of a national or international union organization.

Answer: True

Difficulty: Easy

Skill: Application of Knowledge

LO 1.4 Outline the objectives and processes of unions.

20. A local can have its own bylaws and constitution. Answer: True

Difficulty: Easy

Skill: Application of Knowledge

LO 1.4 Outline the objectives and processes of unions.

# Multiple Choice

1. Union objectives include which of the following?
   1. improving terms and conditions of employers
   2. protecting employers against arbitrary employee actions
   3. providing a process for conflict resolution and employee input
   4. pursuing demographic changes

Answer: c

Difficulty: Moderate

Skill: Application of Knowledge

LO 1.1 Outline the strategic goals of unions.

1. Union density is the:

a. percentage of agricultural employees who are union members

b. percentage of non-agricultural employees in a geographic area

c. percentage of non-agricultural workers who are union members

d. number of non-agricultural workers who are union members

Answer: c

Difficulty: Moderate

Skill: Concept

LO 1.1 Outline the strategic goals of unions.

1. Union coverage is the:

a. number of employees covered by a collective agreement, including those who do not become union members

1. number of employees covered by a collective agreement, including those who do not become union
2. percentage of employees including those who do not become union members
3. percentage of employees covered by a collective agreement, including those who do not become union members

Answer: d

Difficulty: Moderate

Skill: Concept

LO 1.1 Outline the strategic goals of unions.

1. A craft union has also been called a:

a. horizontal union   
b. specialist union   
c. artist union   
d. non-industrial union

Answer: a

Difficulty: Moderate

Skill: Concept 1.3 Explain the types of unions.

5. Union objectives include which of the following?

1. Improving terms and conditions of client contracts
2. Protecting against arbitrary government action
3. Providing conflict resolution and employee input

Pursuing demographic change

Answer: c

Difficulty: Moderate

Skill: Concept

LO 1.4 Outline the objectives and processes of unions.

1. By providing a process for the resolution of conflict and employee input, unions may assist:

a. employers and increase productivity   
b. employees to decrease productivity   
c. government and increase productivity   
d. clients and increase productivity

Answer: a

Difficulty: Moderate

Skill: Concept

LO 1.4 Outline the objectives and processes of unions.

1. The roles and responsibilities of union locals are set out in the:

a. constitution and bylaws of the larger parent union

b. provincial or territorial legislation

c. federal legislation

d. organizational bylaws and policies

Answer: a

Difficulty: Moderate

Skill: Concept

LO 1.4 Outline the objectives and processes of unions.

1. Many union locals have a membership consisting of those who work for:

a. one employer in a municipality

b. all employers in a municipality

c. all employers with the same skilled employees

d. . one municipal government employees

Answer: a

Difficulty: Moderate

Skill: Concept

LO 1.4 Outline the objectives and processes of unions.

1. Union bylaws set out matters relating to the governance of the:
   1. local, including election and duties of officers, rules regarding meetings and committee structures
   2. parent union, including election and duties of officers, rules regarding meetings and committee structures
   3. local, including election and duties of officers, rules regarding meetings and organizational structures
   4. parent union including election and duties of officers, rules regarding employer meetings and committee structures

Answer: a

Difficulty: Moderate

Skill: Concept

LO 1.4 Outline the objectives and processes of unions.

10. The business agent is the key liaison between the:

a. parent union and its local branches  
b. employees and employer

c. employee and the parent union

d. employer and the parent union

Answer: a

Difficulty: Moderate

Skill: Concept

LO 1.4 Outline the objectives and processes of unions.

1. Union locals obtain their operating funds from:

a. government grants

b. the parent union

c. union dues

d. the employer

Answer: c

Difficulty: Moderate

Skill: Concept

LO 1.4 Outline the objectives and processes of unions.

1. Union dues are a:

a. specified percentage of an employee’s earnings

b. a specified dollar amount of an employee’s earnings

c. percentage of the organizational payroll

d. percentage of the parent union expenses

Answer: a

Difficulty: Moderate

Skill: Concept

LO 1.4 Outline the objectives and processes of unions.

1. Dues are a specified percentage of an employee’s earnings, typically:

a. 1 to 2 percent

b. 5 percent

c. 10 percent

d. 13 percent

Answer: a

Difficulty: Moderate

Skill: Concept

LO 1.4 Outline the objectives and processes of unions.

14. Who does an employee contact if they think the collective agreement has been violated?

a. the organizational human resources management department

b. the steward or the chief steward

c. the parent union

d. the labour relations board

Answer: b

Difficulty: Moderate

Skill: Concept

LO 1.4 Outline the objectives and processes of unions.

15. Trusteeship refers to a

a. parent union temporarily taking direct control of one of its union locals

b. a local union temporarily taking direct control of the organization

c. a local union temporarily taking direct control of another local

d. a local union temporarily taking direct control of the employes

Answer: a

Difficulty: Moderate

Skill: Concept

LO 1.4 Outline the objectives and processes of unions.

16. Unions:

a. seek to influence government legislation and policy directions through lobbying, advertising and appearances before parliamentary and legislative committees

b. do not seek to influence government legislation and policy directions as this is illegal

c. seek to influence government legislation and policy directions through voting

d. seek to influence government legislation and policy directions through influencing employee

Answer: a

Difficulty: Moderate

Skill: Concept

LO 1.4 Outline the objectives and processes of unions.

17. Labour federation or labour congress is a:

a. provincial or territorial government oversight body

b. federal government oversight body

c. association of unions

d. association of employers

Answer: c

Difficulty: Moderate

Skill: Concept

LO 1.4 Outline the objectives and processes of unions.

18. The directly chartered union receives a charter from a:

a. labour congress and is not affiliated with a national or international union

b. labour congress and is affiliated with a national or international union

c. labour party and is affiliated with a national or international government

d. labour party and not affiliated with a national or international union

Answer: a

Difficulty: Moderate

Skill: Concept

LO 1.4 Outline the objectives and processes of unions.

19. The Canadian labour congress is not responsible for which of the following:

1. lobbying the federal government regarding employment and labour relations legislation
2. Pursuing economic and social policy favourable to workers at the federal level
3. enforcing the CLC code of ethics
4. maintaining links with labour movements in other provinces or territories

Answer: d

Difficulty: Moderate

Skill: Concept

LO 1.4 Outline the objectives and processes of unions.

20. A labour council is an association of:

1. employees in a municipality or region
2. unions in a municipality or region
3. union members in a municipality or region
4. employers unions in a municipality or region

Answer: a

Difficulty: Moderate

Skill: Concept

LO 1.4 Outline the objectives and processes of unions.

# Essay Questions

# Explain the role and importance of a union local?

A union local serves as an administrative unit of a national or international (parent) union. The parent union provides support to its union local membership in collective bargaining and contract administration. Employers should clarify the relationship between the union local that represents their employees and the parent union, including matters such as the authority to call a strike.

Difficulty: Moderate

Skill: Concept

LO 1.4 Outline the objectives and processes of unions.

1. Explain each of the union objectives.

* Improving terms and conditions of work for their members
  + - Protecting employees against arbitrary management actions
    - Providing a process for conflict resolution and employee input
    - Pursuing economic and social change

Difficulty: Moderate

Skill: Concept

1.1 Outline the strategic goals of unions.

1. Why is it challenging to unionize part-time employees?

The organization of part-time employees continues to be a challenge for unions as many such employees are employed in the private-service sector, where unions have had difficulty organizing in the past. Part-time employees may not be engaged with the same employer for long periods of time, which also can challenge union organizers. Further, the use of part-time employees has been a source of conflict between unions and employers.

Difficulty: Moderate

Skill: Concept

LO 1.2 Describe union membership.

1. Which of the union processes or methods do you think are the most important to the function and strategies of unions and why?

 Organizing employees

 Contract negotiation

 Strikes and boycotts

 Grievances and arbitration

 Court (legal) action

 Political activity

 Public relations

Union–management collaboration

Difficulty: Moderate

Skill: Concept

LO 1.4 Outline the objectives and processes of unions.

1. Which functions of the union local do you think you would value the most as an unionized employee and why?

Administration of the collective agreement

Collection and processing of union dues

Representation at grievances and arbitration

Collective bargaining on local issues

Training and education of members

Community service

Political action

Operation of a hiring hall

Organizing employees

Difficulty: Moderate

Skill: Concept

LO 1.4 Outline the objectives and processes of unions.