

The Union Advantage – December 2006

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	\$21.91	\$17.66	\$22.60	\$19.27	\$21.48	\$17.30
Benefits	\$13.69	\$6.85	\$15.45	\$8.80	\$12.60	\$6.42
* Supplemental Pay (e.g., overtime, shift, some bonuses)	\$1.13	\$0.71	\$1.53	\$1.08	\$0.88	\$0.63
* Paid Time Off	\$2.81	\$1.63	\$2.43	\$1.80	\$3.04	\$1.60
* Insurance	\$4.04	\$1.67	\$4.63	\$2.18	\$3.67	\$1.56
* Retirement and Savings	\$2.57	\$0.75	\$3.27	\$1.11	\$2.13	\$0.67
* Legally-Required	\$3.15	\$2.09	\$3.59	\$2.62	\$2.87	\$1.97
TOTAL	\$35.60	\$24.52	\$38.06	\$28.07	\$34.08	\$23.72

- 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.
- The biggest union advantage is in benefits. Union members receive significantly more time off, better insurance coverage and more toward their retirement. The differences in insurance and health care are especially striking: union members in the private sector get 2.4 times as much in employer-provided insurance, and 3.4 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 45% higher than for nonunion workers.

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

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

Next release: Data for March 2007 will be available

June 21, 2007.

UAW Research Department

April 2, 2007