



Study: Union, non-union workers have their differences

Author: RP news wires
September 19, 2007

An EPIC-MRA statewide survey of Michigan workers shows many similarities in the views of union and non-union workers, while there are also key differences. Given many responses to key survey questions, there seems to be a strong recognition among both union and non-union workers that many achievements of labor unions representing their members improved the lives of non-union workers and their families. It is also clear that both union and non-union workers believe that union workers receive better pay and benefits than non-union workers.

Key findings between union and non-union workers:

- Labor unions have a lot or some influence in today's economy (68 percent of union/61 percent of non-union workers agree).
- Satisfied with the pay they receive (75 percent of union and 72 percent of non-union workers, with 33 percent of union compared to 18 percent of non-union workers are very satisfied).
- Influence of labor unions decreasing (70 percent of union/66 percent of non-union workers).
- Has employer provided health insurance (85 percent of union/64 percent of non-union workers)?
- Has no health insurance at all for household (10 percent of non-union/1 percent of union workers).
- Of those with employer provided health insurance, 86 percent of union/77 percent of non-union workers offer positive ratings – union members nearly twice as intense in ratings at 38 percent to 20 percent excellent).
- With the current economy, 43 percent of union members and 45 percent of non-union workers are concerned about someone in their household losing their job.
- With current auto industry problems, there is more concern among union members (57 percent) than non-union workers (41 percent) that someone in their household will be asked by employers to make salary or benefit concessions.
- 37 percent of non-union workers and only 17 percent of union workers say they are very certain to likely to change jobs in the next three years.
- 23 percent of non-union workers and only 11 percent of union workers say they will leave Michigan in the next three years.
- "Are paid more for doing the same job" (78 percent of union/81 percent of non-union workers say more true of union workers).
- "Has regularly scheduled pay increases" (75 percent of union/65 percent of non-union workers say more true of union workers).
- "Has greater guarantees of job security" (80 percent of union/57 percent of non-union workers say more true of union workers).
- "Has guaranteed health care benefits" (81 percent of union/66 percent of non-union workers say more true of union workers).
- "Has guaranteed retirement benefits (80 percent of union/61 percent of non-union workers say more true of union workers).
- "Has no real fear of being fired without just cause" (79 percent of union/60 percent of non-union workers say more true of union workers).

- "Has stronger work rules (59 percent of union/44 percent of non-union workers say more true of union workers).
- "Has safer workplace conditions" (73 percent of union/37 percent of non-union workers say more true of union workers).
- "It is better when workers have a contract with their employers which provides a written agreement of the wages and benefits employers will provide" (82 percent of union/44 percent of non-union workers say it is better when workers have a contract).
- Finally, if there were no labor unions, 73 percent of union members as well as 33 percent of non-union workers say employers would reduce wages and benefits for workers.