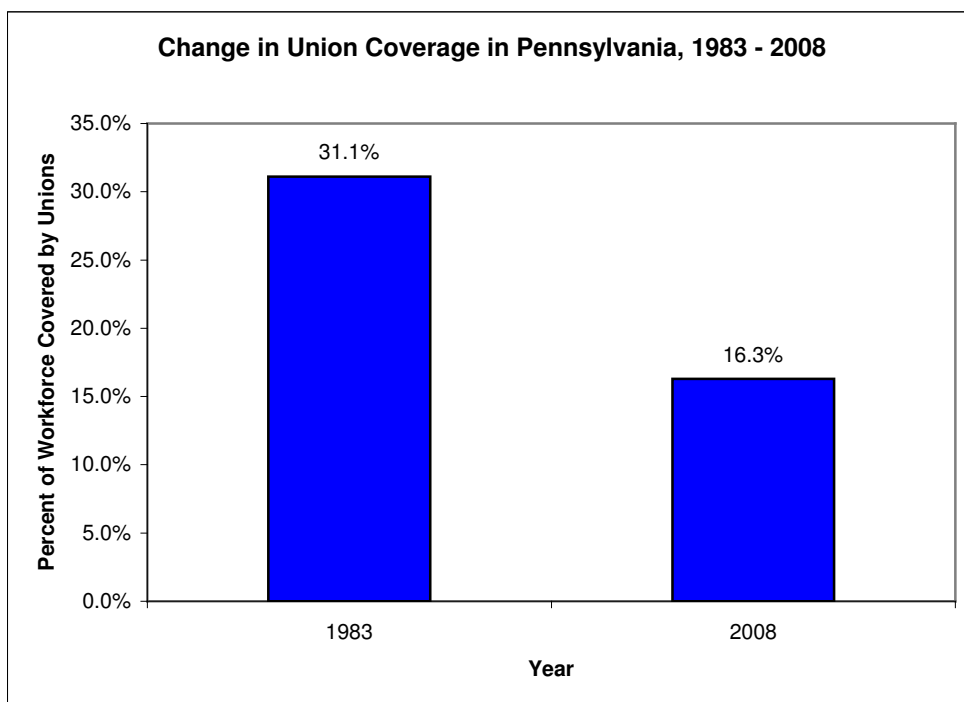


The Benefits of Unions in Pennsylvania

The Center for Economic and Policy Research (CEPR) finds substantial boosts in wages and benefits for union workers:

- For the **typical Pennsylvania worker** – in the middle of the pay scale – unionization raises wages **10%**
- For **Pennsylvania low-wage workers**, unionization raises wages even more – close to **13%** (see www.cepr.net/index.php/publications/reports/the-union-wage-advantage-for-low-wage-workers)



Nationally, unionization has similarly large wage and benefit advantages across all demographic groups:

- **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)
- **Service Sector workers** – unionization raises wages by about **\$2.00 per hour** (see www.cepr.net/index.php/publications/reports/unions-and-upward-mobility-for-service-sector-workers)
- **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 www.cepr.net/index.php/publications/reports/unions-and-upward-mobility-for-women-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 during over 1 in 4 union election campaigns** in the 2000s, showing a sharp rise since the late 1990s (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, see www.cepr.net/index.php/the-benefits-of-unionization.