

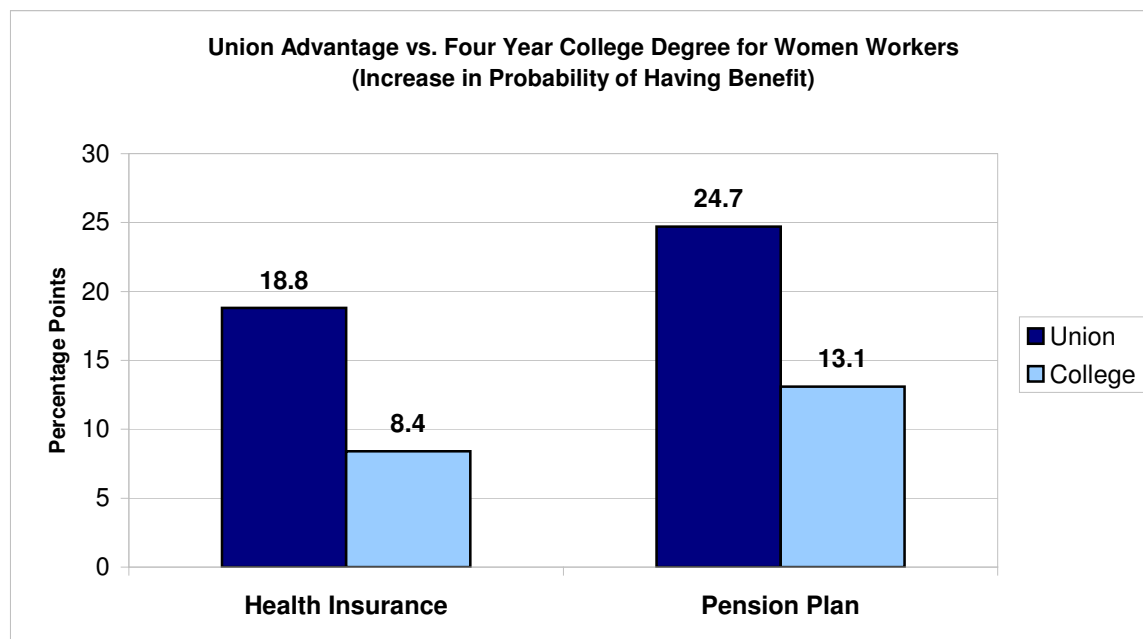
The Benefits of Unionization

The Center for Economic and Policy Research (CEPR) finds a substantial boost in wages and benefits for union workers across all demographic groups and a particularly large union advantage for workers in low-wage jobs and occupations:

- For the **typical U.S. worker** (in the middle of the national pay scale) unionization raises wages about **14%**.
- For **low-wage workers**, unionization raises wages even more – about **21%** (see www.cepr.net/index.php/publications/reports/the-union-wage-advantage-for-low-wage-workers).

Unionization has similarly large wage and benefit advantages for:

- **Women workers** – unionization raises the likelihood of having a pension by **almost 25 percentage points**, which is actually larger than the corresponding effects of obtaining a four-year college degree (see chart below and www.cepr.net/index.php/publications/reports/unions-and-upward-mobility-for-women-workers)
- **African American workers** – unionization raises wages by about **\$2.00 per hour** (see www.cepr.net/index.php/publications/reports/unions-and-upward-mobility-for-african-american-workers)
- **Latino workers** – unionization raises wages by **17.6%** (see www.cepr.net/index.php/publications/reports/unions-and-upward-mobility-for-latino-workers)
- **Asian Pacific American workers** – unionization raises the likelihood of having a pension by **25 percentage points** (see www.cepr.net/index.php/publications/reports/unions-apa)
- **Immigrant workers** – unionization raises the likelihood of having health insurance by **50%** (see www.cepr.net/index.php/publications/reports/unions-upward-mobility-immigrant-workers)
- **Younger workers** – unionization raises the likelihood of having health insurance **about 17 percentage points** (see www.cepr.net/index.php/publications/interactive-reports/unions-and-upward-mobility-for-young-workers)



CEPR also finds that **workers were illegally fired in over one-in-four union representation elections** in the 2000s (see www.cepr.net/index.php/publications/reports/dropping-the-ax-update).

For more information on workers and the unions: www.cepr.net/index.php/the-benefits-of-unionization.