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Gérard Dion

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UNION SECURITY IN THE PROVINCE OF QUEBEC

GÉRARD DION

In 1946 we published in the *Bulletin des relations industrielles* a summary of the union security provisions in collective agreements in the Province of Quebec. Our readers were highly interested in this statistical study.

Now that the union security problem continues to play an important part in the organization of labour relations, we have deemed it advisable to present an up-to-date statement of union security provisions in collective agreements in the Province of Quebec as of September 1948.

We have analysed collective agreements regulating labour relations in 1,823 industrial and commercial establishments of the Province of Quebec (municipalities excepted) and have ascertained that in 90.03% of the cases (1,647 establishments), the employers and the Unions had agreed upon security provisions. Affiliation provisions sum up 1,415 (77.5%) and clauses relating to financial support, 701 (38.4%). Here are the results of that analysis. The following will help to a better understanding of the tables:

- a) The establishments referred to may be covered either by a particular or by an extended agreement.
- b) The union security provisions may be defined as follows:

Closed shop: — The employer employs union members only and is allowed to hire new workers from amongst union members only.

Perfect union shop: — The employer employs union members only, but may hire non-union workers or union workers as he pleases. However, the non-union workers hired must join the union.

Imperfect union shop: — The actual or future members of the union are required to maintain their membership,

and all new employees must join the union. Existing employees who are not union members are not required to join the union.

Maintenance of membership: — The actual or future members of the union are required to maintain their membership. The others are not compelled to join the union, neither during their employment nor upon entering the service of their new employer.

Preferential shop: — The employer favours the union or the union members in certain particular instances.

Check-off of union dues: — The employer deducts the union dues from the employees' wages and remits the amount to the treasurer of the union.¹

Rand Formula: — The employer deducts from the wages of all the employees who come within the unit to which the agreement applies, whether a member of the union or not, an amount equivalent to the union dues and remits the amount to the treasurer of the union.

- c) CCCL means: a syndicate affiliated to the Canadian and Catholic Confederation of Labour; TLC means: a union affiliated to the Trades and Labour Congress; CCL means: a union affiliated to the Canadian Congress of Labour; Ind. Fed. means: a union affiliated to a federation other than the three listed above, e.g. The Canadian Workers' Association; Others means: a local union not affiliated to another organization or a non-identified union.

(1) Sécurité syndicale et Convention collective, GÉRARD DION. Cahiers du Service extérieur d'Éducation sociale, Faculté des sciences sociales, Université Laval, Québec, Vol. IV, No. 2.

TABLE 1: ANALYSIS OF COLLECTIVE AGREEMENTS COVERING 1823 ESTABLISHMENTS IN THE PROVINCE OF QUEBEC AS REGARDS UNION SECURITY PROVISIONS

Establishments covered	CCCL 1104	TLC 550	CCL 97	Ind. Fed. 20	Others 52	TOTAL 1823
with union security	1054	487	76	10	20	1647
without union security	50	63	21	10	32	176

TABLE 2: UNION AFFILIATION PROVISIONS IN COLLECTIVE AGREEMENTS COVERING 1823 ESTABLISHMENTS IN THE PROVINCE OF QUEBEC AS REGARDS LABOUR UNIONS

	TOTAL	closed shop	union shop		preferential shop	maintenance of membership
			perfect	imperfect		
CCCL	968	396	119	92	23	338
TLC	413	323	16	22	7	45
CCL	28	2	14	3	2	7
Ind. Fed.	1	—	1	—	—	—
Others	5	1	—	3	—	1
TOTALS	1415	722	150	120	32	391

TABLE 3: UNION FINANCIAL SUPPORT PROVISIONS IN COLLECTIVE AGREEMENTS COVERING 1823 ESTABLISHMENTS IN THE PROVINCE OF QUEBEC AS REGARDS LABOUR UNIONS

	TOTAL	applying to			
		all workers (Rand Formula)	union members only		
			compulsory	irrevocable	revocable
CCCL	469	11	14	404	40
TLC	150	11	17	84	38
CCL	54	2	1	27	24
Ind. Fed.	9	1	—	6	2
Others	19	3	—	7	9
TOTALS:	701	28	32	528	113

TABLE 4: COMPULSORY CHECK-OFF PROVISIONS EXISTING EITHER ALONE OR SIMULTANEOUSLY WITH UNION AFFILIATION PROVISIONS IN COLLECTIVE AGREEMENTS COVERING 1823 ESTABLISHMENTS IN THE PROVINCE OF QUEBEC

	TOTAL	alone	closed shop	Union shop		preferential shop	maintenance of membership
				perfect	imperfect		
CCCL	14	1	3	2	3	—	5
TLC	17	1	4	4	4	—	4
CCL	1	1	—	—	—	—	—
Ind. Fed.	—	—	—	—	—	—	—
Others	—	—	—	—	—	—	—
TOTALS:	32	3	7	6	7	—	9

TABLE 5: VOLUNTARY AND REVOCABLE CHECK-OFF PROVISIONS EXISTING EITHER ALONE OR SIMULTANEOUSLY WITH UNION AFFILIATION PROVISIONS IN COLLECTIVE AGREEMENTS COVERING 1823 ESTABLISHMENTS IN THE PROVINCE OF QUEBEC

	TOTAL	alone	closed shop	Union shop		preferential shop	maintenance of membership
				perfect	imperfect		
CCCL	40	24	2	3	—	—	11
TLC	38	35	1	—	1	—	1
CCL	24	21	—	—	1	—	2
Ind. Fed.	2	2	—	—	—	—	—
Others	9	6	1	—	2	—	—
TOTALS:	113	88	4	3	4	—	14

TABLE 6: VOLUNTARY AND IRREVOCABLE CHECK-OFF PROVISIONS EXISTING EITHER ALONE OR SIMULTANEOUSLY WITH UNION AFFILIATION PROVISIONS IN COLLECTIVE AGREEMENTS COVERING 1823 ESTABLISHMENTS IN THE PROVINCE OF QUEBEC

	TOTAL	alone	closed shop	Union shop		preferential shop	maintenance of membership
				perfect	imperfect		
CCCL	404	40	8	19	63	6	268
TLC	84	47	2	6	2	1	26
CCL	27	20	—	3	—	1	3
Ind. Fed.	6	4	—	2	—	—	—
Others	7	6	—	—	—	—	1
TOTALS:	528	298	10	30	65	8	298

OUR READERS' COMMENTS

We are always pleased to receive our readers comments and the following are excerpts from their interesting letters :

The general superintendent of a large Canadian Firm employing thousands of workers writes on November 19th, 1948: "I have had an opportunity of seeing your *Bulletin* on recent occasions and must compliment you on its set-up and contents. I am particularly interested in the effort to recognize the features which distinguish a Christian Social Order and the steps which might be taken to promote it. I should, therefore, like to obtain a copy of the bulletin "Structural Reforms In Enterprise" when it is available. I should also be glad of any other suggestions which you would care to make as to reference material."

Mr. L.-O. Morency, General Manager, Brique Citadelle Ltée, Québec, who has about one hundred employees, makes the following representations in his letter of December 14th, 1948: "Je reçois votre *Bulletin des relations industrielles*", Vol. 4, No 3, novembre. Une fois de plus, je constate que cette publication en est une unilatérale, soit ouvrière et alors pourquoi ne pas en changer le titre et

l'appeler "Bulletin de la Classe Ouvrière". J'ai déjà eu l'occasion de vous dire que l'ouvrier reçoit toute ma sympathie de même que celle de ma Compagnie, et je crois que dans le domaine des améliorations, ils ont été généreusement traités. Comme vous le savez fort bien, toute médaille a deux côtés, et il faut se demander où nous mènera cette publicité toujours en leur faveur sans même les mettre en garde sur l'exagération de leurs exigences car il peut très bien arriver que l'on parvienne à tuer la poule aux oeufs d'or, et il nous restera qu'à s'en repentir. Il serait très agréable de lire un article où l'on signalerait que plusieurs industriels ont à peu près atteint le sommet des salaires et prix de leur produits sans risquer de contribuer à une inflation, laquelle ne serait pas j'imagine recommandable pour Québec, la Province et tout le Pays."

Mr. W.C. Budgeon, Personnel Manager, Brown Corporation, La Tuque, makes the following statement in his letter of January 6th, 1949: "I am writing you to tell you how much we are appreciating your *Bulletin des Relations Industrielles*. I feel that there has been a definite improvement during the last twelve months, both in the contents and form of your bulletin. I have found it most informative and interesting. I feel that its value is greatly increased by the fact that it is now bilingual. Too often, our appreciation of a periodical such as yours is not expressed and that is the reason that I am taking this opportunity to write you personally and tell you how much we here appreciate it."

When you stop to ask yourself where our company is heading as regards labour relations, may I leave the thought with you that you, management, have made history by stupendous feats of engineering, chemistry, metallurgy and mass production. You of management must arrange for capital to replace worn out machines (but I am afraid that most of us for many, many years, have overlooked the fact that it is just as important to do something about worn out human machines as it is to arrange for replacing worn out equipment), if we are to have the final answer in bringing capital and labour together.

F. A. Serman

President, Dominion Foundries & Steel, Limited, Hamilton, Ont.

(Industrial Canada)