

Employee Free Choice Act: Helping Workers Secure the American Dream

Fewer and fewer workers are able to achieve the American Dream today – a paycheck that supports a family, quality affordable health care and a secure retirement. An important way to restore the American Dream for average people is to remove unfair barriers to union representation and collective bargaining. That is why Congress needs to enact the Employee Free Choice Act. Strengthening protections for workers to freely choose to join a union will help millions of working families get their fair share of the economic pie.

Union Members Have Much Better Wages

- Weekly wages are 30% higher, or nearly \$200 more a week, for private-sector workers in unions compared with wages for nonunion workers: \$833 vs. \$642 in 2006.
- Total compensation is 44% more per hour for private-sector workers in unions compared with nonunion workers: \$35 vs. \$24 in 2006.
- The value of health care, retirement and other benefits is 98% higher for private-sector workers in unions compared with nonunion workers: \$13.35/hour vs. \$6.75/hour in 2006.
- Compared with their nonunion counterparts:
- Women in unions earn an extra \$179 a week – \$9,300 more a year.
- African Americans in unions earn an extra \$187 a week – \$9,700 more a year.
- Latinos in unions earn an extra \$217 a week – \$11,300 more a year.

Union Members Have Much Better Health Care Benefits

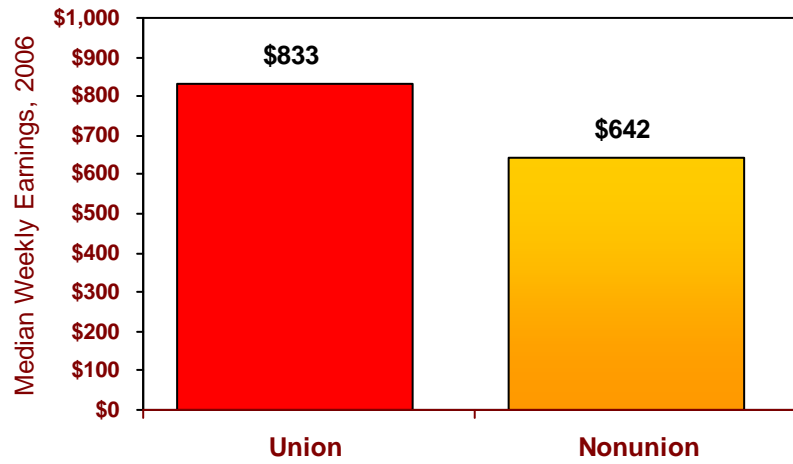
- 8 out of 10 private-sector workers in unions participate in employer-provided health coverage compared with only 5 out of 10 nonunion workers.
- 40% of private-sector workers in unions pay no insurance premiums for employer-provided health coverage compared with 8% of nonunion workers.
- For those families that do pay insurance premiums for employer-provided health coverage, union families pay 36% less (\$197 vs. \$309 a month) saving them \$1,300 a year.

Union Members Have a More Secure Retirement

- 8 out of 10 private-sector workers in unions participate in employer-provided retirement plans compared with less than 5 out of 10 (47%) of nonunion workers.
- 68% of private-sector workers in unions participate in a guaranteed defined-benefit pension plan compared with only 14% of nonunion workers.

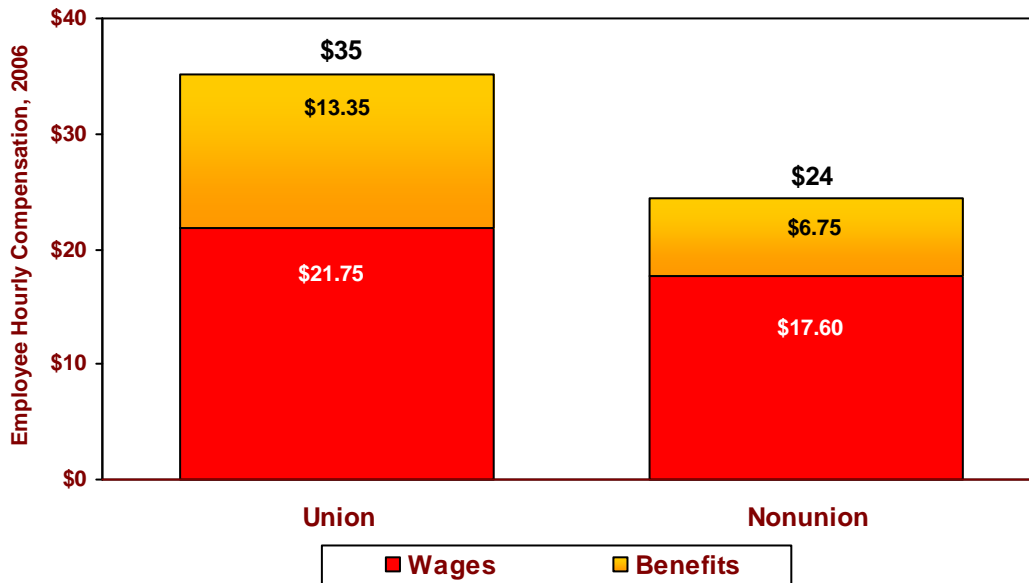
Union Members Earn Much More Each Week

Union members get paid 30% more --
nearly \$200 a week and \$10,000 more a year!



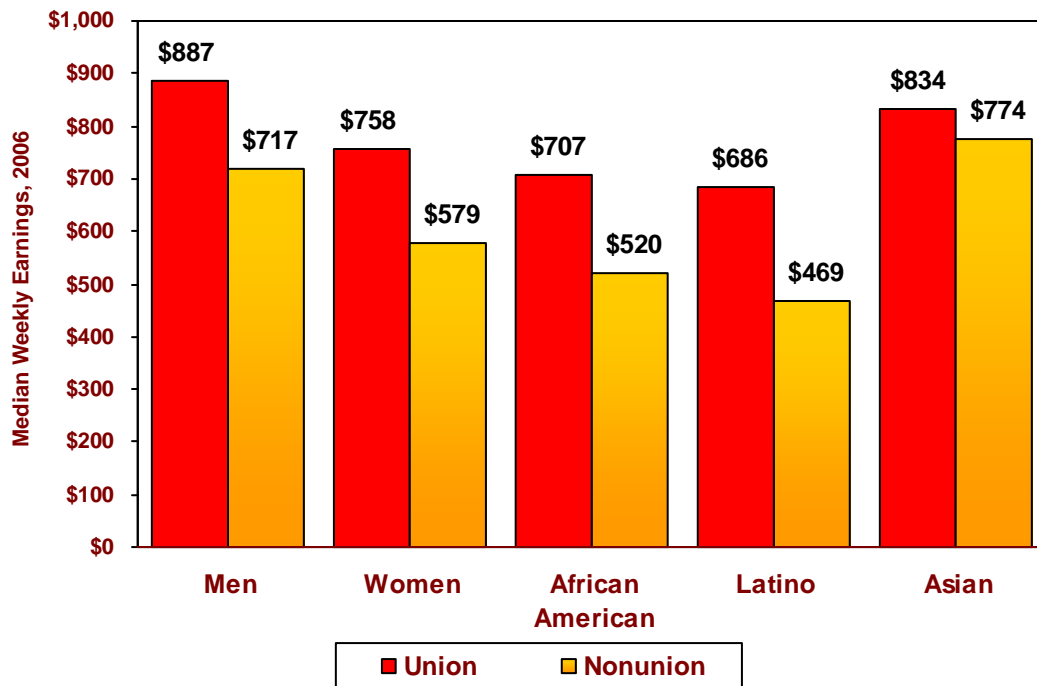
Source: U.S. Department of Labor, Bureau of Labor Statistics, "Union Members in 2006," Table 2, Median weekly earnings of full-time wage and salary workers in the private sector, January 2007.

Union Members' Total Compensation Is 44% Higher per Hour



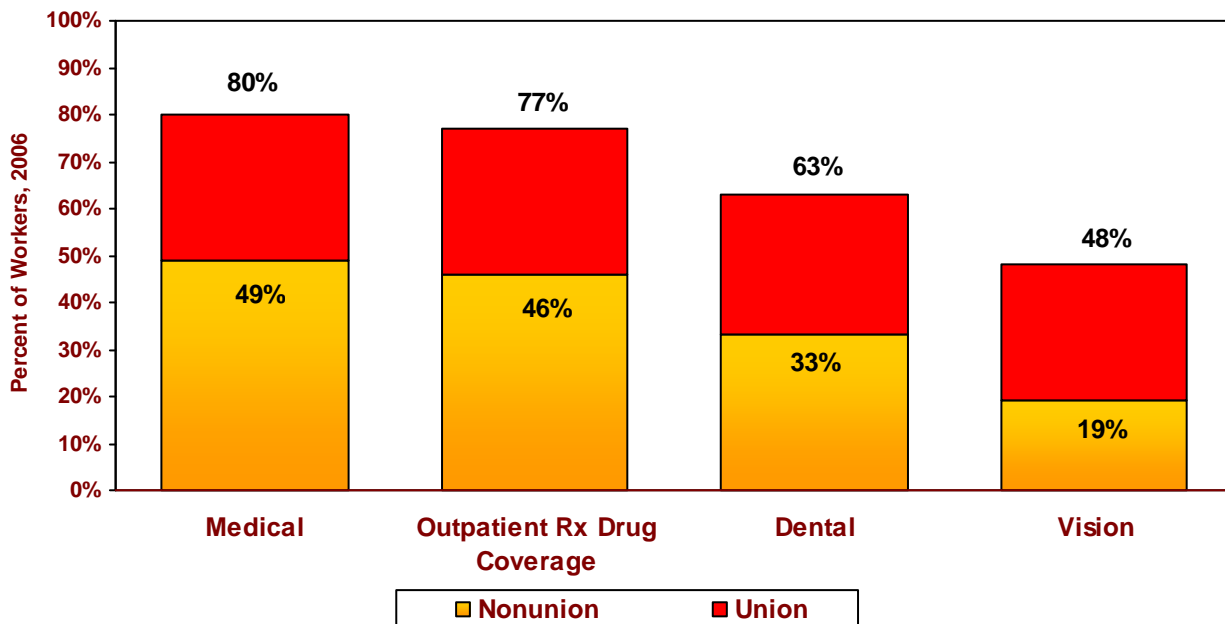
Source: U.S. Department of Labor, Bureau of Labor Statistics, "Employer Costs for Employee Compensation," Third quarter of 2006, Feb. 5, 2007. (Data is for private sector workers only.)

Wages of All Workers Benefit from Union Membership



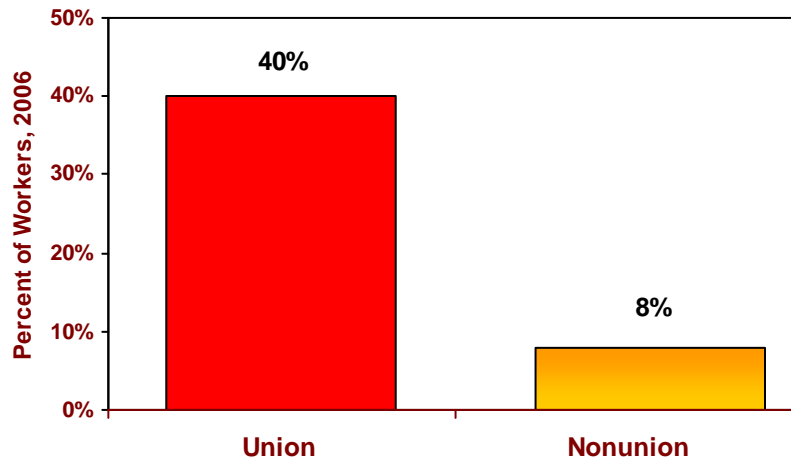
Source: U.S. Department of Labor, Bureau of Labor Statistics, "Union Members in 2006," Table 2, Median weekly earnings of full-time wage and salary workers in the private sector, January 2007.

Union Members Get Much Better Health Care Benefits From Employers



Source: U.S. Dept. of Labor, Bureau of Labor Statistics, *National Compensation Survey: Employee Benefits in Private Industry in the United States, March 2006*, Table 2, August 2006. (Figures show worker participation rates.)

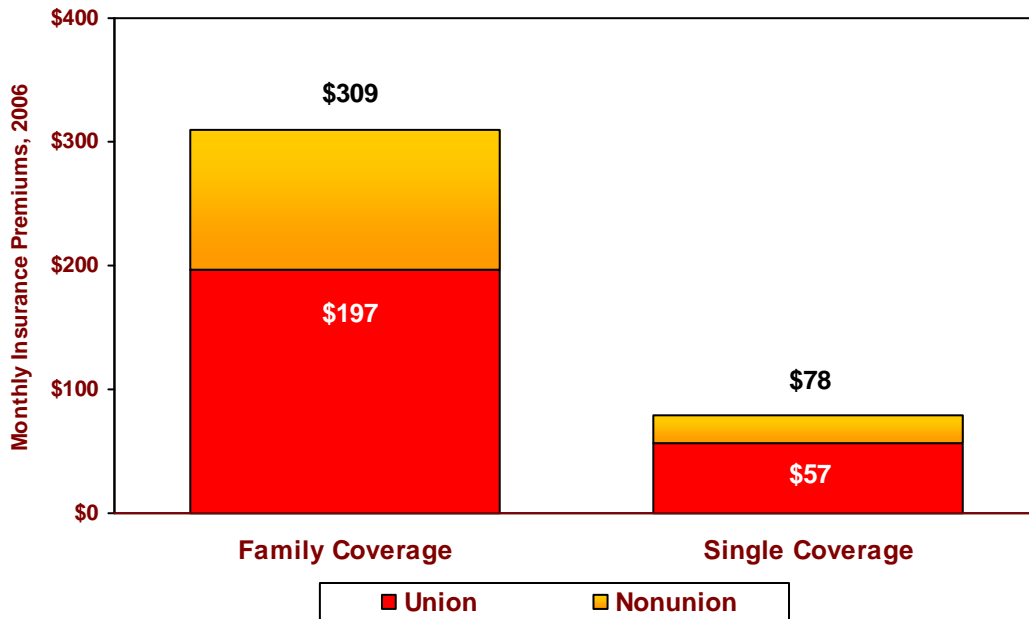
Many Union Members Pay No Insurance Premiums for Employer-provided Health Care



Source: U.S. Department of Labor, Bureau of Labor Statistics, *National Compensation Survey: Employee Benefits in Private Industry, March 2006*, Table 13, August 2006.

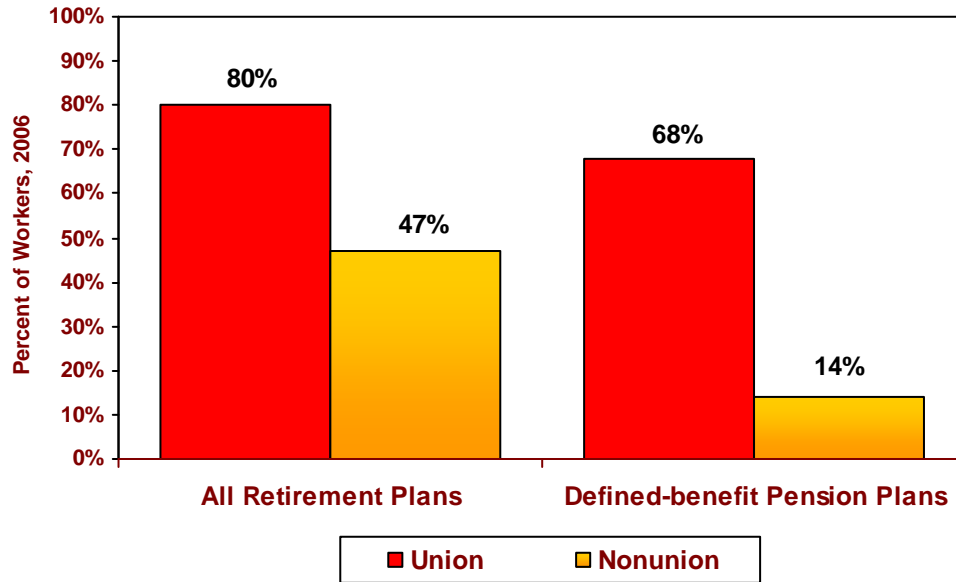
Union Members Pay Much Less Monthly for Employee-provided Health Care

Union families pay 36% less, saving \$1,300 per year



Source: U.S. Dept. of Labor, Bureau of Labor Statistics, *National Compensation Survey: Employee Benefits in Private Industry in the United States, March 2006*, Tables 12 and 13, August 2006.

Union Members Have Much Better Retirement Security from Employers



Source: U.S. Department of Labor, Bureau of Labor Statistics, *National Compensation Survey: Employee Benefits in Private Industry in the United States, March 2006*, Table 2, August 2006. (Figures show worker participation rate.)

Weekly Earnings of Union and Nonunion Workers By Occupation, 2006

Occupation	Union	Nonunion	\$ Difference	% Difference
Community and social services occupations	\$886	\$707	\$179	25%
Building and grounds cleaning and maintenance occupations	\$524	\$393	\$131	33%
Construction and extraction occupations	\$941	\$582	\$359	62%
Education, training and library occupations	\$929	\$725	\$204	28%
Food preparation and serving related occupations	\$484	\$366	\$118	32%
Health care practitioner and technical occupations	\$995	\$889	\$106	12%
Health care support occupations	\$484	\$417	\$67	16%
Installation, maintenance and repair occupations	\$931	\$709	\$222	31%
Office and administrative support occupations	\$713	\$549	\$164	30%
Personal care and service occupations	\$530	\$397	\$133	34%
Production occupations	\$730	\$525	\$205	39%
Protective service occupations	\$918	\$585	\$333	57%
Sales and related occupations	\$671	\$627	\$44	7%
Transportation and material moving occupations	\$752	\$512	\$240	47%

Source: U.S. Department of Labor, Bureau of Labor Statistics, "Union Members in 2006," Table 4, Median weekly earnings of full-time wage and salary workers in the private sector, January 2007.