

Unions and Latino Workers

The Center for Economic and Policy Research (CEPR) finds a substantial boost in wages and benefits for Hispanic unionized workers and a particularly large union advantage for workers in low-wage occupations:

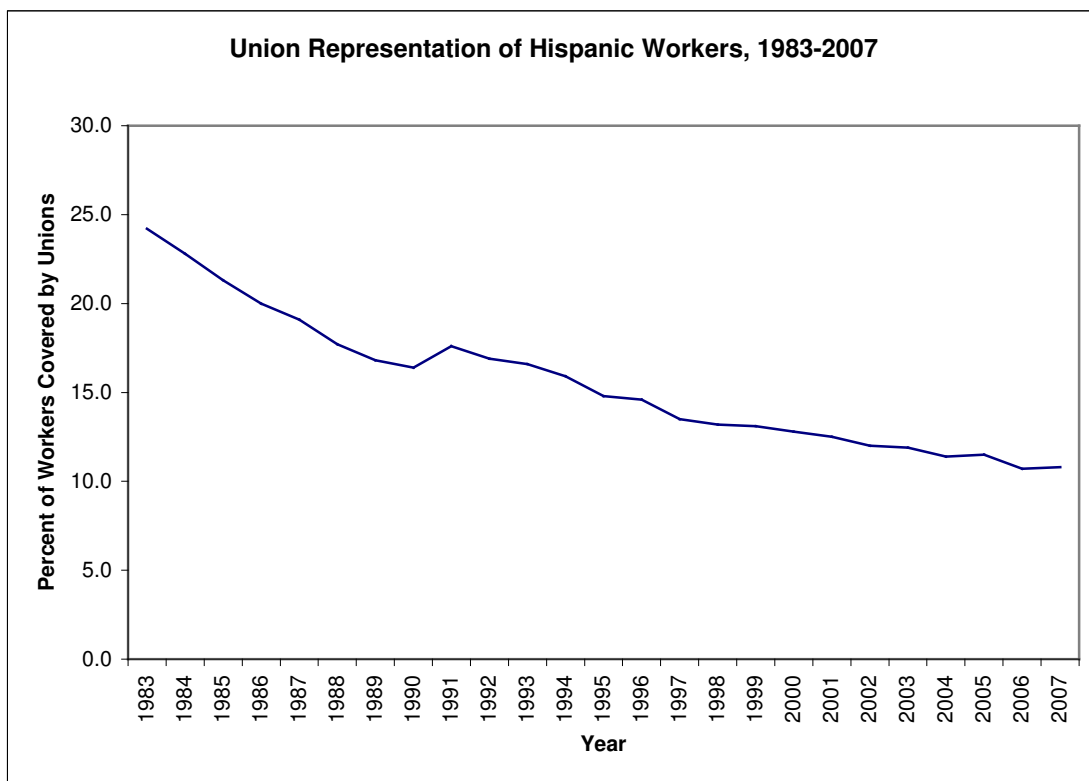
- On average, **unionization raises Latino workers' wages by over 17% – about \$2.60 per hour** (see www.cepr.net/index.php/publications/reports/unions-and-upward-mobility-for-latino-workers).
- Hispanic workers in unions are **26 percentage points more likely to have health insurance** and **27 percentage points more likely to be in a pension plan** their non-union counterparts.

The benefits of unions are even higher for Hispanic workers in typically low-wage occupations:

- For Latino workers **in low-wage occupations, unionization raises wages by over 16%**.
- Unionized Hispanic workers in low-wage occupations are **41 percentage points more likely to have health insurance** and **18 percentage points more likely to be in a pension plan**.

Latino workers are the fastest growing group in both the U.S. work force and the U.S. labor movement. However, along with the entire U.S. work force, the proportion of Hispanic workers represented by a union has fallen substantially over the past 25 years:

- The share of Latino workers covered by unions **fell from 24% in 1983 to less than 11% in 2007** (see www.cepr.net/index.php/publications/reports/the-decline-in-african-american-representation-in-unions-and-manufacturing-1979-2007).



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:-illegal-firings-during-union-election-campaigns,-1951-2007).

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