

September 2007

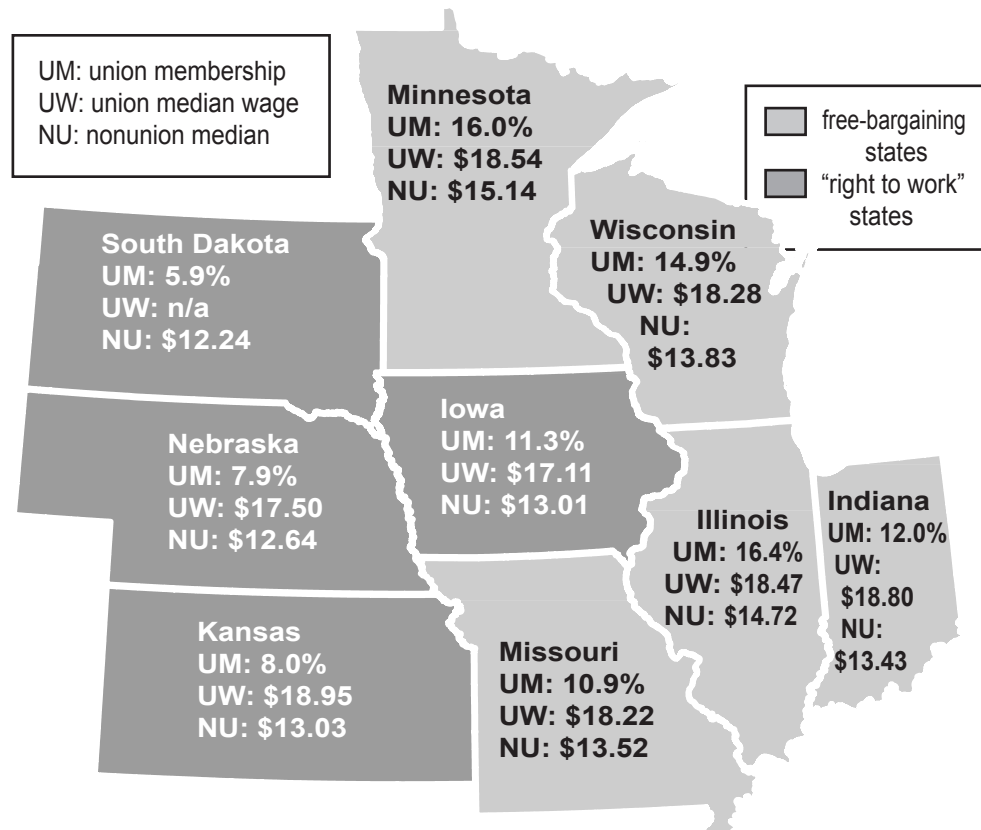
## THE STATE OF WORKING IOWA The Union Advantage

### *THE BENEFIT OF COLLECTIVE BARGAINING*

Labor unions provide a basic threshold of economic security for their members – in good times and bad. Nationally, union members enjoy a wage advantage of over 28 percent and total compensation advantage (wages and benefits) of nearly 44 percent.

Even if we control for occupation, experience and education (union members tend to be older and better trained) the premium is still nearly 15 percent – even higher for African-Americans and Hispanics.

In the upper Midwest (see figure below), the so-called “right-to-work” states (in which state labor law prohibits negotiation of union-security clauses) have lower rates of union membership, and lower wages for union and nonunion workers alike.



Source: Economic Policy Institute/Iowa Policy Project analysis of Current Population Survey

### The Iowa Policy Project

120 N. Dubuque St. #208  
Iowa City, IA 52245  
(319) 338-0773  
ipp@Lcom.net

Note: The above information is excerpted from  
**The State of Working Iowa 2007,**  
available on the web at <<http://www.iowapolicyproject.org>>.