



UNIONS INCREASE WOMEN'S ECONOMIC SECURITY

WAGES

Unions result in better wages for workers. Union members typically earn about **28% more** than non-unionized workers. Union women benefit even more!

- Unionized women on the whole earn about **31% more** than non-union women workers. *(Dept. of Labor, Bureau of Labor Statistics)*
- African American union women earn about **32% more** than their non-union sisters. *(Dept. of Labor, Bureau of Labor Statistics)*
- Hispanic union women earn **47% more** – nearly double what their non-unionized sisters earn. *(Dept. of Labor, Bureau of Labor Statistics)*

EQUAL PAY

Unions are on the frontlines of the fight against wage discrimination to ensure equal pay. Without unions, women face a serious pay gap. For every dollar that a man earns:

- Women workers on the whole earn **\$0.77 cents**. *(National Committee on Pay Equity)*
- African American women earn **\$0.64 cents**. *(National Committee on Pay Equity)*
- Hispanic women earn **\$0.52 cents**. *(National Committee on Pay Equity)*
- Native American women earn **\$0.58 cents**. *(Institute for Women's Policy Research)*

The wage gap means less money for groceries, housing, childcare, doctor's visits and other living expenses.



AFSCME has been a leader in winning higher pay for women. AFSCME members in San Jose, California, staged the first pay equity strike, and AFSCME members in Washington State reaped the benefits of the largest pay equity court settlement to date.

Thousands of other AFSCME members benefit from over half a billion dollars in pay equity adjustments, which have resulted from pay equity agreements at the bargaining table, in state and local legislatures, and through political action.

BENEFITS

Unions have a substantial impact on workers' benefits.

- Union members receive more generous benefits than non-unionized workers; are more likely to have employer provided health insurance and generally pay a smaller share of the costs for family coverage. *(Economic Policy Institute)*
- Unionized workers receive **27% more** vacation time and **14% more** total paid leave. *(Economic Policy Institute)*

LONG-TERM ECONOMIC SECURITY

Unions increase women's security in old age.

- **84%** of union workers are covered by pension plans versus **56%** of non-union workers. *(AFL-CIO)*
- **70%** of union workers have defined-benefit retirement coverage—which provide a guaranteed monthly pension amount—compared with **16%** of nonunion workers. *(AFL-CIO)*
- In retirement, unionized workers are **24%** more likely to be covered by health insurance paid for by their employer. *(Economic Policy Institute)*



AFSCME Women's Rights Department

womensrights@afscme.org ♦ www.afscme.org/about/women.htm