

Union Tolerance/Intolerance Scale

Instructions, Stem, Items, and Response Options

We are interested in what **you think about labor unions**.

Below are **statements taken from various Internet blogs**, in which bloggers expressed their willingness or unwillingness to tolerate a union in their work environment.

Please read each statement carefully and **decide for yourself**.

Check (✓) **one** blank.

I am **willing to tolerate** a union **or** I am **not willing to tolerate** a union . . .

. . . that urges members of the union to pride themselves as the best trained, the most responsible, the most reliable, and the most dedicated employees that an employer could ever hope for. [pride]

_____ willing to tolerate _____ **not** willing to tolerate

. . . that urges members of the union to observe strict work rules set by the union contract—including break times, start and end times, and overtime—even if following the rules means that work on a job must be delayed or restarted the next day. [gluttony]

_____ willing to tolerate _____ **not** willing to tolerate

. . . that tells members of the union that it doesn't matter what an employer says about who is more productive or who is more innovative, work assignments should be handed out to members based on who has held the job the longest. [apathy]

_____ willing to tolerate _____ **not** willing to tolerate

... that tells members of the union that their leaves of absences, sick days, and vacation days should be viewed with pride as earned, rather than viewed as perks that non-union employees cannot get. [pride]

_____ willing to tolerate _____ **not** willing to tolerate

... that encourages union members to vote for a candidate for public office because that candidate is likely to support legislation favorable to members (for example, larger pension plans). [lust]

_____ willing to tolerate _____ **not** willing to tolerate

... that tells members of the union that if non-union employees want the same health care and benefits that members get that non-union employees should join the union. [greed]

_____ willing to tolerate _____ **not** willing to tolerate

... that tells members of the union that the idea of a strike is really a “strike back” against an employer that has dealt the first blow. [anger]

_____ willing to tolerate _____ **not** willing to tolerate

... that tells members of the union that when an employer issues a statement like “here at this company, we are one team, with one goal to make our company the best it can be,” that members should ask about how many seats will be reserved on the board of directors for union members. [anger]

_____ willing to tolerate _____ **not** willing to tolerate

... that tells members of the union that there is no such thing as “an overpaid union member.” [greed]

_____ willing to tolerate _____ **not** willing to tolerate

. . . that tells members of the union that members should not work beyond what is required to perform a job as spelled out in the union contract—and if an employer wants “extra” work, then the union and the employer will have to amend the contract accordingly. [apathy]

_____ willing to tolerate _____ **not** willing to tolerate

. . . that tells members of the union to ignore allegations made by an employer that the union protects the “lazy,” “bad,” “slow,” “dishonest,” negligent,” or “unproductive” worker from getting fired. [apathy]

_____ willing to tolerate _____ **not** willing to tolerate

. . . that tells members of the union that when an employer issues a statement like “this is a time when all of our employees need to make sacrifices for the company to enable the company to survive and to move forward” that this really means the employer is putting the “squeeze” on employees to maintain or increase profits that go directly into the employer’s pocket. [envy]

_____ willing to tolerate _____ **not** willing to tolerate

Note. Material indicated in the brackets is not included in the presentation of the scale.

Scoring

For Tolerance, 0 = **not** willing to tolerate, 1 = willing to tolerate

For Intolerance: 0 = willing to tolerate, 1 = **not** willing to tolerate

Scale score: Average response (summed responses divided by 12)