

THE UNION DIFFERENCE

Union Advantage by the Numbers

Union workers get more benefits and earn higher wages than workers who don't have a voice on the job with a union.

Union workers participating in job-provided health insurance	79%
Nonunion workers participating in job-provided health insurance	52%

Union workers are 52 percent more likely than nonunion workers to have job-provided health care

Union workers without health insurance coverage	2.5%
Nonunion workers without health insurance coverage	15%

Nonunion workers are five times more likely to lack health insurance coverage

Union workers participating in guaranteed (defined-benefit) pension plans	77%
Nonunion workers participating in guaranteed (defined-benefit) pension plans	20%

Union workers are 285 percent (nearly three times) more likely than nonunion workers to have defined-benefit pensions

Union workers with paid personal leave	57%
Nonunion workers with paid personal leave	38%

Union workers are 50 percent more likely than nonunion workers to have paid personal leave

Union workers' average days of paid vacation	15 days
Nonunion workers' average days of paid vacation	11.75 days

Union paid vacation advantage 28%

Union workers' median weekly earnings	\$886
Nonunion workers' median weekly earnings	\$691

Union wage advantage 28%

Union women's median weekly earnings	\$809
Nonunion women's median weekly earnings	\$615

Union wage advantage for women 32%

African American union workers' median weekly earnings	\$720
African American nonunion workers' median weekly earnings	\$564

Union wage advantage for African Americans 28%

Latino union workers' median weekly earnings	\$733
Latino nonunion workers' median weekly earnings	\$512

Union wage advantage for Latinos 43%

Asian American union workers' median weekly earnings	\$902
Asian American nonunion workers' median weekly earnings	\$852

Union wage advantage for Asian Americans 6%

Sources: U.S. Department of Labor, Bureau of Labor Statistics, *Union Members in 2008*, Jan. 28, 2009; U.S. Department of Labor, Bureau of Labor Statistics, *National Compensation Survey: Employee Benefits in Private Industry in the United States, March 2008*, August 2008; Economic Policy Institute; Employee Benefits Research Institute, May 2005.