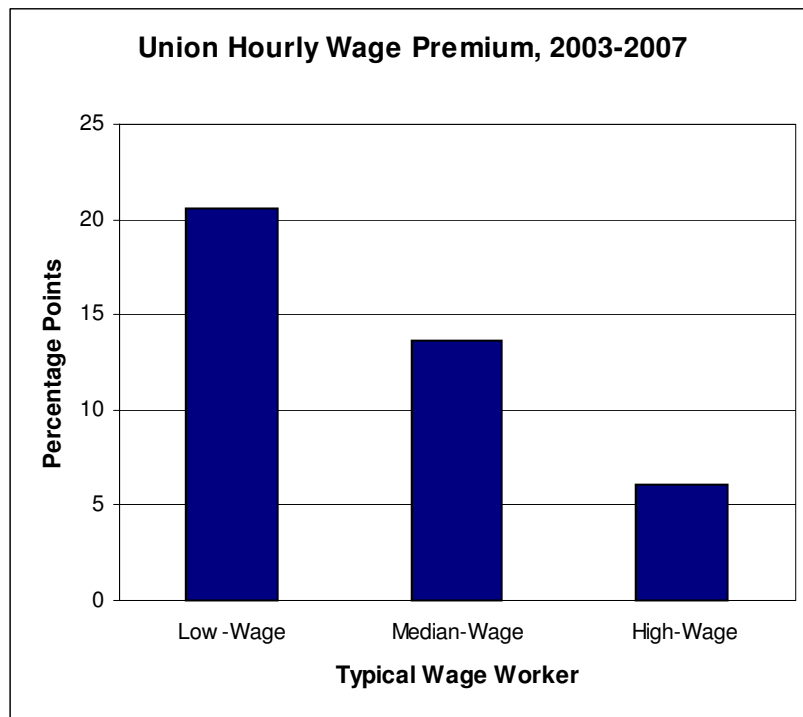


The Benefits of Unions for Low-Wage Workers

The Center for Economic and Policy Research (CEPR) finds that unionization raises wages, health care and pension coverage for all workers, and provides the most benefits by far to the lowest-paid workers:

- For the typical low-wage worker (one at the 10th percentile of the national pay scale, that is a worker who makes less than 90% of the workforce), **unionization raises wages by almost 21%** (see www.cepr.net/index.php/publications/reports/the-union-wage-advantage-for-low-wage-workers).
- This wage boost is much bigger for low-wage workers than for the typical U.S. worker – one right in the middle of the national pay scale – for whom unionization raises wages by almost 14% (see figure below).
- For workers in the 15 lowest-paying occupations – ranging from maintenance workers to teachers’ assistants – unionization raises wages by **just over 16%** or about **\$1.75 per hour** (see www.cepr.net/index.php/publications/reports/unions-and-upward-mobility-for-low-wage-workers).



Unionization has an even bigger impact on the likelihood of having health care or a pension plan in low-wage jobs:

- Union workers in the 15 lowest-wage occupations are **25% more likely to have health insurance** than similar non-union workers in the same occupations.
- Union workers in low-wage occupations are also **25% more likely to have a pension plan**.

The CEPR report, ***Dropping the Ax: Illegal Firings During Union Election Campaigns, 1951-2007*** (www.cepr.net/index.php/publications/reports/dropping-the-ax:-illegal-firings-during-union-election-campaigns,-1951-2007), finds that **workers were illegally fired in over one-in-four union representation elections** in the 2000s.

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