

STRONGER TOGETHER

Union Membership Boosts Women's Earnings and Economic Security

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RESEARCH HIGHLIGHTS

- **Women are well represented in today's unions.** They make up almost half of union members (46.8 percent), or those covered by a union contract (47.1 percent), just below women's share of all workers (48.0 percent).
- **Women's union membership varies by state.** The share of women workers covered by a union contract varies by state, from a low of 3.0 percent in South Carolina to a high of 24.7 percent in New York. Nationally, 11.8 percent of women, and 12.3 percent of men, are covered by a union contract.
- **Unionized women earn higher wages.** Women covered by a union contract earn on average \$195 (or 22.6 percent) more per week than non-unionized women.
- **Unions are associated with a narrowed gender wage gap.** The gender wage gap for workers covered by union contracts is markedly less than for those not covered by a union contract. Women covered by a union contract earn 87.3 cents for every dollar paid to union men, compared to non-unionized women who earn 82 cents for every dollar paid to non-unionized men.
- **Wages are lower for workers in states where unions have less power.** In "right-to-work" states, where unions have limited power to bargain on behalf of all workers, wages are lower than in other states regardless of gender and union membership status.
- **Women in unions have stronger employer-sponsored benefits.** Women covered by a union contract are more likely to have an employer-sponsored pension or retirement plan or to receive health insurance from their employer than other women.
- **For women, union membership can be the difference between making the rent and experiencing housing instability.** The difference in the median pay for women covered by a union contract compared to non-unionized women translates to 81 percent of median rent nationally. In 43 states, at least half of the yearly average rent costs could be paid with the yearly union wage advantage,¹ and in 12 states, the union wage advantage pays for a full year or more of average rent.

-Institute for Women's Policy Research



Women IN UNIONS GET MORE:



Earn 21% more money THAN NON-UNIONIZED WOMEN



Are 53% more likely TO HAVE A PENSION



Are 36% more likely TO HAVE HEALTH INSURANCE

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**UNIONS
ARE GOOD**

FOR WOMEN

Our families need health insurance. They need to be able to spend time with us. Are you concerned about health insurance costs? We should also have more maternity leave to be able to raise our children. Why should we choose between raising children and a paycheck?

Many of us are struggling financially and have to make sacrifices in our personal lives for our job. This company can afford to give us more and we can live a life without having to make those sacrifices. Ascend already does provide more at other facilities. We're not going to get these things by bargaining alone. We have to bargain together.