

Union Security and Collective Labour Agreements

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Volume 8, numéro 1, décembre 1952

URI : <https://id.erudit.org/iderudit/1022987ar>

DOI : <https://doi.org/10.7202/1022987ar>

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Éditeur(s)

Département des relations industrielles de l'Université Laval

ISSN

0034-379X (imprimé)

1703-8138 (numérique)

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Citer ce document

Tousignant, F. (1952). Union Security and Collective Labour Agreements. *Relations industrielles / Industrial Relations*, 8(1), 158–159.
<https://doi.org/10.7202/1022987ar>

STATISTICS

UNION SECURITY AND COLLECTIVE LABOUR AGREEMENTS

Union security often constitutes the object of disputes before arbitration and conciliation councils. It is therefore of interest to know what provisions for union security appear in the collective agreements now in force in the Province of Quebec and in what forms, such as *closed shop*, *union shop*, *maintenance of membership*, *preferential shop*, *check-off of unions dues*, *Rand formula*.

In this study, we are limiting ourselves to the first two forms of union security: the *closed shop*, "agreement in which the employer hires and maintains in his employ only members in good standing of the contracting union",¹ and the *union shop*, including the *perfect union shop* "agreement in which the employer undertakes to maintain in his employ for the duration of the agreement, only members in good standing of the contracting union, but, in this case, the employer may engage workers anywhere, even outside the ranks of the union",² — including the *imperfect union shop* "agreement in which the employer undertakes to dismiss present or future members of the contracting union as soon as they cease to be members and to oblige, under penalty of dismissal, all new employees to join the union within a fixed time after starting work, and to remain a member for the duration of the agreement. This union shop is imperfect, because, in this case, the employees already working who are not members of the union when the agreement is signed cannot be forced to join the union under threat of dismissal".³ We shall group the others under the heading of "other forms of union security" and we shall analyse them in more detail in a coming issue.

The following statistics are taken from the collective labour agreements covering 1,147 establishments of the Province of Quebec. The analysis reveals that in 86.75% of the cases i.e. 995 agreements in 1,147 contain one form or another of union security. Therefore 13.25% or 152 agreements have no form whatever of union security. The closed shop provision is to be found in 4.18% or in 48 agreements, whereas the union shop (either perfect or imperfect) is found in 22.84% or 262 cases. The very high total for the other forms of union security may be explained by the fact that the same agreement, in many cases, has at the same time several forms of union security. The following table shows the results of the analysis of collective labour agreements in the establishments grouped according to their respective branch of activity.

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(1) GÉRARD DION, *Sécurité Syndicale et Convention Collective*, Cahiers du Service Extérieur d'Éducation sociale, Faculté des sciences sociales, Université Laval, Québec, page 13.

(2) *Ibidem*, page 14.

(3) *Ibidem*, page 16.

UNION SECURITY CLAUSES CONTAINED IN COLLECTIVE LABOUR AGREEMENTS IN FORCE IN THE
 PROVINCE OF QUEBEC, IN DECEMBER 1952

Branch of Activity	Number of Establishments concerned	Closed Shop	Union Shop	Other forms of Union Security	No form of Union Security
Mining	34	9	—	17	—
Manufacturing:					
1) Vegetable products	73	1	25	61	12
2) Animal products	56	4	15	61	8
3) Textile products	120	22	22	152	12
4) Wood and paper products (including printing)	223	8	80	202	27
5) Iron and its products	175	2	31	169	28
6) Non-ferrous metal products	35	—	5	7	7
7) Non-metallic mineral products	34	—	4	37	4
8) Chemical products	54	—	10	54	9
9) Miscellaneous products	11	—	1	16	2
Electricity, Gas and Water production and supply	7	—	—	6	4
Construction	19	—	5	17	—
Transportation and Communication	61	—	11	45	10
Trade:					
1) Retail	41	—	9	53	4
2) Wholesale	21	1	4	25	8
Finance and Insurance	33	—	—	55	1
Services:					
1) Professional	58	1	20	56	6
2) Public	73	—	16	54	14
3) Personal	19	1	4	24	5
TOTAL	1,147	48	262	1,142	156