

The Union Advantage – September 2007

The Union Advantage at a Glance

	All Private Sector Workers		Goods-Producing Industries		Service-Producing Industries	
	Union	Nonunion	Union	Nonunion	Union	Nonunion
Wages and Salaries	\$22.32	\$17.97	\$23.17	\$19.85	\$21.80	\$17.55
Benefits	\$13.61	\$6.97	\$15.37	\$8.94	\$12.53	\$6.52
* Supplemental Pay (e.g., overtime, shift, some bonuses)	\$1.14	\$0.74	\$1.49	\$1.14	\$0.93	\$0.65
* Paid Time Off	\$2.77	\$1.65	\$2.44	\$1.84	\$2.97	\$1.60
* Insurance	\$4.13	\$1.74	\$4.80	\$2.31	\$3.73	\$1.61
* Retirement and Savings	\$2.43	\$0.74	\$3.04	\$1.02	\$2.06	\$0.68
* Legally-Required	\$3.14	\$2.11	\$3.61	\$2.64	\$2.85	\$1.99
TOTAL (may not equal sum of individual items because of rounding)	\$35.92	\$24.94	\$38.54	\$28.79	\$34.33	\$24.07

- Union members earn substantially more in pay and benefits than nonunion workers. The union advantage holds true both in goods-producing industries, like manufacturing and construction, and the service sector. It's biggest in the service sector, where pay and benefits are almost 43% higher for union workers than their nonunion counterparts.
- Union members receive significantly more time off, better insurance coverage and more toward their retirement. The differences in insurance and retirement are especially striking: union members in the private sector get almost 2.4 times as much in employer-provided health insurance, and 3.3 times as much in retirement and savings plans, as the average nonunion worker. (No statistics are available for public sector workers.)
- All told, total compensation for union members in the private sector is 44% higher than for nonunion workers.

The full Bureau of Labor Statistics report on Employer Costs for Employee Compensation can be found at:

<http://www.bls.gov/news.release/ecec.toc.htm>

Next release: Data for December 2007 will be available March 12, 2008.