



The Union Difference in 2002 California

**Arin Dube
UC Institute for Labor and
Employment, Berkeley**



Union Effect on Wages

- In California's private sector, unionized workers earned 16% more than unorganized workers
- Union wage premium for public sector worker was 17%
- Union wage premium in retail was 8%
- Union wage premium for hourly workers in durable goods manufacturing was 14%
- Union wage premium stable across st demographic groups
- Only exception is for Latinos – 19% union premium



Unionization and Pension Plans

- Unionized workers were **52%** more likely to have an employer provided pension plan
- In the private sector, unionized workers were **78%** more likely to have an employer provided pension plan



Unions and Employer Health Benefits

- In 2002, unionization increased the odds of having employment based health coverage by 42%
- Private sector workers in California were 44% more likely to have employer provided health insurance if they were unionized
- Union households eligible for Medi-Cal were 76% less likely to enroll in Medi-Cal than non union households