

The Union Difference:

Better Pay and Benefits for Working Families The Union Advantage

The Union Advantage

Unions fight for workers and their families, ensuring they make a fair wage, receive quality benefits and work in a safe environment.

Union workers earn more:

- Workers in unions earn 28 percent more than nonunion members.
- African American union workers earn 29 percent more than their nonunion counterparts; while Latino union workers earn 50 percent more.
- Women's wages increase by 34 percent just by joining a union.

Union workers have better benefits:

- Workers in unions are 28 percent more likely to have health insurance and are 54 percent more likely to have a pension.
- For a woman, joining a union has a much larger effect on her probability of having health insurance or a pension than completing a four-year degree would. Women in unions are 19 percent more likely to have health insurance and about 25 percent more likely to have a pension.

The "Right-to-Work" Agenda: WRONG for Working Families

Unless workers have a union contract, they are at the mercy of company policies—which is exactly what corporate executives want. Corporate-funded, right-wing special interest groups—such as the National Right-to-Work Committee—are spreading lies about unions in order to keep workers in the dark and to keep profits high.

- The National Right-to-Work Committee is the country's oldest organization dedicated exclusively to destroying unions.
- The group is funded by some of the most influential right-wing foundations and corporate interests, including the Walton Family Foundation (whose Wal-Mart stores are notorious for anti-worker policies).
- At every turn, the National Right-to-Work Committee has fought against issues that would benefit working families the most—including passing healthcare reform, raising the minimum wage, and securing the right to organize. The group launched ad campaigns to spread misinformation about unions and spent millions to lobby on Capitol Hill.
- **Their Claim:** "Right-to-Work" laws protect workers against labor unions.
- ✓ **Workers' Reality:** The average worker in a "right-to-work" state makes an estimated \$5,333 a year less than a worker in a state that permits free bargaining.
- **Their Claim:** "Right-to-Work" states enjoy greater economic vitality.
- ✓ **Workers' Reality:** "Right-to-Work" laws are not designed to produce good paying jobs. Because union membership means higher wages, higher unionization within a community means consumers have more to spend. That's good for local companies, especially those in retail sales and services.
- **Their Claim:** National Right-to-Work Committee President Mark Mix claimed the historic healthcare reform bill would be "a Trojan Horse for more forced unionization."
- ✓ **Workers' Reality:** "Right-to-Work" laws have done nothing to help the millions of uninsured Americans. In fact, 21 percent more people lack health insurance in "right-to-work" states compared to free bargaining states. Unions help secure quality benefits, which is why union workers are 28 percent more likely to have health insurance than their nonunion counterparts.
- **Their Claim:** A higher minimum wage does little to help the economy.
- ✓ **Workers' Reality:** An increase in the minimum wage is highly effective at improving the lot of lower-earning workers. Since 96 percent of all new jobs being created are in the service sector, a higher minimum wage would stimulate the economy and make families more financially secure.