

Non-unionized but covered by collective agreement

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In 1999, union membership in Canada totalled 3.6 million. In addition, more than a quarter million employees who were not union members were also covered by collective agreements. The latter group is referred to in this study as the “coverage-only” group (see *Data sources and definitions*). This group has seen its numbers decline in recent years, from 327,000 in 1997 to 287,000 in 1999. In contrast, union membership rose from 3,517,000 to 3,595,000 over the period.¹ Under what conditions can employees belong to the coverage-only group? Who are these employees; where do they work; and what positions do they hold? And how does the Canadian picture compare with that of the United States? This article aims to answer these questions.

What circumstances permit coverage-only status?

The circumstances under which an employee could be covered by a union-negotiated agreement without being a card-carrying union member are many and vary from firm to firm. They depend on the applicable provincial or federal labour legislation, labour relations practices and deep-rooted customs. However, they can be broadly classified into four groups.

The first group consists of those employees who exercise their rights under the so-called “Rand Formula,” which is based on a 1946 arbitration decision by Justice Ivan Rand. The original formula was based on the assumption that the union is essential for the security of all workers, and so employers must be allowed to collect union dues from all employees within a bargaining unit. This is the so-called “check-off” procedure. Under this formula, employees who choose not to belong to a union, because of religious conviction or other personal beliefs, are allowed to

remain outside the union but are expected to contribute union dues or an equivalent amount to a registered charitable organization. This way, they benefit from union-negotiated settlements without being union members. Though the Rand Formula has been incorporated into labour relations legislation in most provinces and in the federal jurisdiction, it is thought to be used by very few employees as a means of obtaining coverage-only status.²

The second group of coverage-only employees consists of foremen/women, supervisors and “lower-level” managers. It is generally believed that allowing such employees to become union members could compromise their supervisory or managerial obligations. They are therefore usually exempted from union membership, but allowed to share the terms accorded by union-negotiated settlements. Such employees may or may not be required to pay union dues. These union-exempt workers may form the bulk of the coverage-only group, though their exact numbers are unknown. (In all jurisdictions in Canada, workers dealing with confidential material [for example, human resources personnel] and those exercising senior managerial functions are exempted from both union membership and bargaining coverage.)

The third group consists of newly hired employees serving their probationary period. During that time, such employees may not be permitted to become card-carrying union members, although negotiated settlements are extended to them. Such workers are nonetheless expected to contribute union dues and their membership is automatic thereafter.

The fourth group of coverage-only employees consists of non-union members who have collective bargaining benefits through what can be described as “extension” or “matching.” Under this arrangement (formal or informal), settlements won by a union may be extended to non-union members working for the same firm. Typical of these are municipal workers, some of whom work outside the office (for example,

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those who clear snow or collect garbage) and are unionized, and some of whom work inside (for example, clerical staff) and may not be unionized. Other examples are unionized outside construction workers and non-unionized inside clerical staff employed by private construction companies. Such non-unionized inside workers in these examples are sometimes referred to as "out-of-scope of bargaining unit" employees. In both situations, should the unionized workers reach a negotiated settlement, the same agreement could be extended to the non-unionized inside workers, who may or may not be required to pay union dues. Again, their numbers are not known.

Who are the coverage-only workers?

In 1999, approximately one in 13 (7.4%) employees covered by a union-negotiated agreement was not a union member. The likelihood of being a coverage-only worker (that is, covered by a collective agreement but not a union member) differs by sex, age, education and job tenure (Table). Men were just slightly more likely to belong to the coverage-only group than women: about one in 13, compared with one in 14 in 1999. By age, the coverage-only ratio was highest among youths (15 to 24). Approximately one in 8 youths with benefits did not belong to a union. And the incidence appeared to decline with age, reaching roughly one in 17 among workers aged 55 or older. This phenomenon was mirrored in the ratios by job tenure. Among covered employees with job tenure of one year or less (who tend to be young and/or may be serving their probationary period), almost one in 7

Table: Collective bargaining coverage, 1999

	Total	Union members		Coverage only	
	'000	'000	%	'000	%
Both sexes	3,882	3,595	92.6	287	7.4
Men	2,078	1,919	92.3	159	7.7
Women	1,804	1,676	92.9	128	7.1
Sector					
Public	2,006	1,893	94.4	113	5.6
Private	1,876	1,702	90.7	175	9.3
Age					
15 to 24	277	241	87.1	36	12.9
25 to 54	3,249	3,018	92.9	231	7.1
25 to 44	2,128	1,967	92.4	162	7.6
45 to 54	1,121	1,052	93.8	69	6.2
55 and over	356	335	94.2	21	5.8
Education					
Less than Grade 9	125	119	95.4	6	4.6
Some high school	399	373	93.5	26	6.5
High school graduation	743	697	93.7	47	6.3
Some postsecondary	297	270	91.1	27	8.9
Postsecondary certificate or diploma	1,447	1,340	92.6	107	7.4
University degree	871	795	91.3	76	8.7
Province					
Atlantic	270	257	95.2	13	4.8
Newfoundland	71	69	96.5	2	3.4
Prince Edward Island	15	14	92.8	1	7.2
Nova Scotia	105	100	95.5	5	4.5
New Brunswick	80	75	94.0	5	6.0
Quebec	1,124	1,007	89.6	117	10.4
Ontario	1,345	1,264	94.0	81	6.0
Prairies	608	554	91.1	54	8.9
Manitoba	165	156	94.2	10	5.8
Saskatchewan	127	118	93.1	9	6.9
Alberta	316	281	88.8	36	11.2
British Columbia	536	513	95.8	23	4.2
Industry					
Goods-producing	1,026	950	92.6	76	7.4
Agriculture	5	4	91.0	--	--
Natural resources	63	59	93.8	4	6.2
Utilities	83	78	93.8	5	6.2
Construction	161	151	93.9	10	6.1
Manufacturing	715	658	92.0	57	8.0
Service-producing	2,856	2,645	92.6	211	7.4
Trade	267	240	89.7	27	10.3
Transportation and warehousing	271	258	95.0	14	5.0
Finance, insurance, real estate and leasing	71	57	80.5	14	19.5
Professional, scientific and technical	33	23	72.0	9	28.0
Management, and administrative and support	44	39	87.7	5	12.3
Education	686	642	93.6	44	6.4
Health care and social assistance	683	651	95.3	32	4.7
Information, culture and recreation	154	143	92.6	11	7.4
Accommodation and food	58	52	90.2	6	9.8
Other	47	39	83.8	8	16.2
Public administration	541	501	92.5	41	7.5

Table: Collective bargaining coverage, 1999 (concluded)

	Total	Union members		Coverage only	
	'000	'000	%	'000	%
Occupation					
Management	111	82	73.5	29	26.5
Business, finance and administrative	631	575	91.2	56	8.8
Professional	57	51	89.3	6	10.7
Financial and administrative	176	157	89.2	19	10.8
Clerical	398	367	92.3	30	7.7
Natural and applied sciences	216	194	89.8	22	10.2
Health	426	409	95.8	18	4.2
Professional	31	26	85.7	4	14.3
Nursing	187	182	97.2	5	2.8
Technical	103	100	96.5	4	3.5
Support staff	106	101	95.6	5	4.4
Social and public service	592	560	94.7	31	5.3
Legal, social and religious	144	135	93.3	10	6.7
Teachers and professors	447	426	95.1	22	4.9
Secondary and elementary	360	349	96.9	11	3.1
Other	87	77	88.0	10	12.0
Culture and recreation	74	68	91.0	7	9.0
Sales and service	665	611	91.9	54	8.1
Wholesale	22	17	78.5	5	21.5
Retail	115	106	92.0	9	8.0
Food and beverage	44	41	92.4	3	7.6
Protective services	117	103	87.9	14	12.1
Child care and home support	78	72	92.0	6	8.0
Travel and accommodation	288	272	94.3	16	5.7
Trades, transport and equipment operators	661	624	94.5	37	5.5
Contractors and supervisors	27	23	82.8	5	17.2
Construction trades	83	81	97.5	2	2.5
Other trades	287	272	94.8	15	5.2
Transport equipment operators	170	160	93.9	10	6.1
Helpers and labourers	93	89	95.1	5	4.9
Unique to primary industries	43	40	93.5	3	6.5
Unique to production	464	433	93.3	31	6.7
Machine operators and assemblers	378	351	92.9	27	7.1
Labourers	86	82	95.1	4	4.9
Work status					
Full-time	3,388	3,133	92.5	256	7.5
Part-time	494	462	93.5	32	6.5
Workplace size					
Under 20 employees	562	500	88.9	62	11.1
20 to 99 employees	1,288	1,184	91.9	105	8.1
100 to 500 employees	1,203	1,124	93.4	79	6.6
Over 500 employees	829	788	95.0	41	5.0
Job tenure					
1 to 12 months	460	397	86.3	63	13.7
Over 1 year to 5 years	816	737	90.3	79	9.7
Over 5 years to 9 years	548	510	93.1	38	6.9
Over 9 years to 14 years	701	658	94.0	42	6.0
Over 14 years	1,357	1,292	95.2	65	4.8
Job status					
Permanent	3,522	3,274	93.0	248	7.0
Non-permanent	361	321	89.0	40	11.0
<i>Source: Labour Force Survey</i>					

had benefits but did not belong to a union, a ratio that declined to about one in 20 for those with tenure of over 14 years (who tend to be older). Coverage-only status is also more common among employees with more education. In 1999, about one in 12 employees covered by union-negotiated settlements had university degrees, compared with about one in 20 of those with less than Grade 9.

Where do they work?

Place of work also influences the likelihood of having such benefits. In 1999, a non-union member working in the heavily unionized public sector was about half as likely to have benefits as one in the private sector: about one in 20 versus roughly one in 10.

Non-unionized employees in Quebec and Alberta were more likely than their counterparts in other provinces to be covered by union-negotiated agreements. In these two provinces slightly more than one in 10 employees with such benefits did not belong to a union. Indeed, Quebec had roughly 41% of all coverage-only workers in Canada, even though that province accounted for only 28% of all persons covered by such agreements in the country. The corresponding ratios were lower in the other provinces; from around one in 14 in Prince Edward Island and Saskatchewan to only one in 24 in British Columbia and one in 29 in Newfoundland.

Workplace size appears to be inversely associated with being a non-union member covered by a collective agreement. In firms with fewer than 20 employees, the coverage-only group accounted for one in 10 workers with union-negotiated benefits. The ratio

Data sources and definitions

Most of the data in this study come from the Labour Force Survey (LFS), a monthly survey covering approximately 53,000 households across the 10 provinces. Since January 1997, the LFS has been collecting estimates not only of union members, but also of other employees covered by the collective agreements signed by the unions. Similar data had been collected sporadically prior to January 1997, some through supplements to the LFS (for example, the 1995 Survey of Work Arrangements, the Adult Education and Training Survey, and the Survey of Union Membership) and other longitudinal surveys such as the Labour Market Activity Survey and the Survey of Labour and Income Dynamics. However, because some were month-specific and hence affected by seasonal factors, or because they covered an age group that differed from that of the LFS, this study focuses on the LFS annual data beginning 1997.

Prior to that year, most union data were provided under the *Corporations and Labour Unions Returns Act* (CALURA), the labour union part of which has recently been repealed. CALURA, through a survey of the unions, provided information on union membership (as at the end of each year) but not on the coverage-only group. It also offered only three socio-economic dimensions, namely, sex, industry and province. The LFS provides more detailed information, as well as dimensions not possible with CALURA data, such as full-time/part-time job status, workplace size, job permanency, job tenure, earnings and occupation.

The redesigned LFS asks the following questions in order to identify union members and coverage-only employees:

Is ... a union member at (name of main job)?

If no

Is ... covered by a union contract or collective agreement?

In the United States, monthly data on union membership and bargaining coverage have been available since 1983 from the Current Population Survey (CPS), the counterpart of Canada's LFS. Since 1994, the redesigned CPS has asked the following questions:

On this job, are you a member of a labor union or of an employee association similar to a union?

- ☐ Yes (if not yes, go to the next question)
- ☐ No
- ☐ Don't know
- ☐ Refused

On this job, are you covered by a union or employee association contract?

- ☐ Yes
- ☐ No
- ☐ Don't know
- ☐ Refused

Bargaining-coverage employees are members of a labour union or workers who are not union members but whose jobs are covered by a union contract.

Union members are employees who are card-carrying members of a union and thus eligible to partake in union deliberations and vote on decisions.

Coverage-only members are employees who are not union members, but whose jobs are covered by a union contract that extends to them the terms and benefits of a union-negotiated agreement. They may or may not pay union dues.

The coverage-only rate is the number of coverage-only members expressed as a proportion of bargaining-coverage employees.

decreased as firm size increased, and in the largest workplaces (over 500 employees) it fell to one in 20 employees.

The chances of being a non-union member covered by a union-negotiated agreement are identical in goods-producing and service-producing industries: about one in 13 persons in 1999. The incidence varied little among the major industries in the goods sector, whereas in the service industries it registered a high of one in 4 in professional,

scientific and technical services, about one in 8 in management, and administrative and support services, one in 16 in education, and only one in 20 in health care and social assistance.

What positions do they hold?

Union-negotiated benefits accorded to non-union members were most common among persons in managerial positions (slightly more than one in 4), followed closely by

workers in wholesale trade occupations (about one in 5) and by construction contractors and supervisors (about one in 6). Among employees in natural and applied science positions, in professional health positions, in other professional and administrative jobs, and in protective service jobs, approximately one in 10 had such benefits without belonging to a union. However, in occupations such as nursing and elementary and secondary school teaching, almost

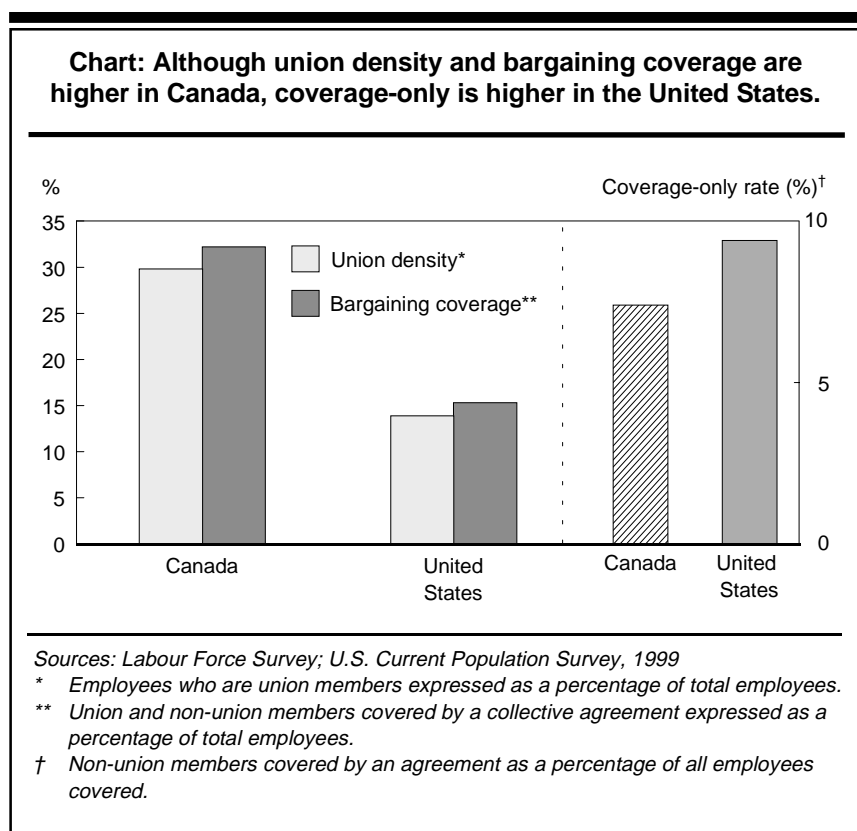
everyone covered by a union-negotiated settlement was a union member.

Representation of non-union members in bargaining coverage was also slightly higher among persons in full-time positions (about one in 13) than in part-time jobs (about one in 15) in 1999. However, only about one in 14 workers in permanent jobs had bargaining coverage, versus one in 9 workers in non-permanent jobs. The high coverage rate for the latter is in line with that observed among persons with job tenure of one year or less.

Canada/U.S. comparisons

In 1999, union density (the percentage of employees who are union members) and bargaining coverage rate (the proportion of employees covered by a union-negotiated agreement) in the United States (13.9% and 15.3%, respectively) were less than half those in Canada (29.8% and 32.2%) (Chart). The United States has a practice similar to the Rand Formula, referred to as the “agency shop practice,” although this arrangement has not been adopted by many southern states. For this and other reasons—notably, the close integration of the two economies, and the membership of many workers from both countries in international unions—a comparison of the coverage-only rates and the composition of workers in this group seems appropriate.

In line with employment growth, trade union membership in the United States, as in Canada, has trended up recently, rising from



16.1 million in 1997 to 16.5 million in 1999. These increases have not been as strong as the growth in paid employment, though, causing union density in both countries to fall marginally over the period. Similarly, and as was the case in Canada, coverage-only employees south of the border saw their numbers decline, from 1.8 million to 1.7 million. The coverage-only rate has remained higher in the United States than in Canada, though both rates have exhibited some decline (from 8.5% to 7.4% in Canada, and from 10.0% to 9.4% in the United States). Expressed differently, in 1999 about one in 10 workers covered by a union-negotiated settlement in the United States was not

a union member; the comparable ratio for Canada was lower, about one in 13.

The sex composition of coverage-only workers also reveals some striking differences in the two countries. For example, in the United States women formed a slight majority (53%) in 1999; in Canada, men accounted for 55%. The youth presence was lower in the United States (8%) than in Canada (12%). Finally, this arrangement was more common in the public sector in the United States, where government workers accounted for 53% of this group, than it was in Canada (39%).

Summary

Settlements reached by unions through the collective bargaining process are shared not only by card-carrying union members but also by other employees. In 1999, union-negotiated agreements covered 3.6 million union members and another 287,000 non-union members. A non-union member can be covered by an agreement through one of four means: the exercise of rights under the Rand Formula; a declaration of coverage status by the employer (as in the case of many foremen/women, supervisors and lower level managers), coverage of newly hired employees serving their probationary periods, or the “extension” or “matching” practices used by some employers for certain out-of-scope employees.

The chances of enjoying union-negotiated benefits without belonging to a union are higher than average among young employees, workers with short job ten-

ure, those with higher education, and workers in managerial, professional and scientific positions. The likelihood is almost non-existent among nurses and teachers. This status is more common in Quebec and Alberta, and least so in the Atlantic provinces. It is slightly more common in the United States than in Canada, although in both countries the proportion of coverage-only workers has decreased recently.

Perspectives

■ Notes

- 1 For detailed Canadian figures for the first six months of 2000, see the accompanying update.
- 2 In addition to the federal jurisdiction, British Columbia, Saskatchewan, Manitoba, Ontario, Quebec and Newfoundland have incorporated mandatory Rand Formula provisions in their labour relations legislation.

Unionization—an update

Since 1997, the Labour Force Survey (LFS) has been the major source of data on unionization. The first detailed socio-demographic and economic profile of union members from the LFS was released in *Perspectives* on the eve of Labour Day 1997 and updated and expanded in 1998 and 1999 (Akyeampong, 1997, 1998 and 1999). This year's update extends the profile to the first half of 2000. As in past releases, data on earnings, wage settlements, inflation, and strikes and lockouts are also provided.

Some highlights follow:

Table 1: Union rates in 1999 and 2000

At 12.3 million, average paid employment (employees) during the first half of 2000 was 418,000 higher than that a year earlier. Union membership also grew, from 3.6 million to 3.7 million. This resulted in a rise in the union rate (density) from 30.0% to 30.4%.

This rise affected both men and women: men's rate rose from 30.7% to 31.1%, and women's, from 29.2% to 29.6%.

All of the increase occurred in the private sector, where it rose from 18.2% to 18.7%. Public sector union density actually fell from 70.5% to 69.9%.

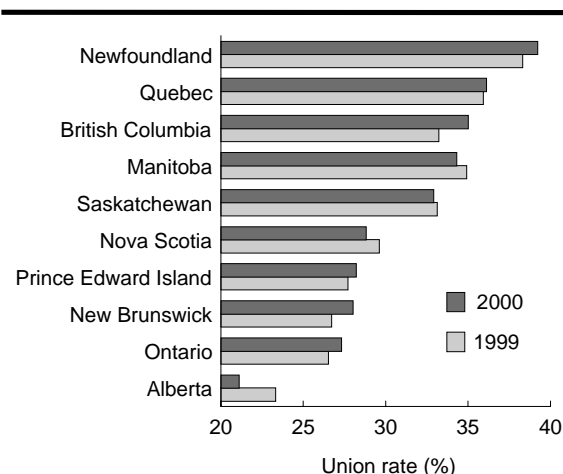
Six provinces recorded increases: Newfoundland, Prince Edward Island, New Brunswick, Quebec, Ontario and British Columbia. The Prairie provinces and Nova Scotia witnessed declines (Chart A).

The rate among full-time employees rose from 31.9% to 32.2%, and among part-time workers, from 21.6% to 22.0%.

Workers in both permanent and non-permanent jobs recorded increases in union density. However, among workers in the largest firms (those with more than 500 employees) the rate fell from 56.6% to 53.9%.

Unionization rose in 11 of the 16 major industry groups, but fell in the remaining 5, namely, agriculture; utilities; educational services; health care and social assistance; and information, culture and recreation services (Chart B).

Chart A: Newfoundland remains the most unionized province; Alberta, the least.



Source: Labour Force Survey, January-to-June averages

Among the 10 major occupational groups, union density rose in 6. The remaining 4 (natural and applied sciences; health; social and public services; and culture and recreation services) experienced declines (Chart C).

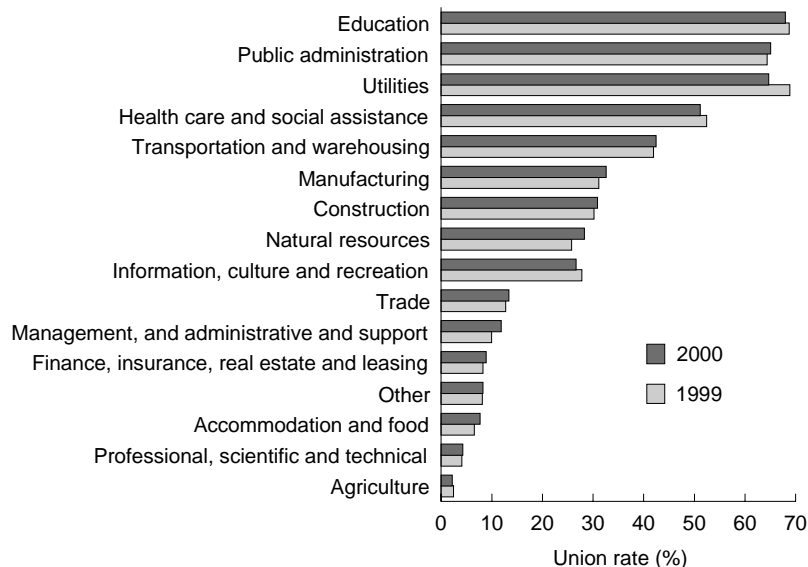
The number of employees who were not union members but were covered by collective agreements averaged 269,000, down from 296,000 a year earlier.

Tables 2A and 2B: 1999 annual averages

Approximately 3.6 million (29.8%) employees belonged to a union in 1999. An additional 287,000 (2.4%) were covered by a collective agreement.

Employees in the public sector, that is, those working for government, crown corporations, or publicly funded schools or hospitals, were almost four times as likely as their private sector counterparts to belong to a union (70.5% versus 18.1%).

Almost one in three full-time employees belonged to a union, compared with about one in five part-time workers. Also, almost one in three employees in a permanent position was a union member, compared with roughly one in five in a non-permanent job.

Chart B: The highest union rates were in public sector-dominated industries.

Source: Labour Force Survey, January-to-June averages

High union rates were found among employees aged 45 to 54 (41.4%), as well as those with university degrees (34.9%), workers in Newfoundland (38.6%) and Quebec (35.4%), those in educational services (68.8%), utilities (67.6%), and public administration (64.7%), and workers in health care positions (62.2%).

Low union rates were recorded by youths (15 to 24 years) (11.7%), workers in Alberta (22.5%), employees in agriculture (3.5%) and professional, scientific and technical industries (4.1%), and persons in management positions (8.6%).

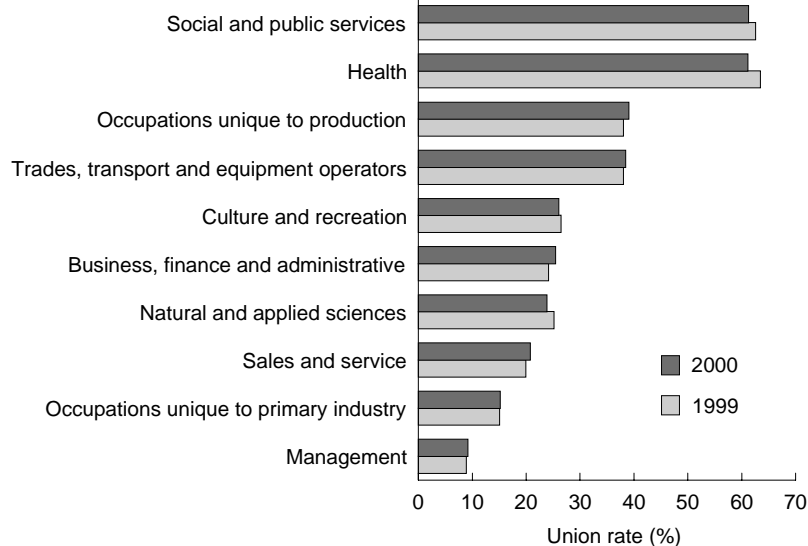
Differences between the sexes

Men's union rate (30.6%) in 1999 slightly exceeded that of women (28.9%).

The union rate among male part-time workers (15.9%) was less than half that of their full-time counterparts (32.2%). Among female employees, however, the gap was narrower (23.7% versus 30.7%).

Women's unionization in the public sector (71.9%) exceeded that of men (68.6%), reflecting their presence in public administration and in teaching and health positions. However, in the private sector only 12.8% were unionized, compared with 22.5% of men. The lower rate reflected women's predominance in sales and several service occupations.

A higher-than-average union rate was recorded among men with a postsecondary certificate or diploma (34.5%). For women, the highest rate was registered by those

Chart C: Unionization in community service occupations far outpaced that of others.

Source: Labour Force Survey, January-to-June averages

with a university degree (41.4%), reflecting unionization in occupations such as health care and teaching.

Men in permanent positions had slightly higher rates (31.9%) than women in similar positions (29.7%). Among employees in non-permanent positions, women were more unionized (23.4%) than men (20.7%).

Table 3: Average earnings and usual hours

Available data show that unionized jobs generally provide higher wages than non-unionized jobs. Of course, the wage rate differences reflect many factors in addition to collective bargaining outcomes. These include differences in the distribution of unionized and non-unionized employees by age, sex, job tenure, industry, occupation, firm size or geographical location. The effects of these factors are not examined in this article, but it is clear from the previous sections and Table 1 that unionized workers and jobs tend to have certain characteristics that are associated with higher wages. For example, union density ratios are higher among men, older workers, those with higher education, employees with long tenure, and those in larger firms. Clearly, not all differences in wage and non-wage benefits can be attributed to union status.

The Labour Force Survey data for 1999 show the following:

Average hourly earnings of unionized workers were higher than those of non-unionized workers. This held true whether they worked full time (\$19.43 versus \$15.99) or part time (\$16.66 versus \$9.94).

In addition to having higher hourly earnings, unionized part-time employees usually worked more hours each week than did non-unionized part-timers (19.6 hours versus 16.7). As a result, their average weekly earnings were roughly double those of the latter (\$333.78 versus \$169.01).

On average, full-time unionized women earned 90% of their male counterparts' hourly wages. In contrast, unionized women who worked part time earned 9% more than their male counterparts.

Table 4: Wage settlements, inflation and labour disputes

After lagging for three years, contract settlements in 1998 and 1999 surpassed inflation. But as of April 2000, wage settlements averaged 2.3%, a shade below the inflation rate (2.5%).

The gap between public and private sector wage gains widened once again in 1999, after narrowing during the preceding two years. Major wage gains in the public sector during the first four months of 2000 averaged 2.3%, compared with the 2.8% average in the private sector.

Annual statistics on strikes, lockouts and person-days lost are affected by several factors, including collective bargaining timetables, size of the unions involved, and the state of the economy. Collective bargaining timetables and union size determine the potential for industrial disputes, as well as the number of person-days lost in the event of a strike. The state of the economy influences the likelihood of an industrial dispute, given that one is technically possible.

With these factors in mind, the data show that labour unrest lost some steam in 1998 and 1999: 0.08% of working time was lost through strikes and lockouts in each of those two years, compared with 0.11% and 0.12% in 1996 and 1997. During the first quarter of 2000, the percentage of working time lost through strikes and lockouts (0.05%) was even lower.

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Table 1: Union membership and coverage by selected characteristics

	1999*			2000*		
	Total employees	Density		Total employees	Density	
		Members	Coverage**		Members	Coverage**
	'000	%	%	'000	%	%
Both sexes	11,837	30.0	32.5	12,255	30.4	32.6
Men	6,108	30.7	33.4	6,335	31.1	33.5
Women	5,729	29.2	31.5	5,920	29.6	31.5
Sector†						
Public	2,666	70.7	75.1	2,786	69.9	73.7
Private	9,172	18.2	20.1	9,469	18.7	20.5
Age						
15 to 24	1,974	11.9	13.7	2,064	12.6	14.2
25 to 54	8,908	33.5	36.2	9,164	34.0	36.3
25 to 44	6,418	30.4	33.0	6,518	30.7	33.0
45 to 54	2,491	41.6	44.4	2,645	42.1	44.5
55 and over	955	34.7	37.0	1,028	33.9	35.9
Education						
Less than Grade 9	414	28.0	29.4	403	30.9	32.4
Some high school	1,569	23.7	25.3	1,597	24.1	25.7
High school graduation	2,487	27.6	29.6	2,634	28.2	30.1
Some postsecondary	1,135	22.4	24.6	1,255	22.7	24.5
Postsecondary certificate or diploma	4,002	33.5	36.3	4,004	34.0	36.3
University degree	2,230	35.1	38.6	2,362	34.7	37.9
Province						
Atlantic	831	30.3	31.7	855	30.6	32.1
Newfoundland	168	38.3	39.9	170	39.2	40.6
Prince Edward Island	47	27.7	30.5	51	28.2	29.5
Nova Scotia	340	29.6	30.6	354	28.8	30.3
New Brunswick	276	26.7	28.3	281	28.0	29.7
Quebec	2,783	35.9	40.3	2,875	36.1	39.7
Ontario	4,716	26.5	28.2	4,869	27.3	28.9
Prairies	2,019	27.5	30.4	2,100	26.0	28.4
Manitoba	442	34.9	36.9	456	34.3	37.0
Saskatchewan	352	33.1	35.6	365	32.9	35.3
Alberta	1,224	23.3	26.5	1,280	21.1	23.4
British Columbia	1,490	33.2	34.7	1,556	35.0	36.5
Work status						
Full-time	9,643	31.9	34.6	10,027	32.2	34.6
Part-time	2,194	21.6	23.0	2,228	22.0	23.3
Industry						
Goods-producing	2,963	30.8	33.4	3,108	32.0	34.4
Agriculture	119	2.4	2.7	116	2.1	2.7
Natural resources	217	25.7	27.5	223	28.2	30.1
Utilities	114	68.8	72.9	114	64.6	70.4
Construction	454	30.1	32.0	498	30.8	32.3
Manufacturing	2,059	31.1	33.9	2,157	32.5	35.2
Service-producing	8,874	29.7	32.2	9,147	29.8	31.9
Trade	1,880	12.7	14.2	1,950	13.3	14.8
Transportation and warehousing	595	41.9	44.4	638	42.4	44.2
Finance, insurance, real estate and leasing	732	8.2	10.1	725	8.8	10.4
Professional, scientific and technical	560	4.0	5.8	600	4.2	5.1
Management, and administrative and support	360	9.9	11.5	363	11.8	13.5
Education	949	68.7	73.5	965	67.9	71.8
Health care and social assistance	1,233	52.4	55.0	1,312	51.1	53.5
Information, culture and recreation	526	27.7	29.9	537	26.6	28.3
Accommodation and food	805	6.5	7.2	853	7.6	8.3
Other	460	8.1	10.0	443	8.2	9.5
Public administration	775	64.3	69.8	760	65.0	70.3

Table 1: Union membership and coverage by selected characteristics (concluded)

	1999*			2000*		
	Total employees	Density		Total employees	Density	
		Members	Coverage**		Members	Coverage**
	'000	%	%	'000	%	%
Occupation						
Management	969	8.8	12.2	944	9.1	12.2
Business, finance and administrative	2,336	24.1	26.7	2,343	25.4	27.5
Professional	306	15.9	17.9	292	17.1	19.4
Financial and administrative	739	21.1	24.1	681	23.9	25.9
Clerical	1,290	27.9	30.3	1,371	28.0	30.0
Natural and applied sciences	756	25.1	27.9	827	23.8	26.7
Health	657	63.4	66.0	673	61.1	63.6
Professional	74	37.6	43.4	74	38.1	42.6
Nursing	232	81.5	83.7	223	81.2	82.9
Technical	163	61.2	63.1	173	56.6	59.1
Support staff	188	53.1	55.7	204	51.3	53.8
Social and public service	904	62.5	65.9	926	61.2	64.7
Legal, social and religious workers	346	38.9	41.4	368	37.2	40.3
Teachers and professors	558	77.1	81.0	557	77.1	80.8
Secondary and elementary	406	87.9	91.0	401	87.3	89.8
Other	151	48.0	54.4	156	50.7	57.6
Culture and recreation	255	26.4	29.4	258	26.0	27.9
Sales and service	3,042	19.9	21.8	3,209	20.7	22.1
Wholesale	293	5.3	7.1	310	6.4	7.6
Retail	832	12.8	13.9	858	12.7	13.5
Food and beverage	446	9.1	9.9	476	8.9	9.6
Protective services	191	53.2	61.5	213	52.6	58.7
Child care and home support	224	33.6	36.4	237	32.6	34.4
Travel and accommodation	1,055	25.2	26.9	1,115	27.1	28.6
Trades, transport and equipment operators	1,603	38.0	40.4	1,678	38.4	40.1
Contractors and supervisors	76	28.3	34.3	93	32.5	35.3
Construction trades	187	39.9	41.0	189	41.0	42.5
Other trades	650	41.3	43.8	661	41.9	44.0
Transportation equipment operators	445	35.7	38.3	480	36.4	37.7
Helpers and labourers	244	34.8	36.6	255	33.1	34.6
Unique to primary industries	227	15.0	16.2	235	15.1	16.1
Unique to production	1,090	38.0	40.6	1,162	39.0	42.0
Machine operators and assemblers	867	38.1	40.9	968	38.9	41.9
Labourers	223	37.5	39.2	194	39.4	42.5
Workplace size						
Under 20 employees	4,122	12.2	13.8	4,074	12.4	13.8
20 to 99 employees	3,839	30.4	33.2	4,046	30.4	32.7
100 to 500 employees	2,481	44.0	47.3	2,621	44.7	47.5
Over 500 employees	1,396	56.6	59.4	1,513	53.9	56.7
Job tenure						
1 to 12 months	2,748	14.4	16.5	2,850	14.0	16.3
Over 1 year to 5 years	3,629	19.3	21.7	3,893	21.6	23.5
Over 5 years to 9 years	1,607	32.4	34.8	1,553	31.8	33.9
Over 9 years to 14 years	1,563	41.8	44.6	1,605	43.0	45.2
Over 14 years	2,290	55.9	58.9	2,354	55.1	57.7
Job status						
Permanent	10,490	30.9	33.3	10,853	31.2	33.4
Non-permanent	1,347	23.2	25.8	1,402	23.5	26.0

Source: Labour Force Survey

* January-to-June average.

** Union members and persons who are not union members, but who are covered by collective agreements (for example, some religious group members).

† Public sector: employees in government departments or agencies, crown corporations or publicly funded schools, hospitals or other institutions; private sector: all other wage and salary earners.

Table 2A: Union membership and coverage by sex and

No.	Both sexes						Men		
	Total	Union member		Union coverage*		Not a union member**	Total	Union member	
		Total	Density	Total	Density			Total	Density
	'000	'000	%	'000	%	'000	'000	'000	%
1 Total	12,068	3,595	29.8	3,882	32.2	8,186	6,265	1,919	30.6
Sector †									
2 Public	2,683	1,893	70.5	2,006	74.7	678	1,104	758	68.6
3 Private	9,385	1,702	18.1	1,876	20.0	7,508	5,161	1,161	22.5
Age									
4 15 to 24	2,064	241	11.7	277	13.4	1,787	1,066	136	12.7
5 25 to 54	9,030	3,018	33.4	3,249	36.0	5,781	4,665	1,589	34.1
6 25 to 44	6,489	1,967	30.3	2,128	32.8	4,361	3,376	1,035	30.7
7 45 to 54	2,541	1,052	41.4	1,121	44.1	1,419	1,289	554	43.0
8 55 and over	974	335	34.4	356	36.5	618	534	195	36.4
Education									
9 Less than Grade 9	435	119	27.4	125	28.7	310	274	85	30.9
10 Some high school	1,607	373	23.2	399	24.8	1,208	936	251	26.8
11 High school graduation	2,561	697	27.2	743	29.0	1,817	1,289	400	31.0
12 Some postsecondary	1,172	270	23.1	297	25.3	875	581	152	26.2
13 Postsecondary certificate or diploma	4,019	1,340	33.4	1,447	36.0	2,572	2,040	704	34.5
14 University degree	2,274	795	34.9	871	38.3	1,404	1,146	328	28.6
Province									
15 Atlantic	862	257	29.8	270	31.4	591	441	134	30.4
16 Newfoundland	178	69	38.6	71	40.0	107	92	37	40.0
17 Prince Edward Island	50	14	27.4	15	29.5	35	24	6	23.3
18 Nova Scotia	348	100	28.7	105	30.0	244	177	52	29.2
19 New Brunswick	285	75	26.2	80	27.9	206	148	40	27.0
20 Quebec	2,844	1,007	35.4	1,124	39.5	1,720	1,512	559	37.0
21 Ontario	4,792	1,264	26.4	1,345	28.1	3,447	2,478	687	27.7
22 Prairies	2,057	554	26.9	608	29.6	1,449	1,068	269	25.2
23 Manitoba	448	156	34.8	165	36.9	282	229	76	33.2
24 Saskatchewan	360	118	32.7	127	35.2	233	181	54	29.8
25 Alberta	1,250	281	22.5	316	25.3	933	657	139	21.1
26 British Columbia	1,514	513	33.9	536	35.4	978	767	270	35.2
Work status									
27 Full-time	9,918	3,133	31.6	3,388	34.2	6,530	5,647	1,820	32.2
28 Part-time	2,150	462	21.5	494	23.0	1,656	618	98	15.9
Industry									
29 Goods-producing	3,086	950	30.8	1,026	33.2	2,060	2,317	806	34.8
30 Agriculture	127	4	3.5	5	3.8	122	81	2	2.9
31 Natural resources	221	59	26.8	63	28.6	158	189	56	29.7
32 Utilities	115	78	67.6	83	72.0	32	87	63	71.6
33 Construction	503	151	29.9	161	31.9	343	445	149	33.4
34 Manufacturing	2,120	658	31.0	715	33.7	1,405	1,516	537	35.4
35 Service-producing	8,982	2,645	29.4	2,856	31.8	6,126	3,948	1,113	28.2
36 Trade	1,920	240	12.5	267	13.9	1,653	963	136	14.1
37 Transportation and warehousing	612	258	42.1	271	44.4	340	465	200	43.1
38 Finance, insurance, real estate and leasing	734	57	7.8	71	9.7	662	260	19	7.5
39 Professional, scientific and technical	572	23	4.1	33	5.7	540	289	16	5.4
40 Management, and administrative and support	368	39	10.5	44	11.9	324	194	26	13.4
41 Education	933	642	68.8	686	73.6	247	337	222	65.9
42 Health care and social assistance	1,249	651	52.1	683	54.7	565	204	106	51.9
43 Information, culture and recreation	538	143	26.5	154	28.7	384	279	74	26.5
44 Accommodation and food	826	52	6.3	58	7.0	768	315	23	7.3
45 Other	457	39	8.6	47	10.2	410	227	20	9.0
46 Public administration	774	501	64.7	541	70.0	232	415	270	65.1

selected characteristics, 1999

Men			Women						
Union coverage*		Not a union member**	Total	Union member		Union coverage*		Not a union member**	No.
Total	Density			Total	Density	Total	Density		
'000	%	'000	'000	'000	%	'000	%	'000	
2,078	33.2	4,187	5,803	1,676	28.9	1,804	31.1	3,999	1
811	73.5	293	1,579	1,135	71.9	1,195	75.7	384	2
1,267	24.6	3,894	4,224	541	12.8	609	14.4	3,615	3
157	14.7	909	998	105	10.6	120	12.0	878	4
1,714	36.7	2,951	4,365	1,430	32.8	1,536	35.2	2,829	5
1,122	33.2	2,253	3,114	932	29.9	1,006	32.3	2,108	6
592	45.9	698	1,251	498	39.8	530	42.3	722	7
208	38.8	327	440	141	32.0	148	33.7	292	8
89	32.6	185	161	35	21.5	36	22.2	125	9
267	28.5	669	671	122	18.2	132	19.7	539	10
424	32.9	865	1,272	297	23.4	320	25.2	952	11
168	28.9	413	592	118	19.9	129	21.9	462	12
760	37.3	1,280	1,979	637	32.2	687	34.7	1,292	13
371	32.4	775	1,128	467	41.4	500	44.3	629	14
141	32.1	300	420	123	29.3	129	30.6	292	15
38	41.6	54	86	32	37.2	33	38.3	53	16
6	25.7	18	26	8	31.2	8	33.0	17	17
55	30.8	123	171	48	28.1	50	29.3	121	18
42	28.7	105	137	35	25.4	37	27.1	100	19
625	41.3	887	1,332	447	33.6	499	37.5	833	20
730	29.5	1,747	2,315	577	24.9	615	26.6	1,700	21
300	28.1	768	989	285	28.8	308	31.1	681	22
82	35.6	148	219	80	36.5	84	38.3	135	23
59	32.5	122	178	64	35.7	68	37.9	111	24
160	24.3	498	592	142	24.0	157	26.4	436	25
282	36.8	485	746	243	32.6	254	34.0	493	26
1,971	34.9	3,676	4,271	1,312	30.7	1,417	33.2	2,854	27
107	17.4	511	1,532	364	23.7	387	25.2	1,145	28
862	37.2	1,455	769	144	18.7	164	21.3	606	29
3	3.4	78	46	2	4.4	2	4.5	44	30
60	31.5	129	32	3	9.7	4	11.1	28	31
66	75.6	21	28	15	54.9	17	60.8	11	32
158	35.6	286	59	2	3.5	2	4.0	57	33
576	38.0	940	604	121	20.1	139	23.0	466	34
1,216	30.8	2,732	5,033	1,532	30.4	1,640	32.6	3,393	35
151	15.6	812	957	104	10.9	117	12.2	840	36
212	45.5	254	146	57	39.1	59	40.7	87	37
24	9.1	236	474	38	8.0	48	10.1	426	38
21	7.3	268	283	8	2.7	11	4.0	272	39
30	15.4	164	174	13	7.2	14	8.1	160	40
241	71.7	95	596	420	70.4	445	74.6	151	41
114	55.8	90	1,045	545	52.2	570	54.5	475	42
81	28.9	199	258	69	26.6	73	28.4	185	43
25	8.0	290	511	29	5.7	33	6.5	478	44
25	11.1	202	230	19	8.1	21	9.3	208	45
293	70.6	122	359	230	64.2	248	69.3	110	46

Table 2A: Union membership and coverage by sex and

		Both sexes					Men			
		Union member			Union coverage*		Not a union member**	Union member		
No.		Total	Density	Total	Density	Total		Density		
		'000	'000	%	'000	%	'000	'000	%	
Occupation										
1	Management	945	82	8.6	111	11.7	834	586	47	8.0
2	Business, finance and administrative	2,347	575	24.5	631	26.9	1,717	631	172	27.2
3	Professional	304	51	16.6	57	18.6	248	136	25	18.3
4	Financial and administrative	722	157	21.8	176	24.4	545	101	24	24.2
5	Clerical	1,322	367	27.8	398	30.1	924	394	123	31.1
6	Natural and applied sciences	789	194	24.6	216	27.4	573	625	158	25.4
7	Health	656	409	62.2	426	65.0	230	98	52	52.9
8	Professional	73	26	35.8	31	41.8	43	27	6	20.8
9	Nursing	227	182	80.2	187	82.5	40	15	13	86.1
10	Technical	168	100	59.1	103	61.2	65	34	17	51.7
11	Support staff	188	101	53.8	106	56.3	82	23	16	70.2
12	Social and public service	904	560	62.0	592	65.4	313	339	195	57.6
13	Legal, social and religious workers	350	135	38.4	144	41.2	206	131	44	33.6
14	Teachers and professors	554	426	76.8	447	80.8	107	208	151	72.7
15	Secondary and elementary	395	349	88.3	360	91.1	35	119	105	88.7
16	Other	159	77	48.4	87	55.0	71	89	46	51.4
17	Culture and recreation	267	68	25.4	74	27.9	192	115	32	27.5
18	Sales and service	3,095	611	19.7	665	21.5	2,430	1,294	293	22.7
19	Wholesale	291	17	5.9	22	7.6	269	181	11	5.9
20	Retail	851	106	12.5	115	13.5	736	250	28	11.4
21	Food and beverage	463	41	8.8	44	9.5	419	176	17	9.6
22	Protective services	196	103	52.7	117	60.0	78	157	85	54.2
23	Child care and home support	219	72	32.9	78	35.7	140	15	7	46.1
24	Travel and accommodation	1,075	272	25.3	288	26.8	787	514	145	28.2
25	Trades, transport and equipment operators	1,672	624	37.3	661	39.5	1,011	1,574	598	38.0
26	Contractors and supervisors	82	23	27.5	27	33.3	55	77	21	27.8
27	Construction trades	206	81	39.4	83	40.4	123	202	81	39.8
28	Other trades	658	272	41.3	287	43.6	371	629	264	42.1
29	Transportation equipment operators	463	160	34.6	170	36.8	293	429	149	34.7
30	Helpers and labourers	263	89	33.7	93	35.4	170	238	83	34.9
31	Unique to primary industries	252	40	15.8	43	16.9	210	206	36	17.5
32	Unique to production	1,140	433	37.9	464	40.7	676	797	335	42.1
33	Machine operators and assemblers	924	351	38.0	378	40.9	546	660	276	41.9
34	Labourers	216	82	37.7	86	39.7	130	137	59	43.0
Workplace size										
35	Under 20 employees	4,154	500	12.0	562	13.5	3,592	2,009	279	13.9
36	20 to 99 employees	3,945	1,184	30.0	1,288	32.7	2,657	2,071	583	28.1
37	100 to 500 employees	2,548	1,124	44.1	1,203	47.2	1,345	1,401	630	44.9
38	Over 500 employees	1,421	788	55.4	829	58.3	592	785	427	54.5
Job tenure										
39	1 to 12 months	2,883	397	13.8	460	16.0	2,423	1,483	216	14.6
40	Over 1 year to 5 years	3,700	737	19.9	816	22.1	2,883	1,891	384	20.3
41	Over 5 years to 9 years	1,585	510	32.2	548	34.6	1,037	787	247	31.4
42	Over 9 years to 14 years	1,583	658	41.6	701	44.3	882	770	312	40.6
43	Over 14 years	2,318	1,292	55.8	1,357	58.6	961	1,335	760	56.9
Job status										
44	Permanent	10,610	3,274	30.9	3,522	33.2	7,088	5,538	1,769	31.9
45	Non-permanent	1,459	321	22.0	361	24.7	1,098	728	150	20.7

Source: Labour Force Survey

* Union members and persons who are not union members, but who are covered by collective agreements (for example, some religious group members).

selected characteristics, 1999 (concluded)

Men			Women						
Union coverage*		Not a union member**	Total	Union member		Union coverage*		Not a union member**	No.
Total	Density			Total	Density	Total	Density		
'000	%	'000	'000	'000	%	'000	%	'000	
66	11.2	521	358	34	9.6	45	12.6	313	1
186	29.5	445	1,717	403	23.5	445	25.9	1,272	2
28	20.3	108	168	26	15.3	29	17.3	139	3
27	26.4	74	621	133	21.4	150	24.1	471	4
132	33.4	262	927	244	26.4	266	28.7	661	5
176	28.2	449	164	36	21.6	40	24.3	124	6
56	57.1	42	558	357	63.9	370	66.4	188	7
8	29.6	19	47	21	44.3	23	48.7	24	8
13	88.6	2	211	169	79.7	174	82.1	38	9
18	53.8	16	135	82	61.0	85	63.1	50	10
17	73.2	6	165	85	51.5	89	53.9	76	11
209	61.7	130	565	365	64.6	382	67.7	183	12
47	36.0	84	219	91	41.3	97	44.3	122	13
162	77.9	46	346	274	79.3	285	82.5	61	14
109	92.0	10	276	243	88.1	251	90.7	26	15
53	59.1	36	70	31	44.6	35	49.8	35	16
34	29.7	81	152	36	23.8	40	26.5	112	17
323	24.9	971	1,802	318	17.6	343	19.0	1,459	18
14	7.6	167	111	7	6.0	8	7.5	102	19
32	12.8	219	601	78	12.9	83	13.9	518	20
18	10.4	157	288	24	8.3	26	9.0	262	21
97	61.5	60	39	18	46.8	21	53.6	18	22
8	51.4	7	203	65	31.9	70	34.5	133	23
154	29.9	360	561	127	22.6	134	24.0	426	24
632	40.2	942	97	26	26.8	28	29.2	69	25
26	33.2	51	5	1	23.3	2	34.0	3	26
83	40.8	120	4	1	18.3	1	18.8	3	27
279	44.3	350	29	7	25.3	8	28.0	21	28
158	37.0	270	34	11	32.9	12	34.7	22	29
87	36.6	151	25	6	22.2	6	23.6	19	30
39	18.8	168	46	4	8.3	4	8.6	42	31
358	44.9	439	343	97	28.4	106	30.8	237	32
296	44.8	364	264	75	28.3	82	31.0	182	33
62	45.2	75	80	23	28.7	24	30.2	56	34
313	15.6	1,696	2,145	220	10.3	249	11.6	1,896	35
639	30.9	1,432	1,874	601	32.1	649	34.6	1,225	36
676	48.3	724	1,147	494	43.1	527	45.9	620	37
450	57.3	335	636	360	56.6	379	59.5	257	38
251	16.9	1,232	1,400	181	12.9	209	14.9	1,191	39
428	22.6	1,463	1,809	354	19.6	389	21.5	1,420	40
268	34.1	519	798	263	32.9	280	35.0	519	41
331	43.0	439	813	346	42.6	370	45.5	443	42
800	60.0	535	983	533	54.2	557	56.7	426	43
1,908	34.4	3,630	5,072	1,505	29.7	1,614	31.8	3,458	44
171	23.5	557	731	171	23.4	190	26.0	541	45

** Workers who are neither union members nor covered by collective agreements.

† Public sector: employees in government departments or agencies, crown corporations or publicly funded schools, hospitals or other institutions; private sector: all other wage and salary earners.

Table 2B: Union membership and coverage by province and

No.	Atlantic						Quebec		
	Total	Union member		Union coverage*		Not a union member**	Total	Union member	
		Total	Density	Total	Density			Total	Density
	'000	'000	%	'000	%	'000	'000	'000	%
1 Total	862	257	29.8	270	31.4	591	2,844	1,007	35.4
Sector †									
2 Public	244	169	69.1	176	72.2	68	655	500	76.4
3 Private	618	89	14.3	94	15.2	524	2,190	507	23.1
Sex									
4 Men	441	134	30.4	141	32.1	300	1,512	559	37.0
5 Women	420	123	29.3	129	30.6	292	1,332	447	33.6
Age									
6 15 to 24	144	9	6.5	11	7.7	133	464	80	17.3
7 25 to 54	655	226	34.5	236	36.1	419	2,164	846	39.1
8 25 to 44	462	141	30.6	148	32.1	314	1,531	549	35.9
9 45 to 54	193	85	43.9	88	45.6	105	633	297	46.9
10 55 and over	63	22	34.3	23	36.3	40	216	80	36.9
Education									
11 Less than Grade 9	36	9	26.0	10	26.7	27	168	53	31.8
12 Some high school	123	24	19.7	25	20.3	98	359	112	31.1
13 High school graduation	165	36	21.8	38	22.8	127	503	170	33.9
14 Some postsecondary	71	13	18.4	14	19.6	57	222	57	25.9
15 Postsecondary certificate or diploma	328	118	36.0	123	37.7	204	1,061	400	37.7
16 University degree	139	56	40.6	61	43.7	78	532	213	40.1
Work status									
17 Full-time	718	234	32.6	246	34.2	472	2,364	875	37.0
18 Part-time	144	23	15.9	24	17.0	119	480	132	27.4
Industry									
19 Goods-producing	193	56	29.3	59	30.6	134	783	286	36.5
20 Agriculture	11	0	2.6	0	2.6	11	24	2	9.7
21 Natural resources	27	9	31.7	9	33.1	18	32	8	24.0
22 Utilities	8	5	65.7	5	66.8	3	27	19	72.7
23 Construction	42	10	23.3	10	24.3	32	90	43	47.1
24 Manufacturing	104	32	31.1	34	32.7	70	611	214	35.0
25 Service-producing	669	201	30.0	211	31.6	458	2,061	721	35.0
26 Trade	147	9	5.9	10	6.6	138	439	66	15.0
27 Transportation and warehousing	44	20	44.3	20	46.3	24	139	55	39.2
28 Finance, insurance, real estate and leasing	41	2	4.8	2	5.5	38	151	23	15.3
29 Professional, scientific and technical	25	1	3.2	1	4.0	24	131	5	4.2
30 Management, and administrative and support	25	1	3.8	1	5.2	23	76	13	17.2
31 Education	73	49	68.2	52	71.5	21	226	166	73.7
32 Health care and social assistance	111	63	57.0	66	59.2	45	290	177	61.0
33 Information, culture and recreation	33	8	24.0	8	25.0	25	122	45	36.9
34 Accommodation and food	61	3	4.7	3	4.9	58	176	15	8.6
35 Other	38	2	5.3	2	5.9	35	111	15	13.5
36 Public administration	72	43	60.4	46	63.6	26	201	141	70.1

selected characteristics, 1999

Quebec			Ontario						
Union coverage*		Not a union member**	Total	Union member		Union coverage*		Not a union member**	No.
Total	Density			Total	Density	Total	Density		
'000	%	'000	'000	'000	%	'000	%	'000	
1,124	39.5	1,720	4,792	1,264	26.4	1,345	28.1	3,447	1
528	80.7	126	957	625	65.3	666	69.6	291	2
595	27.2	1,594	3,836	639	16.7	679	17.7	3,157	3
625	41.3	887	2,478	687	27.7	730	29.5	1,747	4
499	37.5	833	2,315	577	24.9	615	26.6	1,700	5
95	20.5	369	793	74	9.4	85	10.7	708	6
942	43.5	1,222	3,591	1,058	29.5	1,122	31.2	2,469	7
623	40.7	908	2,604	694	26.6	734	28.2	1,870	8
320	50.5	313	986	364	36.9	387	39.3	599	9
86	39.9	130	409	132	32.3	138	33.8	271	10
58	34.4	110	150	41	27.4	42	28.0	108	11
126	34.9	234	634	137	21.5	142	22.4	492	12
188	37.4	315	1,074	274	25.5	287	26.7	787	13
66	30.0	155	475	100	21.1	109	22.9	366	14
447	42.2	614	1,472	429	29.1	457	31.1	1,015	15
239	44.9	293	987	283	28.7	308	31.2	679	16
981	41.5	1,383	3,959	1,121	28.3	1,193	30.1	2,766	17
142	29.6	338	833	143	17.1	152	18.2	682	18
321	41.0	462	1,328	401	30.2	423	31.9	904	19
2	10.1	21	42	0	0.4	0	0.4	42	20
9	28.0	23	34	13	39.2	14	40.5	20	21
20	76.9	6	49	34	68.2	35	70.2	15	22
45	50.3	45	190	59	30.9	62	32.6	128	23
244	39.9	367	1,012	296	29.2	313	30.9	699	24
803	38.9	1,258	3,464	862	24.9	921	26.6	2,543	25
82	18.6	357	739	83	11.2	88	11.9	652	26
58	42.0	81	210	79	37.6	82	39.0	128	27
32	21.4	119	332	13	4.0	14	4.3	317	28
11	8.6	120	253	11	4.2	12	4.7	241	29
16	20.8	60	167	16	9.6	17	10.2	150	30
178	78.8	48	347	234	67.6	249	71.7	98	31
189	65.1	101	449	184	40.9	192	42.7	257	32
49	40.4	73	219	44	19.9	47	21.6	172	33
18	10.0	158	301	16	5.2	17	5.5	284	34
19	17.5	91	162	10	6.4	12	7.4	150	35
150	74.8	51	285	173	60.6	192	67.3	93	36

Table 2B: Union membership and coverage by province and

No.	Atlantic						Quebec		
	Total	Union member		Union coverage*		Not a union member**	Total	Union member	
		Total	Density	Total	Density			Total	Density
	'000	'000	%	'000	%	'000	'000	'000	%
Occupation									
1 Management	55	6	11.2	7	13.3	48	202	16	7.7
2 Business, finance and administrative	150	40	26.3	42	27.8	109	569	175	30.8
3 Professional	15	3	19.2	3	21.9	12	73	16	21.2
4 Financial and administrative	46	11	24.0	12	26.1	34	199	58	29.0
5 Clerical	89	26	28.6	27	29.7	63	297	102	34.5
6 Natural and applied sciences	46	16	35.7	17	38.2	28	189	58	30.8
7 Health	60	40	67.8	42	70.3	18	168	116	68.8
8 Professional	6	3	47.2	3	54.5	3	22	8	36.2
9 Nursing	23	19	84.0	20	86.8	3	54	47	86.8
10 Technical	17	12	71.0	12	72.1	5	40	28	68.8
11 Support staff	14	6	45.7	7	47.5	7	52	33	63.6
12 Social and public service	65	39	59.4	41	62.5	24	221	158	71.6
13 Legal, social and religious workers	23	8	33.1	8	35.3	15	79	43	54.7
14 Teachers and professors	42	31	74.0	32	77.6	9	142	115	80.9
15 Secondary and elementary	29	25	87.0	26	90.1	3	97	87	89.9
16 Other	13	6	44.1	6	48.9	6	46	28	61.8
17 Culture and recreation	16	4	26.1	4	27.8	11	70	19	26.7
18 Sales and service	245	38	15.4	40	16.3	205	689	159	23.1
19 Wholesale	17	1	5.0	1	6.0	16	71	6	8.3
20 Retail	71	3	4.9	4	5.4	67	178	27	15.2
21 Food and beverage	35	3	8.8	3	9.2	32	109	10	9.4
22 Protective services	16	6	37.8	7	41.4	9	47	31	65.9
23 Child care and home support	21	4	18.4	4	20.1	17	40	16	38.9
24 Travel and accommodation	86	21	23.9	21	24.5	65	243	69	28.5
25 Trades, transport and equipment operators	133	48	35.9	49	36.9	84	381	169	44.3
26 Contractors and supervisors	6	2	34.1	2	36.8	4	17	5	29.2
27 Construction trades	20	6	29.8	6	30.1	14	43	28	66.2
28 Other trades	46	19	42.2	20	43.2	26	164	78	47.9
29 Transportation equipment operators	40	15	37.1	15	38.2	24	107	36	33.3
30 Helpers and labourers	23	6	26.5	6	28.0	16	51	22	42.5
31 Unique to primary industries	31	5	15.9	5	17.2	25	41	8	18.6
32 Unique to production	61	22	35.6	22	36.6	39	313	129	41.1
33 Machine operators and assemblers	45	16	35.9	16	36.6	28	250	102	40.9
34 Labourers	16	6	34.8	6	36.6	10	63	26	41.8
Workplace size									
35 Under 20 employees	369	51	13.8	54	14.7	315	921	124	13.5
36 20 to 99 employees	275	94	34.3	99	36.1	176	910	314	34.5
37 100 to 500 employees	151	72	47.5	75	49.9	76	636	331	52.1
38 Over 500 employees	66	40	60.3	41	62.3	25	377	236	62.6
Job tenure									
39 1 to 12 months	251	34	13.5	38	15.2	213	657	110	16.8
40 Over 1 year to 5 years	227	46	20.3	49	21.5	178	811	197	24.3
41 Over 5 years to 9 years	97	31	32.1	32	33.1	65	362	132	36.4
42 Over 9 years to 14 years	108	45	42.1	47	43.9	60	373	169	45.1
43 Over 14 years	178	101	56.5	104	58.2	74	640	399	62.3
Job status									
44 Permanent	681	219	32.2	228	33.5	452	2,459	893	36.3
45 Non-permanent	181	38	21.1	42	23.2	139	385	113	29.4

selected characteristics, 1999 (continued)

Quebec			Ontario						
Union coverage*		Not a union member**	Total	Union member		Union coverage*		Not a union member**	No.
Total	Density			Total	Density	Total	Density		
'000	%	'000	'000	'000	%	'000	%	'000	
27	13.3	175	397	30	7.6	38	9.6	359	1
201	35.4	367	950	182	19.1	197	20.7	753	2
19	25.7	54	136	17	12.4	18	13.3	118	3
68	34.0	131	268	46	17.2	50	18.8	217	4
115	38.8	182	547	119	21.7	128	23.5	418	5
66	35.0	123	333	61	18.2	68	20.3	265	6
121	72.2	47	233	114	48.8	119	51.1	114	7
9	43.3	12	26	5	20.2	6	23.4	20	8
49	89.4	6	81	54	66.6	56	69.2	25	9
29	71.2	12	61	27	44.0	28	45.6	33	10
35	67.2	17	66	28	42.7	30	44.8	37	11
167	75.3	55	351	204	58.2	213	60.8	138	12
46	58.4	33	141	44	31.2	47	33.6	94	13
121	84.7	22	210	160	76.2	166	79.0	44	14
90	92.6	7	154	138	89.6	141	91.7	13	15
31	67.9	15	56	22	39.3	25	43.9	31	16
22	30.9	49	109	24	21.8	25	23.3	84	17
182	26.4	507	1,172	216	18.5	233	19.9	939	18
10	13.9	61	115	5	4.2	5	4.2	110	19
32	18.1	146	344	40	11.7	43	12.4	301	20
12	11.1	97	156	12	7.9	13	8.3	143	21
33	71.0	14	79	41	52.2	49	62.7	29	22
18	43.6	23	81	23	28.8	25	30.5	56	23
77	31.7	166	398	94	23.7	98	24.7	300	24
184	48.2	198	619	219	35.3	228	36.8	392	25
6	37.5	11	29	6	21.8	8	28.0	21	26
29	68.2	14	68	28	40.6	28	41.1	40	27
85	52.1	78	254	99	38.8	102	40.2	152	28
40	37.2	67	166	53	32.0	55	33.2	111	29
23	45.6	28	101	33	32.5	34	33.4	67	30
8	19.9	33	71	10	14.2	10	14.6	60	31
145	46.3	168	556	204	36.7	214	38.4	343	32
117	46.5	134	461	171	37.0	179	38.8	282	33
29	45.5	34	95	34	35.4	34	36.2	61	34
153	16.6	768	1,462	149	10.2	162	11.1	1,300	35
359	39.4	551	1,555	394	25.3	419	26.9	1,137	36
361	56.8	274	1,096	400	36.5	425	38.7	672	37
250	66.3	127	679	321	47.3	340	50.0	339	38
136	20.8	521	1,099	121	11.0	137	12.4	963	39
232	28.6	579	1,482	250	16.9	270	18.2	1,212	40
147	40.6	215	643	185	28.7	196	30.4	448	41
187	50.1	186	675	255	37.8	268	39.7	407	42
421	65.7	219	892	453	50.8	474	53.1	418	43
996	40.5	1,463	4,317	1,199	27.8	1,271	29.4	3,046	44
128	33.2	257	475	64	13.6	74	15.6	401	45

Table 2B: Union membership and coverage by province and

No.	Prairies					
	Total	Union member		Union coverage *		Not a union member **
		Total	Density	Total	Density	
		'000	%	'000	%	
1 Total	2,057	554	26.9	608	29.6	1,449
Sector †						
2 Public	491	336	68.4	361	73.5	130
3 Private	1,566	218	13.9	247	15.8	1,319
Sex						
4 Men	1,068	269	25.2	300	28.1	768
5 Women	989	285	28.8	308	31.1	681
Age						
6 15 to 24	410	45	10.9	50	12.1	361
7 25 to 54	1,487	459	30.8	503	33.8	984
8 25 to 44	1,088	309	28.4	339	31.2	749
9 45 to 54	398	149	37.5	164	41.1	235
10 55 and over	160	51	31.7	55	34.7	104
Education						
11 Less than Grade 9	53	9	17.0	9	17.3	44
12 Some high school	312	55	17.7	60	19.2	252
13 High school graduation	459	107	23.3	118	25.6	342
14 Some postsecondary	227	49	21.4	54	23.7	173
15 Postsecondary certificate or diploma	669	203	30.3	221	33.1	447
16 University degree	337	132	39.1	146	43.5	190
Work status						
17 Full-time	1,668	469	28.1	515	30.9	1,153
18 Part-time	388	85	21.9	92	23.8	296
Industry						
19 Goods-producing	475	99	20.9	111	23.4	364
20 Agriculture	34	1	1.6	1	2.4	33
21 Natural resources	89	12	12.9	13	14.3	77
22 Utilities	20	11	57.4	14	69.8	6
23 Construction	116	24	20.7	26	22.9	89
24 Manufacturing	216	51	23.8	57	26.3	159
25 Service-producing	1,582	455	28.8	497	31.4	1,085
26 Trade	346	42	12.1	46	13.2	300
27 Transportation and warehousing	122	51	41.4	55	44.9	67
28 Finance, insurance, real estate and leasing	114	7	6.5	9	7.9	105
29 Professional, scientific and technical	87	3	3.6	5	5.4	83
30 Management, and administrative and support	59	4	6.6	5	8.7	54
31 Education	171	111	64.6	122	71.2	49
32 Health care and social assistance	233	124	53.1	131	56.1	102
33 Information, culture and recreation	91	25	26.9	27	29.6	64
34 Accommodation and food	152	5	3.1	6	4.1	146
35 Other	81	5	6.5	6	7.5	75
36 Public administration	125	79	63.3	85	68.2	40

selected characteristics, 1999 (continued)

British Columbia						
Total	Union member		Union coverage*		Not a union member**	No.
	Total	Density	Total	Density		
'000	'000	%	'000	%	'000	
1,514	513	33.9	536	35.4	978	1
337	264	78.1	275	81.4	63	2
1,176	250	21.2	261	22.2	915	3
767	270	35.2	282	36.8	485	4
746	243	32.6	254	34.0	493	5
253	32	12.7	36	14.2	217	6
1,134	430	37.9	446	39.4	687	7
804	273	33.9	284	35.3	520	8
329	157	47.6	162	49.3	167	9
127	52	40.5	54	42.2	74	10
27	6	22.6	6	23.2	21	11
179	45	25.5	47	26.4	132	12
360	110	30.5	113	31.5	247	13
178	51	28.6	54	30.2	124	14
490	191	38.9	198	40.5	292	15
280	110	39.4	117	41.8	163	16
1,209	433	35.9	452	37.4	757	17
305	80	26.1	84	27.4	221	18
308	108	34.9	112	36.4	196	19
16	1	7.1	1	7.3	14	20
39	18	46.8	19	48.2	20	21
11	8	72.5	9	75.8	3	22
65	16	24.2	17	25.3	49	23
177	64	36.3	67	37.8	110	24
1,206	406	33.6	424	35.2	782	25
249	41	16.3	42	17.0	207	26
96	54	56.1	56	57.7	41	27
95	12	12.3	13	14.0	82	28
76	3	4.4	4	4.9	72	29
41	5	11.0	5	11.2	37	30
116	81	69.6	86	73.8	30	31
166	104	62.6	106	64.0	60	32
72	21	29.6	22	30.6	50	33
137	14	10.4	15	10.9	122	34
66	7	9.9	7	10.7	59	35
90	64	71.0	68	75.3	22	36

Table 2B: Union membership and coverage by province and

		Prairies					
		Union member		Union coverage *		Not a union member **	
No.		Total	Density	Total	Density		
		'000	%	'000	%	'000	
Occupation							
1	Management	165	16	22	13.5	143	
2	Business, finance and administrative	384	95	103	26.8	281	
3	Professional	44	8	8	18.7	36	
4	Financial and administrative	118	23	26	21.7	93	
5	Clerical	222	65	69	31.2	153	
6	Natural and applied sciences	126	29	33	26.0	94	
7	Health	116	78	82	71.1	34	
8	Professional	12	6	7	58.0	5	
9	Nursing	39	34	35	90.2	4	
10	Technical	31	19	21	67.9	10	
11	Support staff	35	19	20	56.8	15	
12	Social and public service	156	90	98	62.9	58	
13	Legal, social and religious workers	62	19	21	34.5	41	
14	Teachers and professors	94	70	77	81.6	17	
15	Secondary and elementary	68	59	62	90.5	6	
16	Other	26	12	15	57.9	11	
17	Culture and recreation	35	10	11	30.9	24	
18	Sales and service	559	99	108	19.3	451	
19	Wholesale	51	3	3	6.5	48	
20	Retail	146	18	19	13.1	127	
21	Food and beverage	90	5	6	6.6	84	
22	Protective services	31	14	16	52.6	15	
23	Child care and home support	44	13	14	32.9	29	
24	Travel and accommodation	198	46	49	24.7	149	
25	Trades, transport and equipment operators	321	91	100	31.1	221	
26	Contractors and supervisors	19	5	6	32.0	13	
27	Construction trades	45	10	11	24.5	34	
28	Other trades	117	37	41	35.0	76	
29	Transportation equipment operators	91	26	29	32.4	61	
30	Helpers and labourers	50	12	12	25.1	37	
31	Unique to primary industries	71	7	8	11.8	63	
32	Unique to production	123	40	42	34.6	80	
33	Machine operators and assemblers	101	33	36	35.6	65	
34	Labourers	22	6	7	30.1	15	
Workplace size							
35	Under 20 employees	777	81	93	11.9	684	
36	20 to 99 employees	691	198	219	31.7	472	
37	100 to 500 employees	402	171	186	46.4	216	
38	Over 500 employees	187	104	110	58.8	77	
Job tenure							
39	1 to 12 months	537	76	87	16.3	449	
40	Over 1 year to 5 years	677	127	142	21.0	535	
41	Over 5 years to 9 years	252	70	77	30.5	175	
42	Over 9 years to 14 years	232	96	102	43.9	130	
43	Over 14 years	359	186	200	55.7	159	
Job status							
44	Permanent	1,806	495	543	30.0	1,263	
45	Non-permanent	251	59	65	26.1	185	

Source: Labour Force Survey

* Union members and persons who are not union members, but who are covered by collective agreements (for example, some religious group members).

selected characteristics, 1999 (concluded)

British Columbia						
Total	Union member		Union coverage*		Not a union member**	No.
	Total	Density	Total	Density		
'000	'000	%	'000	%	'000	
126	14	10.8	16	13.1	109	1
294	83	28.3	87	29.7	206	2
35	8	22.0	8	22.8	27	3
91	19	21.1	21	22.9	70	4
167	56	33.5	58	35.0	109	5
95	30	31.7	32	33.4	63	6
79	60	76.0	62	77.7	18	7
8	4	54.7	5	64.6	3	8
30	27	91.9	27	92.5	2	9
20	14	68.5	14	69.4	6	10
21	15	69.2	15	70.1	6	11
111	69	62.5	73	65.7	38	12
45	20	44.8	21	46.9	24	13
66	49	74.6	52	78.7	14	14
47	40	85.0	41	87.4	6	15
19	9	48.7	11	56.9	8	16
37	12	31.2	12	32.9	25	17
430	99	23.0	103	23.9	327	18
37	3	7.8	3	8.0	34	19
112	17	15.1	17	15.3	95	20
74	10	13.4	10	13.6	64	21
23	11	47.0	12	50.9	12	22
33	16	49.6	17	52.6	15	23
150	42	27.8	43	28.8	107	24
217	98	45.3	101	46.4	116	25
11	4	36.7	5	41.0	7	26
30	9	30.0	9	30.3	21	27
77	38	49.8	39	50.2	38	28
59	30	50.9	31	51.9	29	29
39	16	42.0	17	44.6	21	30
39	10	26.6	11	27.3	28	31
86	38	44.1	40	46.2	46	32
66	29	43.0	30	44.8	37	33
20	9	47.8	10	50.9	10	34
625	94	15.1	100	16.0	525	35
514	183	35.7	192	37.4	321	36
263	150	57.1	156	59.2	107	37
112	86	76.5	88	78.3	24	38
339	56	16.7	62	18.2	277	39
502	116	23.2	123	24.5	379	40
230	93	40.2	96	41.7	134	41
195	94	48.3	97	49.6	98	42
249	154	62.0	159	63.9	90	43
1,347	467	34.6	484	36.0	863	44
167	47	27.9	51	30.9	115	45

** Workers who are neither union members nor covered by collective agreements.

† Public sector: employees in government departments or agencies, crown corporations or publicly funded schools, hospitals or other institutions; private sector: all other wage and salary earners.

Table 3: Average earnings and usual hours by union and job status, 1999

	Canada				Atlantic			
	Total	Union member	Union coverage *	Not a union member **	Total	Union member	Union coverage *	Not a union member **
Both sexes								
Average hourly earnings (\$)	16.14	19.07	19.03	14.77	13.23	16.99	16.98	11.52
Full-time employees	17.16	19.43	19.40	15.99	14.04	17.20	17.21	12.39
Part-time employees	11.44	16.66	16.49	9.94	9.16	14.78	14.63	8.04
Average weekly earnings (\$)	595.62	697.84	697.87	547.14	499.85	644.30	644.08	433.97
Full-time employees	680.12	751.57	751.63	643.02	567.43	678.29	679.15	509.28
Part-time employees	205.86	333.78	329.35	169.01	162.73	296.89	292.32	136.14
Average usual weekly hours, main job	35.7	36.3	36.4	35.4	36.7	37.8	37.8	36.1
Full-time employees	39.7	38.8	38.8	40.1	40.5	39.5	39.6	41.0
Part-time employees	17.3	19.6	19.5	16.7	17.3	20.0	19.9	16.8
Men								
Average hourly earnings (\$)	17.77	20.05	20.02	16.65	14.54	17.74	17.76	13.01
Full-time employees	18.57	20.29	20.28	17.65	15.15	17.90	17.93	13.71
Part-time employees	10.50	15.57	15.38	9.47	8.58	13.19	13.13	7.96
Average weekly earnings (\$)	698.53	778.00	778.65	658.76	589.28	713.07	714.07	530.40
Full-time employees	755.55	803.47	804.66	729.23	635.14	729.14	730.82	585.57
Part-time employees	177.54	306.82	301.79	151.39	142.14	246.10	244.14	128.42
Average usual weekly hours, main job	38.5	38.7	38.8	38.4	40.0	40.3	40.3	39.8
Full-time employees	40.9	39.8	39.9	41.5	42.4	41.1	41.1	43.1
Part-time employees	16.2	18.9	18.9	15.7	16.3	18.6	18.5	16.0
Women								
Average hourly earnings (\$)	14.38	17.96	17.88	12.80	11.86	16.16	16.12	9.97
Full-time employees	15.29	18.24	18.17	13.86	12.65	16.34	16.32	10.73
Part-time employees	11.82	16.95	16.80	10.14	9.40	15.16	15.00	8.08
Average weekly earnings (\$)	484.52	606.06	604.79	430.26	405.98	569.36	567.17	334.83
Full-time employees	580.38	679.55	677.88	531.97	482.08	615.27	614.46	412.79
Part-time employees	217.29	341.07	337.00	176.86	170.95	309.17	304.27	139.49
Average usual weekly hours, main job	32.7	33.5	33.6	32.2	33.2	35.1	35.0	32.4
Full-time employees	38.0	37.3	37.4	38.3	38.2	37.7	37.7	38.5
Part-time employees	17.8	19.8	19.7	17.1	17.7	20.3	20.2	17.1

Table 3: Average earnings and usual hours by union and job status, 1999 (continued)

	Quebec				Ontario			
	Total	Union member	Union coverage *	Not a union member **	Total	Union member	Union coverage *	Not a union member **
Both sexes								
Average hourly earnings (\$)	15.70	18.42	18.23	14.04	16.98	19.92	19.97	15.81
Full-time employees	16.43	18.54	18.36	15.07	18.18	20.43	20.49	17.18
Part-time employees	12.08	17.61	17.35	9.86	11.27	15.98	15.84	10.26
Average weekly earnings (\$)	565.83	656.77	653.26	508.74	633.05	743.79	746.56	588.77
Full-time employees	634.49	699.21	694.76	591.71	724.39	798.98	802.25	690.81
Part-time employees	227.64	374.66	366.77	169.10	199.04	310.59	308.11	174.79
Average usual weekly hours, main job	35.2	35.6	35.8	34.8	35.9	37.0	37.0	35.5
Full-time employees	38.7	37.9	38.0	39.2	39.9	39.2	39.3	40.2
Part-time employees	17.9	20.6	20.5	16.9	17.1	19.1	19.1	16.6
Men								
Average hourly earnings (\$)	17.04	19.10	18.97	15.68	18.72	20.91	20.98	17.78
Full-time employees	17.64	19.25	19.13	16.51	19.64	21.18	21.27	18.89
Part-time employees	11.39	16.67	16.41	9.73	10.28	14.74	14.49	9.66
Average weekly earnings (\$)	653.08	722.89	720.40	605.68	738.88	821.23	825.04	702.89
Full-time employees	700.20	745.14	742.97	667.86	800.84	845.21	849.86	778.54
Part-time employees	204.59	356.54	347.53	157.43	167.70	274.60	269.51	152.65
Average usual weekly hours, main job	37.8	37.9	38.0	37.6	38.5	39.2	39.2	38.3
Full-time employees	40.0	39.0	39.1	40.6	41.0	40.1	40.2	41.4
Part-time employees	17.0	20.4	20.2	16.0	15.8	18.1	18.1	15.5
Women								
Average hourly earnings (\$)	14.17	17.57	17.30	12.30	15.11	18.75	18.76	13.78
Full-time employees	14.78	17.48	17.21	13.20	16.28	19.36	19.39	15.03
Part-time employees	12.37	17.92	17.66	9.92	11.68	16.30	16.20	10.53
Average weekly earnings (\$)	466.85	574.17	569.23	405.56	519.76	651.54	653.32	471.47
Full-time employees	544.26	629.63	622.41	493.45	625.26	733.24	734.91	581.19
Part-time employees	237.50	380.49	373.21	174.58	211.90	319.71	318.13	184.73
Average usual weekly hours, main job	32.3	32.8	33.0	31.8	33.1	34.3	34.4	32.7
Full-time employees	37.0	36.3	36.4	37.4	38.5	38.0	38.0	38.6
Part-time employees	18.3	20.7	20.6	17.3	17.6	19.4	19.4	17.1

Table 3: Average earnings and usual hours by union and job status, 1999 (concluded)

	Prairies				British Columbia			
	Total	Union member	Union coverage *	Not a union member **	Total	Union member	Union coverage *	Not a union member **
Both sexes								
Average hourly earnings (\$)	15.19	17.86	17.91	14.05	17.26	20.62	20.61	15.42
Full-time employees	16.24	18.32	18.38	15.28	18.34	21.06	21.09	16.70
Part-time employees	10.67	15.33	15.29	9.23	12.96	18.24	18.06	11.03
Average weekly earnings (\$)	567.95	651.81	656.61	530.75	625.22	741.75	743.13	560.62
Full-time employees	655.79	715.50	720.76	626.74	724.87	813.22	816.06	670.37
Part-time employees	190.59	301.49	299.03	156.69	230.04	352.97	348.58	185.25
Average usual weekly hours, main job	36.0	36.0	36.2	35.9	34.9	35.5	35.6	34.6
Full-time employees	40.4	39.1	39.2	40.9	39.5	38.6	38.7	39.9
Part-time employees	17.3	19.4	19.3	16.7	17.1	18.8	18.7	16.5
Men								
Average hourly earnings (\$)	17.11	19.27	19.32	16.25	18.90	21.73	21.73	17.24
Full-time employees	17.94	19.63	19.69	17.22	19.80	22.02	22.03	18.39
Part-time employees	9.48	13.56	13.50	8.65	11.76	17.45	17.38	10.28
Average weekly earnings (\$)	688.09	754.14	759.94	660.00	735.14	838.13	839.83	674.26
Full-time employees	745.29	785.94	791.83	726.00	803.37	872.00	874.45	758.29
Part-time employees	159.86	256.41	253.73	140.58	198.31	331.84	330.32	163.75
Average usual weekly hours, main job	39.3	38.8	39.1	39.4	37.8	38.3	38.4	37.5
Full-time employees	41.8	40.2	40.4	42.4	40.6	39.6	39.7	41.2
Part-time employees	16.2	18.4	18.3	15.8	16.1	18.2	18.2	15.5
Women								
Average hourly earnings (\$)	13.11	16.53	16.54	11.57	15.57	19.39	19.37	13.62
Full-time employees	13.92	16.78	16.80	12.50	16.46	19.71	19.76	14.63
Part-time employees	11.11	15.74	15.72	9.47	13.44	18.45	18.24	11.37
Average weekly earnings (\$)	438.30	555.36	555.95	385.11	512.25	634.88	635.59	448.75
Full-time employees	533.53	633.15	634.76	483.49	623.70	730.89	734.03	562.69
Part-time employees	201.87	312.02	309.81	163.36	242.62	358.67	353.57	194.91
Average usual weekly hours, main job	32.4	33.4	33.4	32.0	32.0	32.4	32.4	31.7
Full-time employees	38.4	37.8	37.8	38.6	38.0	37.1	37.2	38.4
Part-time employees	17.7	19.6	19.5	17.0	17.5	19.0	18.9	16.9

Source: Labour Force Survey

* Union members and persons who are not union members, but who are covered by collective agreements (for example, some religious group members).

** Workers who are neither union members nor covered by collective agreements.

Table 4: Wage settlements, inflation and labour disputes

Year	Major wage settlements and inflation rates *				Strikes and lockouts, workers involved, and person-days and working time lost **			
	Average annual percentage increase in base wage rates							
	Public sector †	Private sector †	Both sectors	Annual change in Consumer Price Index	Strikes & lockouts	Workers involved	Person-days not worked	Percentage of estimated working time
	%					'000	'000	%
1980	10.9	11.7	11.1	10.2	1,028	439	9,130	0.37
1981	13.1	12.6	13.0	12.4	1,049	341	8,850	0.35
1982	10.4	9.5	10.2	10.9	679	464	5,702	0.23
1983	4.6	5.5	4.8	5.7	645	329	4,441	0.18
1984	3.9	3.2	3.6	4.4	716	187	3,883	0.15
1985	3.8	3.3	3.7	3.9	829	162	3,126	0.12
1986	3.6	3.0	3.4	4.2	748	484	7,151	0.27
1987	4.1	3.8	4.0	4.4	668	582	3,810	0.14
1988	4.0	5.0	4.4	4.0	548	207	4,901	0.17
1989	5.2	5.2	5.2	5.0	627	445	3,701	0.13
1990	5.6	5.7	5.6	4.8	579	270	5,079	0.17
1991	3.4	4.4	3.6	5.6	463	253	2,516	0.09
1992	2.0	2.5	2.1	1.5	404	150	2,110	0.07
1993	0.6	0.8	0.6	1.9	381	102	1,517	0.05
1994	-	1.2	0.3	0.2	374	81	1,607	0.06
1995	0.6	1.4	0.9	2.2	328	149	1,583	0.05
1996	0.5	1.7	0.9	1.6	330	282	3,352	0.11
1997	1.1	1.8	1.5	1.6	284	258	3,610	0.12
1998	1.6	1.8	1.7	1.0	381	244	2,444	0.08
1999	1.9	2.6	2.2	1.7	413	159	2,446	0.08
2000	2.3	2.8	2.3	2.5	141	60	376	0.05

Sources: Statistics Canada, Prices Division; Human Resources Development Canada, Workplace Information Directorate

Note: Major wage settlements refer to agreements involving 500 or more employees.

* 2000 data refer to January to April only.

** 2000 data refer to January to March only.

† Public sector employees are those working for government departments or agencies, crown corporations or publicly funded schools, hospitals or other institutions. Private sector employees are all other wage and salary earners.

Data sources

Information on union membership, density and coverage by various socio-demographic characteristics, including earnings, are from the redesigned Labour Force Survey (LFS), which came into effect January 1997. Further details on LFS-based union statistics can be obtained from Marc Lévesque, Labour Statistics Division, Statistics Canada at (613) 951-2793.

Data on strikes, lockouts and workdays lost, and those on major wage settlements were supplied by Human Resources Development Canada. Further information on these statistics may be obtained from Angèle Charbonneau, Workplace Information Directorate, HRDC at 1 800 567-6866.