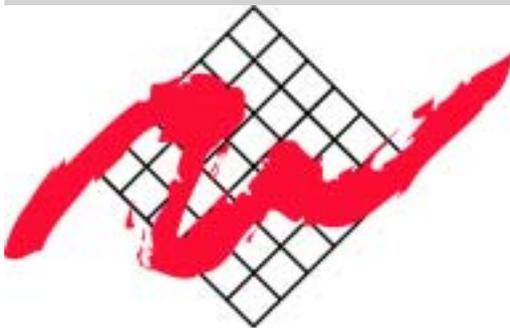


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# The Benefits of Unionization for Workers in the Retail Food Industry

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By Vicky Lovell, Ph.D.  
Xue Song, Ph.D.  
April Shaw



**INSTITUTE FOR  
WOMEN'S POLICY RESEARCH**



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## About This Report

*The Benefits of Unionization for Workers in the Retail Food Industry* is part of a larger project that examines worker well-being in a number of industries and occupations. Funding for this analysis of the retail food industry was provided by the United Food and Commercial Workers International Union.

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## Executive Summary

Economic changes in the last decade generally have brought low unemployment and increased productivity, but they have done little to improve workers' wages. Research has established that labor unions can increase workers' economic well-being and security. This study investigates the extent to which the benefits of unionization accrue to workers in the retail food industry, one of many industries that are facing new cost-cutting pressures in the globalized economy.

Analysis of data from the federal government's Current Population Survey documents that workers in the retail food industry who are union members have significantly higher wages, higher rates of health insurance coverage, larger employment-based contributions to health insurance premiums, and higher rates of pension coverage than nonunionized workers. Full-time and part-time workers, women, and single mothers in the retail food industry workforce all benefit from union membership.

- The union wage premium is 31 percent for the retail food industry overall, and even higher for part-timers (33 percent), non-supervisory workers (45 percent), and cashiers (52 percent).
- Union members are more than twice as likely as nonunion workers to receive payment of part or all of their health insurance premium through their job.
- The average contribution to employee health insurance premiums is 150 percent higher (two-and-a-half times as large) for union members than for retail food industry workers who are not union members.
- Pension coverage of unionized workers is more than twice as high (122 percent higher) than for nonunionized workers.
- One-third of union women who work part-time limit their work hours for personal, family, or health reasons. The union wage premium for women working part-time is 33 percent. Union women on part-time schedules are more than twice as likely to have employment-based health insurance, and three times as likely to be in a pension plan, as nonunionized women working part-time in the retail food industry.

Despite the advantages that unionized workers experience, the rate of unionization for the workforce as a whole is falling. Updating labor laws to make it easier for workers to organize could extend the benefits of unionization to more workers, increasing workers' security in an uncertain economic future.

## Introduction

The expanding economy of the 1990s was marked by low unemployment, increased productivity, and investments in information technology. It has also brought nearly stagnant real wages for many workers, greater income inequality, and job insecurity. These negative experiences, combined with the current economic slowdown, are a cause for concern about the future economic well-being of workers.

Labor unions hold the potential to improve workers' economic security. Research shows that unions provide benefits to both individual workers and the overall economy. In 2000, union wages exceeded nonunion wages by 27 percent;<sup>1</sup> controlling for differences in kinds of job, in 1997 the union wage premium was 23 percent (Mishel, Bernstein, and Schmitt 2001).<sup>2</sup> Unionized workers receive significantly more health insurance and pension benefits than nonunion workers: 133 and 202 percent more in dollar value, respectively (Mishel, Bernstein, and Schmitt 2001). In addition, unionization tends to encourage seniority and reduce turnover, which leads to increased productivity from a more loyal and skilled workforce (Freeman and Medoff 1984).

Women workers benefit from union membership. Advantages of unionization for women include higher pay, smaller gender and racial/ethnic wage gaps, and longer job tenure (Spalter-Roth, Hartmann, and Collins 1994). In 1999, unionized women earned an average of \$3.45 more per hour, or 27 percent more, than nonunionized women (Hirsch and Macpherson 2001). As women have increased their share of union membership, from 17 percent in 1954 to over 40 percent in 2000, they and their families have increasingly benefited from the better pay and benefits that unions bring (Cobble 1996; USDOL 2001).

Despite the clear rewards of union membership, the rate of unionization of the U.S. workforce has decreased dramatically over the last 50 years. In 1953, more than 25 percent of all workers were unionized, but by 2000, only 14 percent were (USDOL 1980; USDOL 2001). Consequently, a smaller share of workers enjoys the benefits and protections of union membership, and there has been less pressure on nonunion employers to increase wages (Mishel, Bernstein, and Schmitt 1999). The shift from an industrial economy to a service economy has contributed to the decline of unionization, since the manufacturing sector forms the traditional core of the union movement. Competitive pressures caused by economic globalization and changes in the administration of labor laws have also made labor organizing more difficult. In addition, employer resistance to organizing efforts, often in violation of U.S. labor laws, has held back the ranks of the unionized workforce (Human Rights Watch 2000a).

Among other industries that are responding to increasing competitive pressures, the retail food industry has experienced tremendous structural changes recently, as firms have organized themselves in new ways in their search for sustained profitability. Traditional growth-oriented approaches to increasing profits, such as building new stores, have ceased to be successful, in light of stagnant retail sales growth (as people eat more meals out and purchase more prepared food to be consumed at home) and the arrival of nonunionized discount supercenters into the industry. From 1988 to 1998, retail grocery sales as measured in real dollars were at a virtual standstill (Progressive Grocer 2000). And retailers are consolidating into fewer larger companies, taking advantage of economies of scale, and exerting more power over producer prices. The country's top ten retail food companies now control 49 percent of all food sales, up from 30 percent in 1990 and 33 percent in 1995, and further mergers are expected (Skrovan 2002; Retail Forward 2001; Food Marketing Institute 2000).

<sup>1</sup> Authors' analysis of USDOL 2001.

<sup>2</sup> The analysis of 1997 data controls for full-time status, industry, occupation, public sector employment, region, and firm size.

This consolidation is occurring on both a national and a global scale. Over the next five years, several global retail food giants may develop as growing European companies merge with major U.S. companies (Retail Forward 2001). Efforts on the part of these retail giants to control costs by negotiating lower producer prices adds downward pressure on wages even outside the retail food industry.

Companies such as Wal-Mart, Target, and K-Mart that previously sold only general merchandise have moved into the food industry, increasing competition and changing business strategies in the industry. As these discount retailers, which are often nonunion companies, become an even more important factor in the retail food industry, their cost-cutting policies are likely to have a significant effect on other employers and on workers throughout the retail food industry. Stores competing with nonunion discounters feel pressure to follow their example and reduce labor costs by cutting wages and benefits for workers and resisting unionization. A 1999 study for the Orange County Business Council in California predicted that Wal-Mart's move into Southern California could lower industry wages and benefits by up to \$1.4 billion a year (Boarnet and Crane 1999).

To examine the impact of this changing environment on retail food workers, the current study uses several years of recent data from the Current Population Survey to compare the wages and benefits of unionized and nonunionized workers in selected occupations in the retail food industry. It also looks at the employment outcomes of several subgroups of workers in this industry, analyzing, for instance, the impact of unionization on women, part-time workers, and single mothers. As discussed in detail below, this research confirms previous findings that workers have higher pay and better health care and retirement coverage if they are union members than if they are not.

## Data used for the project

The Commerce Department's Census Bureau fields the Current Population Survey (CPS) every month for the Department of Labor's Bureau of Labor Statistics. These monthly surveys ask questions regarding earnings, labor force participation, workforce characteristics, and demographics of a nationally representative group of approximately 50,000 households each month. Certain additional questions, such as union membership, are asked of only one-fourth of households; only data from these Outgoing Rotations Groups are included in this dataset. A separate set of questions asked in a special supplement each March provides data about employment, income, and pension and health insurance coverage in the previous year.

<sup>3</sup>The CPS industry "Grocery Stores" includes retail grocers of all sizes, from small corner markets to international conglomerates.

To compile a large enough dataset to analyze workers of different demographic and workforce characteristics in the retail food industry, data for surveys conducted in March, April, May, and June of 1996, 1997, 1998, and 1999 were combined into one dataset. Data from the 1996 through 1999 March supplements were merged with individuals' data from the basic monthly surveys. These surveys report information relevant to either the week before the survey was conducted or the previous year, so the data reflect 1995-1999 demographic and job information.

<sup>4</sup>The occupational restriction eliminated 11.9 percent of the original sample.

From this merged dataset, only data on employed persons working in the retail food industry were retained.<sup>3</sup> The sample was further refined to comprise only individuals aged 16 or above and to exclude workers in managerial and professional occupations and in occupations that are not directly related to retail food store operations.<sup>4</sup> (See Appendix A for lists of the included and excluded occupations.) The final dataset contains information regarding 4,932 workers: 948 union workers (471 men and 477 women) and 3,984 nonunion workers (2,111 men and 1,873 women). (See

Appendix B for the sample distribution by demographic and workforce characteristics.) This sample is statistically representative of a retail food industry workforce in these occupations of 2.750 million, including 1.379 million women and 1.372 million men. (Appendix C presents the weighted population numbers for the U.S. retail food industry workforce.)

All earnings were converted to 1999 dollars using the CPI-U. Workers who are union members or are covered by a union or employee association contract are considered to be union members for this analysis.

## Demographic description of the retail food industry workforce, by union status

Women constitute roughly half of both union members and nonunion workers in the retail food industry (48 percent of unionized retail food workers are women, as are 51 percent of nonunionized workers; see Table 1).<sup>5</sup> The racial composition of the unionized and nonunionized workforces in the retail food industry is very similar, with a slightly higher proportion of white workers among union members (whites are 88 percent of unionized workers and 84 percent of nonunion workers) and slightly lower proportions of Black and Asian/Pacific Islanders (9 and 3 percent of union and 10 and 5 percent of nonunion workers, respectively). Union members are better educated than nonunionized retail food workers: 77 percent have a high school education, and 33 percent have some college education; in contrast, 70 percent of nonunionized workers have a high school diploma and 28 percent have some college experience. Union workers are older on average than their nonunionized coworkers: 41 percent are in the prime working age of 35 to 54 years, whereas among nonunion members only 32 percent are prime working age. Fifty-eight percent of union workers aged 16 to 24 are students, compared with 53 percent of nonunion workers in this age group.

Unionized and nonunionized workers are distributed in much the same manner among household types, although union members are more likely to live in a non-family household headed by a man and less likely to be in a family headed by a single woman. Six percent of unionized workers, and eight percent of nonunionized workers, are single mothers. A higher percentage of nonunion workers lives in families with at least one young child. Fifteen percent of union workers live in a family that has at least one child under age six, and 45 percent of union workers live in a family that has at least one child under age 18. The respective percentages for nonunion workers are 18 percent and 52 percent.

Most retail food industry workers work in large firms. Union workers are much more heavily concentrated in large firms than are nonunion workers (88 percent of union workers are employed by large firms, as are 61 percent of nonunion workers).<sup>6</sup>

Unionized workers in the retail food industry work full-time at approximately the same rate as nonunionized workers (62 percent versus 64 percent).<sup>7</sup> However, a larger proportion of union women works part-time than is true for nonunion women (half of women union workers are part-time, compared with two-fifths of nonunion women workers).

Table 2 reports the percentages of workers in the retail food industry that are unionized, by selected demographic and job characteristics. It shows that Asian/Pacific Islander workers are much less unionized than other racial/ethnic groups, while whites and Hispanics are somewhat more unionized.

<sup>5</sup> “Union member” includes all workers covered by labor contracts.

<sup>6</sup> Large firms are those with 100 or more employees. (The CPS does not report data that distinguish different sizes of “large” firms; e.g., those with 100 to 499 workers, or those with 5,000 or more workers.)

<sup>7</sup> Full-time workers are those who usually work 35 or more hours per week.

**Table 1. Selected Demographic and Job Characteristics of Union and Nonunion Workers in the Retail Food Industry**

		Percent Distribution <sup>a</sup>		
		Union Members	Nonunion	
Sex	Women	48.1%	50.7 %	
	Men	<u>51.9</u>	<u>49.3</u>	
		100.0	100.0	
Race	White	88.2	84.4	
	Black	8.8	10.4	
	American Indian	0.5	0.6	
	Asian/Pacific Islander	<u>2.5</u>	<u>4.6</u>	
			100.0	100.0
	Hispanic <sup>b</sup>	11.0	10.0	
Education	Less than high school	23.1	30.3	
	High school diploma	44.1	41.3	
	Some college	28.2	21.7	
	College degree or more	<u>4.7</u>	<u>6.7</u>	
		100.1	100.0	
Student status for young workers <sup>c</sup>	Yes	58.4	53.4	
	No	<u>41.6</u>	<u>46.6</u>	
		100.0	100.0	
Age	16 to 17 years	8.6	11.7	
	18 to 24 years	18.9	25.3	
	25 to 34 years	23.1	20.6	
	35 to 44 years	24.9	19.9	
	45 to 54 years	16.0	12.2	
	55 to 64 years	7.4	7.4	
	65 and above	<u>1.2</u>	<u>2.9</u>	
		100.1	100.0	
Household type	Husband/wife family	65.5	65.6	
	Single male-headed family	5.2	5.6	
	Single female-headed family	13.0	16.7	
	Male non-family household	12.3	6.8	
	Female non-family household	<u>4.0</u>	<u>5.2</u>	
		100.0	99.9	
	Single-mother families	5.6	8.0	
Children present in household:	Under 6: Yes	15.4	17.6	
		<u>84.6</u>	<u>82.4</u>	
			100.0	100.0
	Under 18: Yes	45.2	52.1	
<u>54.8</u>		<u>47.9</u>		
		100.0	100.0	
Firm size	Under 100 employees	11.8	39.0	
	100 or more employees	<u>88.2</u>	<u>61.0</u>	
		100.0	100.0	
Work hours <sup>d</sup>	All workers: Full-time	62.3	63.7	
		<u>37.7</u>	<u>36.3</u>	
			100.0	100.0
	Women workers: Full-time	50.4	60.5	
		<u>49.6</u>	<u>39.5</u>	
			100.0	100.0

Notes: <sup>a</sup> Percentages may not sum to 100.0 due to rounding.

<sup>b</sup> Hispanics may be of any race.

<sup>c</sup> This category includes only individuals aged 16-24.

<sup>d</sup> Full-time is 35 or more hours of work per week; part-time is less than 35 hours per week.

Source: IWPR analysis of the Current Population Survey, 1996 through 1999, March through June basic monthly surveys (ORG) and March supplement.

**Table 2. Union Membership of the Retail Food Industry Workforce, by Selected Demographic and Job Characteristics**

		<u>Union Members</u>	<u>Nonunion</u>
All workers		20.7%	79.3%
Sex	Women	19.9	80.1
	Men	21.6	78.4
Race	White	21.5	78.5
	Black	18.0	82.0
	American Indian	18.5	81.5
	Asian/Pacific Islander	12.5	87.6
	Hispanic <sup>a</sup>	22.3	77.7
Education	Less than high school	16.6	83.4
	High school diploma	21.8	78.2
	Some college	25.4	74.7
	College degree or more	15.4	84.6
Age	16 to 17 years	16.2	83.8
	18 to 24 years	16.3	83.7
	25 to 34 years	22.7	77.3
	35 to 44 years	24.7	75.3
	45 to 54 years	25.6	74.4
	55 to 64 years	20.6	79.4
	65 and above	9.3	90.7
Firm size	Under 100 employees	7.3	92.7
	100 or more employees	27.4	72.6
Work hours <sup>b</sup>	Full-time workers	20.3	79.8
	Part-time workers	21.3	78.7
	Women working full-time	17.0	83.0
	Women working part-time	23.6	76.4

Notes: <sup>a</sup> Hispanics may be of any race.

<sup>b</sup> Full-time is 35 or more hours of work per week; part-time is less than 35 hours per week.

Source: IWPR analysis of the Current Population Survey, 1996 through 1999, March through June basic monthly surveys (ORG) and March supplement.

Workers with less than high school or college degrees are less likely to be unionized than those with a high school diploma or some college but no college degree. Unionization rates are much higher in firms with 100 or more workers than in smaller firms. Women working part-time are more likely to be unionized than women working full-time.

## **Wages and benefits of union members and nonunionized workers**

Unionization provides substantial benefits to workers in the retail food industry, in the form of higher earnings, greater health insurance and pension coverage, and higher employer payments for health insurance premiums (Table 3 and Figures 1 through 7).

**Wages.** Unionized workers in the retail food industry have average hourly earnings of \$10.88, compared with \$8.32 for nonunionized workers. As a group, unionized workers make nearly one-third (31 percent) more than their nonunionized counterparts. The wage difference is approximately the same relative size for men (\$12.01 for unionized, \$9.32 for nonunionized) and women (\$9.68 and \$7.39, respectively).

**Health insurance and pensions.** Union members are much more likely to have health insurance and pension benefits through their employment than are nonunionized workers. They receive a much larger contribution to employee health insurance premiums, and they are more than twice as likely to participate in a pension program.<sup>8</sup>

<sup>8</sup>The CPS asks about health insurance and pensions offered or provided by the worker's "employer or union" and does not distinguish between the two benefit sources.

*Health insurance.* Two-thirds of union workers in the retail food industry are covered by employment-based health insurance, while only one-third of nonunionized workers are (68 and 36 percent, respectively). For unionized workers with employment-based health insurance, the full premium is paid for 51 percent of workers, and part of the premium is subsidized for an additional 46 percent. Thus, 66 percent of all unionized workers have at least partial payment of their health insurance premium provided through their employment. Twenty-seven percent of nonunionized workers who are covered by health insurance through their employment have their full premium paid, with partial payment made for another 64 percent. Sixty-seven percent of nonunionized workers are left without any subsidy of their health insurance cost.

**Table 3. Wages and Benefits of Workers in the Retail Food Industry, by Union Membership**

		<u>Union Members</u>	<u>Nonunion</u>
<u>Mean hourly wage</u>	All workers*	\$10.88	\$8.32
	Men*	12.01	9.32
	Women*	9.68	7.39
<u>Health insurance</u>			
	Percent of workers who have health insurance through their employer or union *	67.8%	36.2%
	Of workers with health insurance through their employer or union, percent with insurance premium paid by employer or union: <sup>a</sup>		
	All of premium paid	51.4	26.8
	Part of premium paid	<u>46.2</u>	<u>63.8</u>
	Subtotal: All or part of premium paid	97.6	90.6
	None of premium paid	<u>2.5</u>	<u>9.4</u>
	Total	100.1	100.0
	Percent of all workers with some health insurance premium subsidy	66.2	32.8
	Average contribution to health insurance premium by employer or union <sup>b</sup> *	\$1,994	\$799
<u>Pensions</u>			
	Percent of workers with pension plan offered through employment *	78.2%	46.2%
	Percent of workers with pension plan available who participate in the plan *	73.8	56.2
	Percent of all workers who participate in employment-based pension plan	57.7	26.0
* Difference between union and nonunion workers statistically significant at the p < 0.01 level.			
Notes: <sup>a</sup> Percentages may not sum to 100.0 due to rounding.			
<sup>b</sup> All workers, including those without health insurance provided through their employer or union and those with such insurance for whom no premium subsidy is provided.			
Source: IWPR analysis of the Current Population Survey, 1996 through 1999, March through June basic monthly surveys (ORG) and March supplement.			

On average, unionized workers receive 150 percent more in health insurance premium payments than nonunionized workers. The average health insurance premium contribution is \$1,994 for union members and \$799 for those who are not unionized.<sup>9</sup>

*Pensions.* Four-fifths (78 percent) of unionized workers are offered employment-based pension plans, but less than half of nonunionized workers have pensions available from their employer (46 percent). Of those employees offered a pension plan, 74 percent of unionized and 56 percent of nonunionized workers participate in the plan. Overall pension coverage for unionized workers is 58 percent, more than double the coverage rate of 26 percent for nonunionized workers.

## Significance tests of differences between union and nonunion workers

Significance tests show that the benefits of unionization are statistically significant for retail food workers overall, and for women in particular (Tables 3 and 7). Workers in unions earn significantly more than nonunionized workers, as measured by hourly wage rates. A significantly higher percentage of unionized workers are covered by employment-based health insurance and are offered employment-based pension plans, and a significantly higher percentage of unionized workers participate in these pension plans. The average contribution to employee health insurance premiums is significantly higher for unionized workers than for nonunionized workers. (These tests are all significant at the 1 percent level — that is, there is only a 1 percent chance that the observed differences between unionized and nonunionized workers found in this sample are not significantly different in the U.S. population.)

## Wages and benefits of workers in large firms

Large firms (those with 100 or more workers) employ the majority of workers in the retail food industry (88 percent of union workers and 61 percent of nonunion workers work in large firms). In general, workers in large firms fare somewhat better than workers in small firms, and unionization further improves these workers' hourly wage rates and employment benefits (Tables 4 and 5).

## Effects of unionization for subgroups of retail food industry workers

The effects of unionization for selected subgroups of the retail food industry workforce are similar to those experienced by our complete sample of workers in selected occupations. Union members in these subgroups earn higher wage rates, are more likely to be covered by employment-based health insurance and pension plans, and enjoy larger contributions to employment-based health insurance premiums than is the case for nonunionized workers.

**Part-time workers.** Unionization provides substantial advantages to part-time workers in the retail food industry, particularly with respect to health insurance and pension coverage (Table 6).

*Wages.* Unionized part-time workers earn a higher hourly wage rate (33 percent higher) than nonunionized part-time workers (\$8.32 vs. \$6.27). The union wage premium for part-time workers is somewhat higher than it is for full-time workers (27 percent).

*Health insurance.* Forty-one percent of unionized part-time workers have health insurance coverage through their employment, compared with only 17 percent of nonunionized part-time workers. Ninety-four percent of unionized part-time workers included in an employment-based

<sup>9</sup> Data are for all workers, including those who do not have health insurance through their employer or union and those with such insurance for whom no premium subsidy is provided.

**Table 4. Wages and Benefits of Workers in the Retail Food Industry, by Union Membership: Workers in Firms with 100 or More Employees**

		<u>Union Members</u>	<u>Nonunion</u>
<u>Mean hourly wage</u>	All workers	\$11.04	\$8.72
	Men	12.09	9.75
	Women	9.93	7.75
<u>Health insurance</u>			
	Percent of workers who have health insurance through their employer or union	72.0%	45.4%
	Of workers with health insurance through their employer or union, percent with insurance premium paid by employer or union: <sup>a</sup>		
	All of premium paid	51.9	22.6
	Part of premium paid	45.7	68.7
	Subtotal: All or part of premium paid	97.6	91.3
	None of premium paid	2.4	8.7
	Total	100.0	100.0
	Percent of all workers with some health insurance premium subsidy	70.3	41.5
	Average contribution to health insurance premium through employment <sup>b</sup>	\$2,132	\$1,004
<u>Pensions</u>			
	Percent of workers with pension plan offered through employment	81.9%	63.1%
	Percent of workers with pension plan available who participate in the plan	73.8	56.1
	Percent of all workers who participate in employment-based pension plan	60.4	35.4

Notes: <sup>a</sup> Percentages may not sum to 100.0 due to rounding.

<sup>b</sup> All workers, including those who do not have health insurance provided through their employer or union and those with such insurance for whom no premium subsidy is provided.

Source: IWPR analysis of the Current Population Survey, 1996 through 1999, March through June basic monthly surveys (ORG) and March supplement.

health-insurance plan receive at least partial payment of their health insurance premium from their employment, compared with 82 percent of nonunionized part-time workers, with the full premium paid for two-fifths of part-time workers in unions and one-fifth of nonunionized part-time workers. Thus, 38 percent of unionized part-time workers receive employment-based health insurance contributions, while only 14 percent of nonunionized part-time workers do. The average employer contribution to health insurance premiums is \$935 for part-time workers in unions and \$231 for part-time workers not in unions; i.e., coverage is 304 percent higher for unionized part-time workers than for those not in unions.

*Pensions.* Seventy percent of unionized part-time workers are offered a pension plan through their employment. Among those who are offered pension plans, 48 percent participate. The comparable rates for nonunionized part-time workers are 41 percent and 26 percent, respectively. Overall, 33 percent of unionized and 10 percent of nonunionized part-time workers participate in a pension plan offered through their employment.

**Women.** Unionization has a strong positive effect on women in the retail food industry (Table 7).

*Wages.* Union membership raises women's wages by one-third (31 percent). Unionized women earn an average of \$9.68 per hour, compared to \$7.39 for nonunionized women.

**Table 5. Wages and Benefits of Workers in the Retail Food Industry, by Union Membership: Women Workers in Firms with 100 or More Employees**

	<u>Union Members</u>	<u>Nonunion</u>
<u>Mean hourly wage</u>	\$9.93	\$7.75
<u>Health insurance</u>		
Percent of workers who have health insurance through their employer or union	68.9%	42.0%
Of workers with health insurance through their employer or union, percent with insurance premium paid by employer or union <sup>a</sup>		
All of premium paid	52.2	23.2
Part of premium paid	<u>44.6</u>	<u>65.9</u>
Subtotal: All or part of premium paid	96.8	89.1
None of premium paid	<u>3.2</u>	<u>11.0</u>
Total	100.0	100.1
Percent of all workers with some health insurance premium subsidy	66.7	37.4
Average contribution to health insurance premium through employment <sup>b</sup>	\$1,976	\$808
<u>Pensions</u>		
Percent of workers with pension plan offered through employment	78.4%	60.2%
Percent of workers with pension plan available who participate in the plan	72.6	51.5
Percent of all workers who participate in employment-based pension plan	56.9	31.0

Notes: <sup>a</sup> Percentages may not sum to 100.0 due to rounding.

<sup>b</sup> All workers, including those who do not have health insurance provided through their employer or union and those with such insurance for whom no premium subsidy is provided.

Source: IWPR analysis of the Current Population Survey, 1996 through 1999, March through June basic monthly surveys (ORG) and March supplement.

*Health insurance.* Sixty-four percent of unionized women have employment-based health insurance, compared with only 33 percent of nonunionized women. Ninety-seven percent of unionized women with employment-based health insurance receive at least partial payment of their health insurance premium from their employment, compared with 89 percent of nonunionized women, with 52 percent of women in unions and 26 percent of women not in unions receiving full payment of the premium. Thus, 62 percent of unionized women receive some contribution to health insurance premiums through their employment, while only 29 percent of nonunionized women do. The average employer contribution to health insurance premiums is 192 percent higher for unionized women (\$1,834 for women in unions and \$627 for women not in unions).

*Pensions.* Three-fourths of unionized women are offered a pension plan through their employment; among those who are offered, 71 percent participate. The comparable rates for nonunionized women are 44 percent and 52 percent, respectively. Overall, 54 percent of unionized women and 23 percent of nonunionized women participate in a pension plan offered through their employment.

*Significance tests.* Women in unions on average earn significantly more in terms of hourly wage rates than women who are not in unions. A significantly higher percentage of unionized women are offered health insurance and pension plans through their employment, and a significantly higher percentage of unionized women participate in these pension plans. The average employment-based contribution to health insurance premiums is significantly higher for unionized women than

**Table 6. Wages and Benefits of Workers in the Retail Food Industry, by Union Membership: All Workers, Full-Time Workers, and Part-Time Workers**

	<u>All workers</u>		<u>Full-time workers</u>		<u>Part-time workers</u>	
	Union premium	Non-union premium	Union premium	Non-union premium	Union premium	Non-union premium
<u>Mean hourly wage</u>	\$10.88	\$8.32	\$12.48	\$9.85	\$8.32	\$6.27
	31%		27%		33%	
<u>Health insurance</u>						
Percent of workers who have health insurance through their employer or union	67.8%	36.2%	83.7%	47.1%	40.8%	16.7%
144						
Of workers with health insurance through their employer or union, percent with insurance premium paid by employer or union: <sup>a</sup>						
All	51.4	26.8	53.7	28.6	43.9	20.3
Part	46.2	63.8	44.6	63.9	50.5	61.3
Subtotal: All or part of premium paid	97.6	90.6	98.3	92.5	94.4	81.6
None	2.5	9.4	1.7	7.6	5.6	18.4
Total	100.1	100.0	100.0	100.1	100.0	100.0
Percent of all workers with some health insurance premium subsidy	66.2	32.8	82.3	43.6	38.4	13.6
182						
Average contribution to health insurance premium through employment <sup>b</sup>	\$1,994	\$799	\$2,622	\$1,120	\$935	\$231
304						
<u>Pensions</u>						
Percent with pension plan offered through employment	78.2%	46.2%	83.7%	49.5%	69.6%	40.5%
72						
Percent offered pension who participate in employment-based pension plan	73.8	56.2	86.4	69.7	47.7	25.7
86						
Percent of all workers who participate in employment-based pension plan	57.7	26.0	72.3	34.5	33.2	10.4
220						

Notes: <sup>a</sup> Percentages may not sum to 100.0 due to rounding.

<sup>b</sup> All workers, including those who do not have health insurance provided through their employer or union and those with such insurance for whom no premium subsidy is provided.

Source: IWPR analysis of the Current Population Survey, 1996 through 1999, March through June basic monthly surveys (ORG) and March supplement.

**Table 7. Wages and Benefits of Workers in the Retail Food Industry, by Union Membership:  
All Women Workers, Women Full-Time Workers, and Women Part-Time Workers**

	Women		Women full-time		Women part-time	
	Union	Non-union	Union	Non-union	Union	Non-union
<u>Mean hourly wage</u> *	\$9.68	\$7.39	\$10.98	\$8.28	\$8.40	\$6.32
		31%		33%		33%
<u>Health insurance</u>						
Percent of workers who have health insurance through their employer or union*	64.0%	33.1%	82.4%	42.1%	44.6%	19.1%
Of workers with health insurance though their employer or union, percent with insurance premium paid by employer or union: <sup>a</sup>						
All	51.6	26.2	52.6	27.9	50.5	21.8
Part	45.3	62.4	44.5	63.0	45.8	59.3
Subtotal: All or part of premium paid	96.9	88.6	97.1	90.9	96.3	81.1
None	3.1	11.5	2.9	9.1	3.7	18.9
Total	100.0	100.1	100.0	100.0	100.0	100.0
Percent of all workers with some health insurance premium subsidy	62.0	29.3	80.0	38.3	42.9	15.5
Average contribution to health insurance premium through employment <sup>b</sup> *	\$1,834	\$627	\$2,504	\$863	\$1,130	\$270
<u>Pensions</u>						
Percent with pension plan offered through employment*	75.3%	44.4%	80.9%	46.8%	69.5%	40.7%
Percent offered pension who participate in employment-based pension plan*	71.3	52.0	84.2	64.7	54.5	29.9
Percent of all workers who participate in employment-based pension plan	53.7	23.1	68.1	30.3	37.9	12.2

\* For all women, difference between union and nonunion workers statistically significant at the p < 0.01 level.

Notes: <sup>a</sup> Percentages may not sum to 100.0 due to rounding.

<sup>b</sup> All workers, including those who do not have health insurance provided through their employer or union and those with such insurance for whom no premium subsidy is provided.

Source: IWPR analysis of the Current Population Survey, 1996 through 1999, March through June basic monthly surveys (ORG) and March supplement.

for nonunionized women. These differences between unionized and nonunionized women are statistically significant at the 1 percent level.

**Women part-time workers.** A larger proportion of unionized women in the retail food industry are part-time workers than is the case for nonunionized women (50 percent vs. 40 percent; see Table 1). Unionization provides substantial benefits to these workers (Table 7).

*Reason for working part-time.* A small number of women who work part-time in the retail food industry in any given week usually work full-time but have reduced hours because of slack business conditions, school or training activities, or vacation time (2 percent of women part-timers who are union members and 3 percent of nonunionized women part-timers; Table 8). Of those regularly on part-time schedules, more than one-fourth (29 percent of union members, 27 percent of nonunion) are “involuntary” part-time workers who could not find full-time work, are affected by slack business conditions, have a usual workweek of less than 35 hours, or limit their hours to avoid social security earnings penalties. For nearly one-third (31 percent of unionized and 27 percent of nonunionized women part-timers), personal, family, and health circumstances constrain their work hours. Another 28 percent of unionized women part-time workers (31 percent of nonunionized) are in school or in training programs.

*Wages.* Unionized women part-time workers earn an average hourly wage rate that is one-third (33 percent) higher than that of nonunionized women part-time workers (\$8.40 vs. \$6.32; Table 7).

*Health insurance.* Forty-five percent of unionized women part-time workers participate in health insurance plans through their employment, compared with only 19 percent of nonunionized women part-time workers. Ninety-six percent of unionized women part-time workers who are covered by an employment-based health insurance plan receive at least partial payment of their health insurance premium from their employment, compared with 81 percent of nonunionized women part-time workers, with half of the women part-time workers in unions, and only 22 percent of women part-time workers not in unions, receiving full payment of their health insurance premium. Thus, 43 percent of unionized women part-time workers receive employment-based health insurance contributions, while only 16 percent of nonunionized women part-time workers do. The average employment-based contribution to health insurance premiums is \$1,130 for women part-time workers in unions and \$270 for women part-time workers not in unions – a 318 percent advantage for unionized women part-time workers.

*Pensions.* Seventy percent of unionized women part-time workers are offered a pension plan through their employment, and 55 percent participate in the pension plan, compared with 41 percent and 30 percent, respectively, of nonunionized women part-time workers. Overall, 38 percent of unionized and 12 percent of nonunionized women part-time workers participate in a pension plan offered through their employment.

**Single mothers.** The benefits of unionization for single mothers are large, both for wages and for benefits (Table 9).

*Wages.* The union wage premium is slightly larger for single mothers than for all women: 34 percent (\$9.83 per hour for single mothers in unions and \$7.33 for those who are not unionized).

*Health insurance.* The impact of unionization on benefits is very strong for these women, as is the case for other women workers. The rate of coverage by employment-based health insurance

**Table 8. Reasons for Part-Time Work for Women in the Retail Food Industry, by Union Membership**

		Percent Distribution <sup>a</sup>	
		Union	Nonunion
<u>Usually work full-time but worked part-time in CPS survey week</u>			
Work hours reduced	Slack work/business conditions	1.0	1.9
	Seasonal work	0.0	0.2
	Job started/ended during week	0.0	0.3
	Weather affected job	0.9	0.2
	Holiday (religious or legal)	0.4	0.0
	Subtotal	2.3	2.6
Personal, family reasons	Vacation/personal day	1.2	3.0
	Own illness/injury/medical appt.	0.4	2.2
	Child care problems	0.0	0.2
	Other family/personal obligations	2.0	0.8
	Subtotal	3.6	6.2
School/training		0.5	0.6
Other reasons		0.9	0.8
Subtotal		7.3	10.2
<u>Usually work part-time</u>			
Work hours reduced	Slack work/business conditions	10.2	5.7
	Could only find part-time work	10.0	11.1
	Seasonal work	0.0	0.1
	Retired/Social Security limit on earnings	2.4	3.3
	Workweek is less than 35 hours	6.3	7.1
	Subtotal	28.9	27.3
Personal, family reasons	Child care problems	5.2	3.1
	Other family/personal obligations	23.0	19.7
	Health/medical limitations	3.2	4.6
	Subtotal	31.4	27.4
School/training		27.7	31.1
Other reasons		5.1	4.0
Subtotal		93.1	89.8
Total		100.4	100.0

Notes: <sup>a</sup> Percentages may not sum to 100.0 due to rounding.

Source: IWPR analysis of the Current Population Survey, 1996 through 1999, March through June basic monthly surveys (ORG) and March supplement.

is over twice as high (124 percent higher) for union than nonunion single mothers; the average contribution toward health insurance premiums is 211 percent higher (\$2,394 for union members and \$769 for those not in unions).

*Pension plans.* Pension plan participation rates are 148 percent higher for single mothers who are union members (53 percent, compared with 21 percent for nonunion single mothers).

**Non-supervisory workers.** Laws governing union activity prevent workers in many occupations from joining unions, and managers and professionals are omitted from this analysis because they are generally excluded from unionization in the retail food industry. However, individuals who

perform some supervisory responsibilities but are not classified as managers or professionals are included in the findings presented above. When these workers are excluded, the benefits of union membership for worker wages are even more dramatic (Table 10). Differences in health insurance and pension coverage are also greater for non-supervisory workers than for the entire retail food industry.

*Wages.* Unionized non-supervisory workers on average earn nearly half again as much (45 percent more) per hour as nonunionized non-supervisory workers (\$10.39 vs. \$7.17).

*Health insurance.* Sixty-four percent of unionized non-supervisory workers are covered by health insurance through their employment, compared with only 28 percent of nonunionized non-supervisory workers. Ninety-seven percent of unionized non-supervisory workers who are enrolled in an employment-based health insurance plan receive at least partial payment of their health insurance premium from their employment, compared with 87 percent of nonunionized non-supervisory workers. Fifty percent of non-supervisory workers in unions, and only 25 percent of non-supervisory workers not in unions, receive full payment. Thus, 62 percent of unionized non-supervisory workers receive employment-based contributions to health insurance, while only 25 percent of nonunionized non-supervisory workers do. The average employment-based contribution to health insurance premiums is \$1,834 for non-supervisory workers in unions and \$519 for non-supervisory workers not in unions — 253 percent higher for unionized non-supervisory workers.

*Pension plans.* Seventy-six percent of unionized non-supervisory workers are offered a pension plan through their employment; among those who are offered, 71 percent participate. The comparable percentages for nonunionized non-supervisory workers are 44 and 45, respectively. Overall, 54 percent of unionized and 20 percent of nonunionized non-supervisory workers participate in a pension plan offered through their employment.

**Cashiers.** Cashiers constitute the single largest occupation in the retail food industry: More than a third of all workers (35 percent), and more than half of all women workers (54 percent), in the retail food industry are cashiers. Cashiers in the retail food industry reap unusually large rewards from unionization (Table 10).

*Wages.* Unionized cashiers make more than half again as much (52 percent more) as nonunionized cashiers in average hourly wage rates (\$10.20 vs. \$6.72).

*Health insurance.* Sixty-two percent of unionized cashiers are enrolled in health insurance plans through their employment, compared with only 26 percent of nonunionized cashiers. Ninety-six percent of unionized cashiers who participate in an employment-based health insurance plan receive at least partial payment of their health insurance premium through their employment, compared with 85 percent of nonunionized cashiers, with 52 percent of cashiers in unions and 23 percent of cashiers not in unions receiving full payment. Thus, 60 percent of unionized cashiers receive employment-based contributions to health insurance, while only 22 percent of nonunionized cashiers are subsidized. The average employment-based contribution to health insurance premiums is \$1,726 for cashiers in unions — nearly five times the average contribution of \$364 provided for cashiers not in unions.

**Table 9. Wages and Benefits of Workers in the Retail Food Industry, by Union Membership: Single Mothers**

	<u>Single Mothers</u>		
	<u>Union</u>	<u>Non-union</u>	<u>Union premium</u>
<u>Mean hourly wage</u>	\$9.83	\$7.33	34%
<u>Health insurance</u>			
Percent of workers who have health insurance through their employer or union	74.3%	33.2%	124
Of workers with health insurance through their employer or union, percent with insurance premium paid by employer or union: <sup>a</sup>			
All	39.3	20.9	88
Part	<u>54.8</u>	<u>62.7</u>	
Subtotal: All or part of premium paid	94.1	83.6	
None	<u>5.9</u>	<u>16.4</u>	
Total	100.0	100.0	
Percent of all workers with some health insurance premium subsidy	69.9	27.8	151
Average contribution to health insurance premium through employment <sup>b</sup>	\$2,394	\$769	211
<u>Pensions</u>			
Percent with pension plan offered through employment	70.8%	42.8%	65
Percent offered pension who participate in employment-based pension plan	74.8	50.1	49
Percent of all workers who participate in employment-based pension plan	53.0	21.4	148

Notes: <sup>a</sup> Percentages may not sum to 100.0 due to rounding.

<sup>b</sup> All workers, including those without health insurance provided through their employer or union and those with such insurance for whom no premium subsidy is provided.

Source: IWPR analysis of the Current Population Survey, 1996 through 1999, March through June basic monthly surveys (ORG) and March supplement.

*Pensions.* Seventy-four percent of unionized cashiers are offered a pension plan through their employment, and 72 percent participate in the pension plan, compared with 40 percent of nonunionized cashiers offered and 40 percent participating. Overall, 53 percent of unionized, and a mere 16 percent of nonunionized, cashiers participate in a pension plan offered through their employment.

### **Regression analysis of the effects of unionization on wages and benefits**

Regression analysis of the benefits of unionization for workers was conducted to distinguish the impact of union status from other characteristics that may affect wages and access to benefits (Table 11). This analysis controls for age, sex, education, race, firm size, occupational category, and geographic region.



Being a union member significantly increases hourly wage rates, health insurance and pension coverage, and the amount of contributions to workers' health insurance premiums. The adjusted union premium, accounting for the demographic and job characteristics noted above, is \$1.20 per hour (both for all retail food industry workers and also for women workers in the industry). Women workers' wages and benefit coverage are also significantly higher for union members than for nonunion workers, after controlling for demographic and workforce characteristics. (All the reported tests of the benefits of unionization are significant at the one percent level.)

Complete results of the regression analysis are presented in Appendix D.

## Policy changes to increase unionization

This analysis finds there are clear and significant benefits to union membership in the retail food industry. Women, part-time workers, and single mothers share in these union-based employment gains. If this finding holds for other industries, as the research cited in the Introduction suggests, increasing unionization would significantly improve the economic well-being of American workers, leading to higher earnings and increased participation in health insurance and pension plans. Currently, however, only 14 percent of the U.S. workforce is unionized (USDOL 2001).

A number of researchers have recommended ways to increase union coverage (see, e.g., Cobble 1994, Cobble 1999, Commission on the Future of Worker-Management Relations 1994, Human Rights Watch 2000, Osterman et al. 2001). These changes would allow more workers to enjoy the benefits of unionization that are documented in this analysis.

The U.S. workforce is very different today from that of the early days of industrial unionism in the 1930s – it has a greater percentage of women workers, more workers in non-standard work arrangements, and less employment stability. To maintain their relevance in this new economic context, unions should continue to examine their own institutional practices and develop new ways of effectively representing the interests of the modern workforce. For instance, labor organization based on occupations, not firms, might be advantageous to workers who change employers relatively frequently (Cobble 1994).<sup>10</sup> Unions can also set skill standards and certification procedures for specific occupations. This practice offers a clear benefit to employers seeking job-ready workers. Expanding labor's role in this way could change the nature of union-employer relationships, potentially creating a more constructive and positive one than is typically found today (Cobble 1999).

Increasing the rate of unionization of women workers can be a special challenge. Women often have demanding care-giving responsibilities in addition to their paid jobs, and thus may find it more difficult to participate in organizing meetings than their male counterparts. Single parents

<sup>10</sup> Many workers in female-dominated occupations change employers relatively often but work in a single occupation consistently.

**Table 11. Regression Results of Unionization Effects<sup>a</sup>**

	All Workers	Women Workers
Hourly wage rate <sup>b</sup>	0.185*	0.183*
Has employment-based health insurance	0.678*	0.658*
Amount of employment-based contribution for health insurance	818.524*	885.982*
Offered pension plan	0.576*	0.516*
Participates in pension plan	0.509*	0.508*
Works full-time	-0.086	-0.283*

\* Significant at the  $p < 0.01$  level.  
 Notes: <sup>a</sup> See Appendix B for complete regression results.  
<sup>b</sup> The wage estimation is in a log-linear form.

may also be more vulnerable to overt or covert threats from employers that workers involved in unionization drives will be dismissed, which is a “commonplace” occurrence (Human Rights Watch 2000a). New strategies should be developed to encourage women to assume leadership positions at all levels in the union movement.

Unlike other industrialized democracies that regularly include labor, the business community, and government agencies in decision-making about labor market regulation, in the U.S. the relationship between organized labor and employers has traditionally been adversarial. Employers’ resistance to union organizing campaigns, and the dampening effect this resistance has had on potential campaigns, has significantly hurt union growth in the United States. Delaying tactics that cause lengthy investigations and legal proceedings can turn a relatively straightforward process into a series of time-consuming confrontations that leave workers in limbo for years (Human Rights Watch 2000a).

Although changes in some National Labor Relations Board (NLRB) practices would help, a more hospitable climate for union organizing can develop only if federal labor law changes. Current law excludes certain workers and members of some occupations from labor organizing campaigns, allows delaying tactics at many points in the union certification process, and limits unions’ right to use many organizing tactics that would support worker solidarity. Changes in the fundamental structure of U.S. labor law require Congressional action. These changes should include the following:

- Institute timely NLRB reinstatement of workers with meritorious illegal discharge claims and assess meaningful penalties and fines for illegal employer actions (Human Rights Watch 2000b).
- Allow newly hired employees and contingent workers, including part-timers, temporary workers, and contract workers, to organize along with regular employees or in multi-employer bargaining units (Cobble 1994, Human Rights Watch 2000b).
- Equalize the balance of power between employers and workers in organizing campaigns by allowing organizers to provide material to workers in the workplace, in non-work areas and on non-work time, revising regulation of employer “captive-audience meetings” to allow equal union access to workers where appropriate, and prohibiting employers from permanently replacing workers exercising their right to strike.
- Implement procedures to hold union recognition elections promptly, settle disputes quickly, and achieve first contracts in a timely and constructive manner (Commission on the Future of Worker-Management Relations 1994).
- Expand coverage under the National Labor Relations Act (NLRA) to include agricultural and domestic workers and all state and local government employees.
- Consider the value of allowing solidarity or secondary actions and other tactics historically employed by nonfactory workers to secure union representation.
- Increase the NLRB’s budget to support the staff and resources needed to supervise labor relations expeditiously and to reflect its status as “a critically important human rights enforcement agency” (Human Rights Watch 2000b).

#### Special obstacles to unionizing for many women workers

The concentration of women in service-sector work, which has not been the traditional focus of organizing in the United States, makes them less likely than men to experience the benefits of union

membership. Women are increasing their share of union membership, however. Currently, more than 40 percent of union members are women, and that proportion has risen steadily in recent years.

- Women need updated labor laws that allow innovative forms of worker organizing that are best suited to women's employment experiences, such as the extension of collective bargaining rights to domestic and agricultural workers, the self-employed, and workers in non-standard employment relations and the application of collective bargaining agreements across industries or on an occupational basis.

Former welfare recipients moving into work have less labor law protection than other workers because the state agencies that administer federal welfare-to-work monies are not required to guarantee these workers' rights to organize. In addition, in many states, welfare-to-work employees who participate in a labor strike lose their welfare benefits.

- Federal leadership is needed to expand NLRA coverage to prevent these already vulnerable workers from being further disadvantaged when they choose to organize.

Undocumented workers, including migrant domestic workers, are especially defenseless against employer abuse. Employers can threaten to report these workers to the Immigration and Naturalization Service for possible deportation if they express an interest in organizing. These workers are often not aware of the limited rights they do have, and there is no program for government monitoring or protection of these workers.

- Workers involved in NLRB investigations or proceedings should be protected from INS inquiry.

## Conclusions

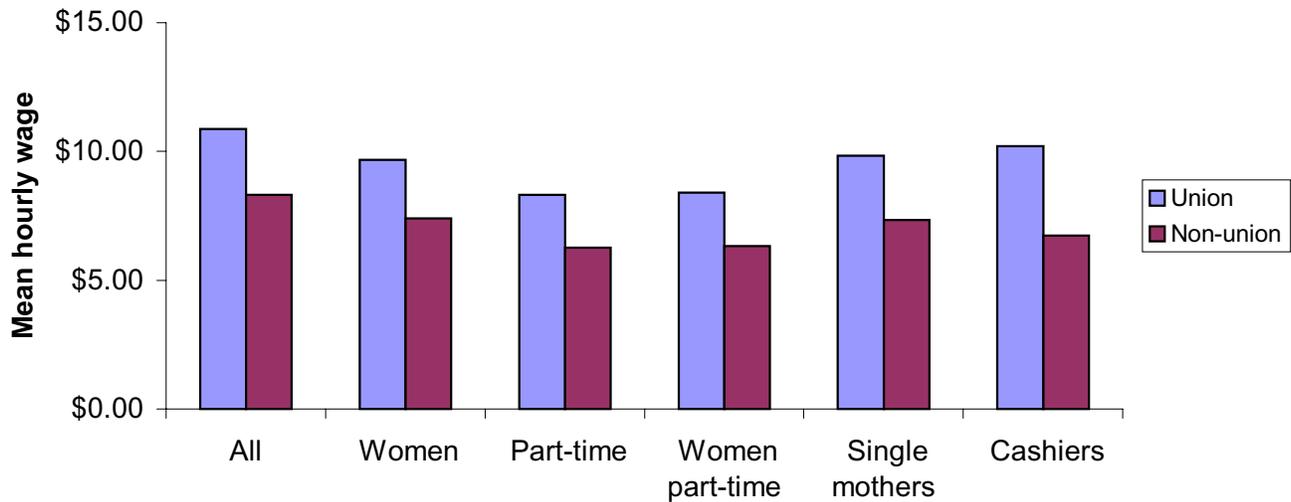
Union membership provides substantial benefits to workers in the retail food industry. For unionized workers, wages are 31 percent higher than those of their nonunionized peers; they are nearly twice as likely to have employment-based health insurance coverage, and their employers contribute 150 percent more to their health insurance premiums; and their rate of pension coverage is 122 percent higher.

Recent changes in the retail food industry place many of these advantages at risk. The growing presence of discount superstores in the grocery business is putting pressure on employers to reduce labor costs. The strong anti-union stance of some food retailers makes unionizing more difficult.

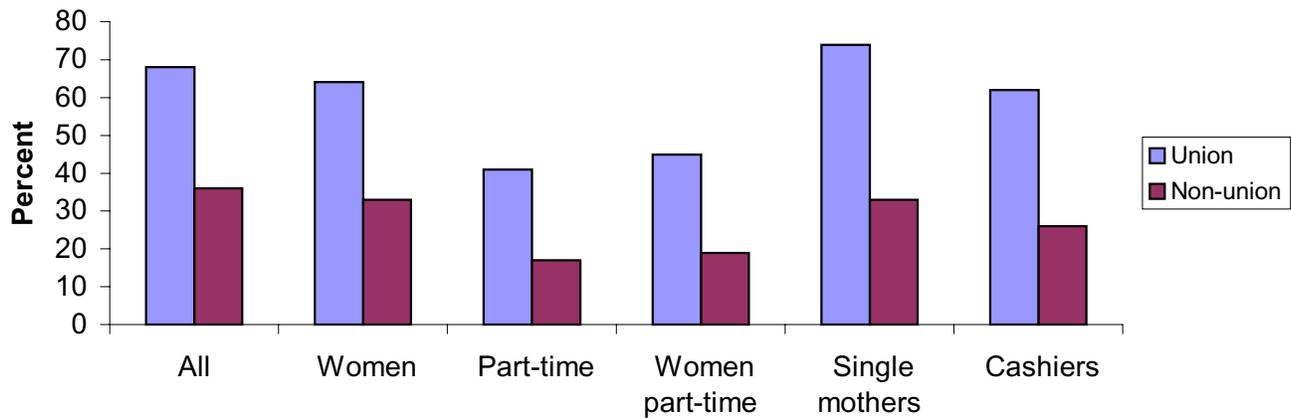
Workers' ability to create institutions that represent their interests in the labor market is essential to their economic security. As one international watch group notes, "workers' self-organization [is] a fundamental human right" (Human Rights Watch 2000b). The experience of workers in the retail food industry shows how important exercising this right is.

## Figures

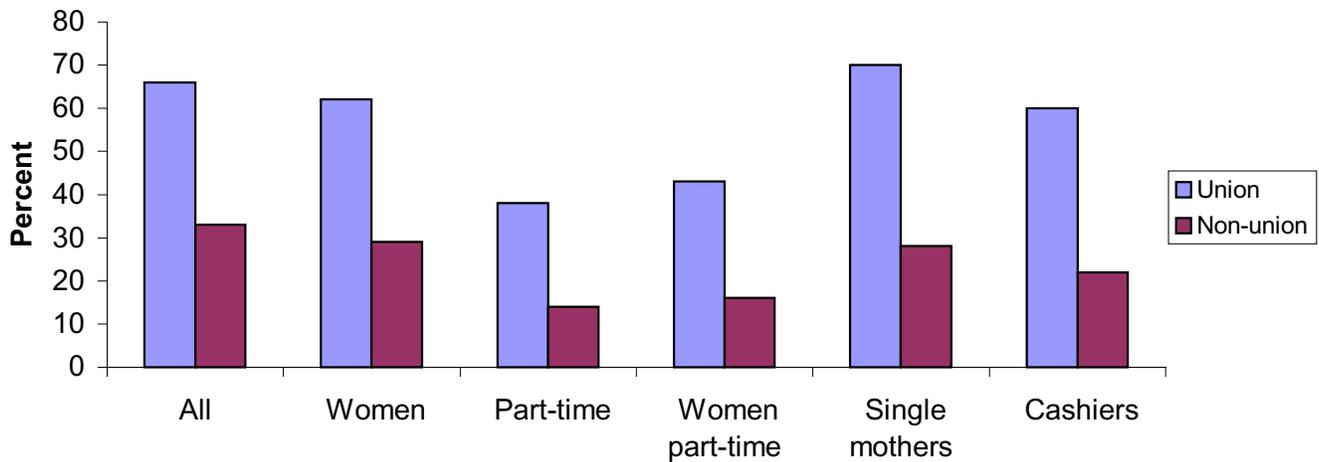
**Figure 1. Mean Hourly Wage of Workers in the Retail Food Industry, by Union Membership**



**Figure 2. Percent of Workers in the Retail Food Industry with Health Insurance Provided by Employer or Union, by Union Membership**

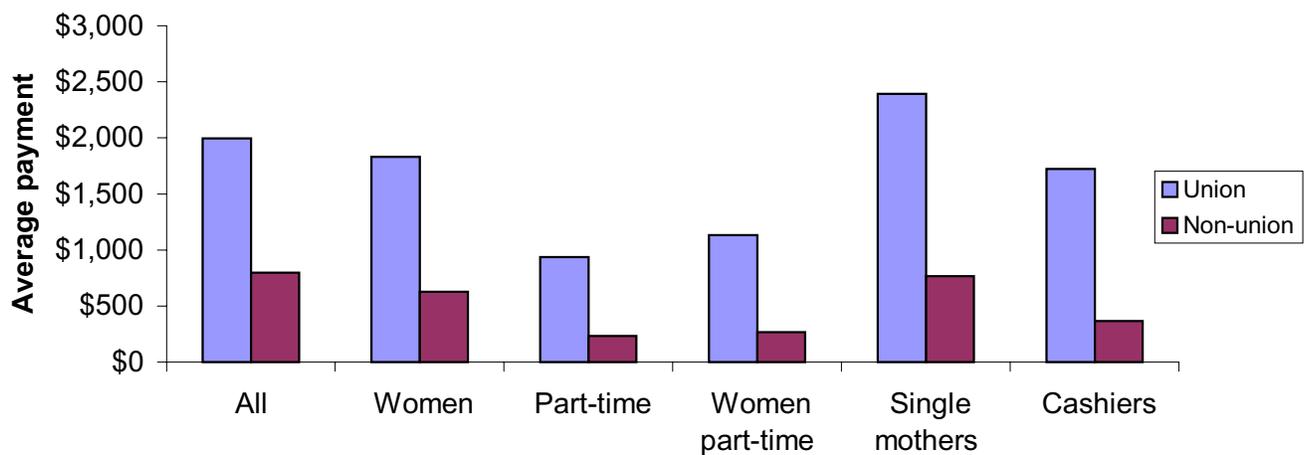


**Figure 3. Percent of Workers in the Retail Food Industry with All or Part of Health Insurance Premium Paid by Employer or Union, by Union Membership**



Note: Percentages reflect workers who both have employment-based health insurance and receive some premium subsidy.

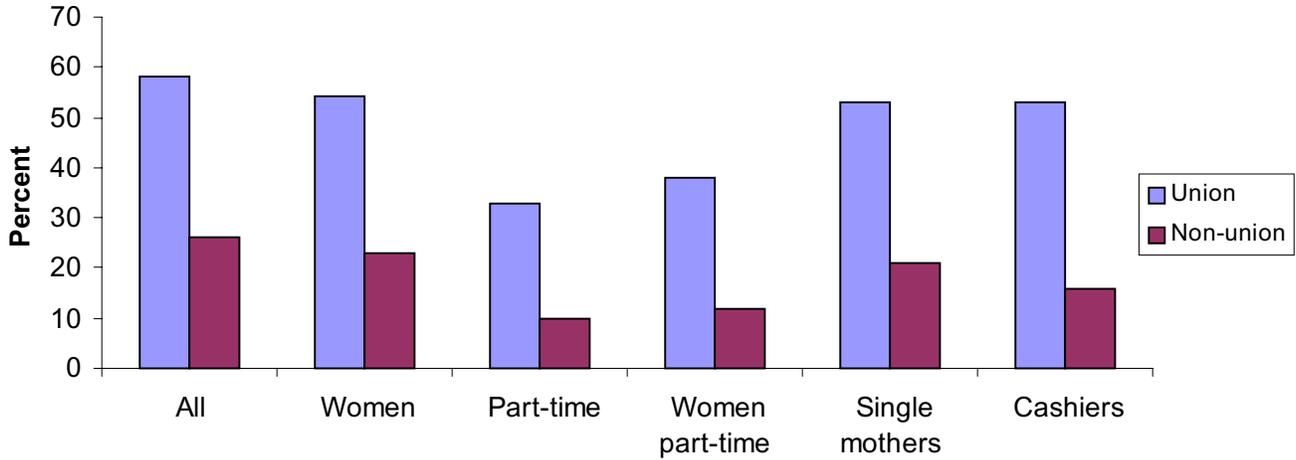
**Figure 4. Average Employer or Union Contribution to Health Insurance Premiums of Retail Food Industry Workers, by Union Membership**



Note: Averages include workers who do not have employment-based health insurance.

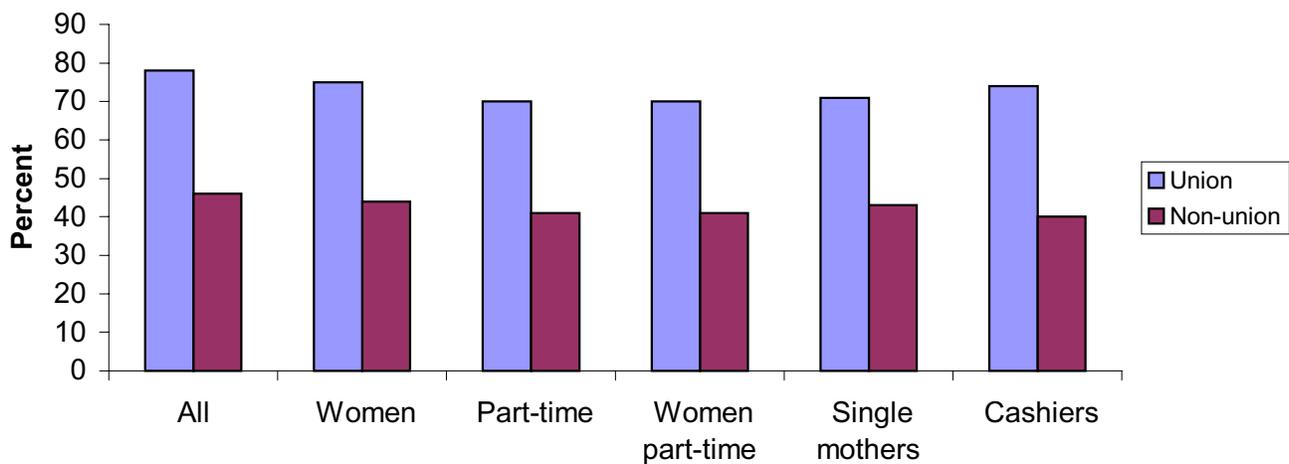
## Figures

**Figure 5. Percent of Workers in the Retail Food Industry Participating in an Employer- or Union-Provided Pension Plan, by Union Membership**

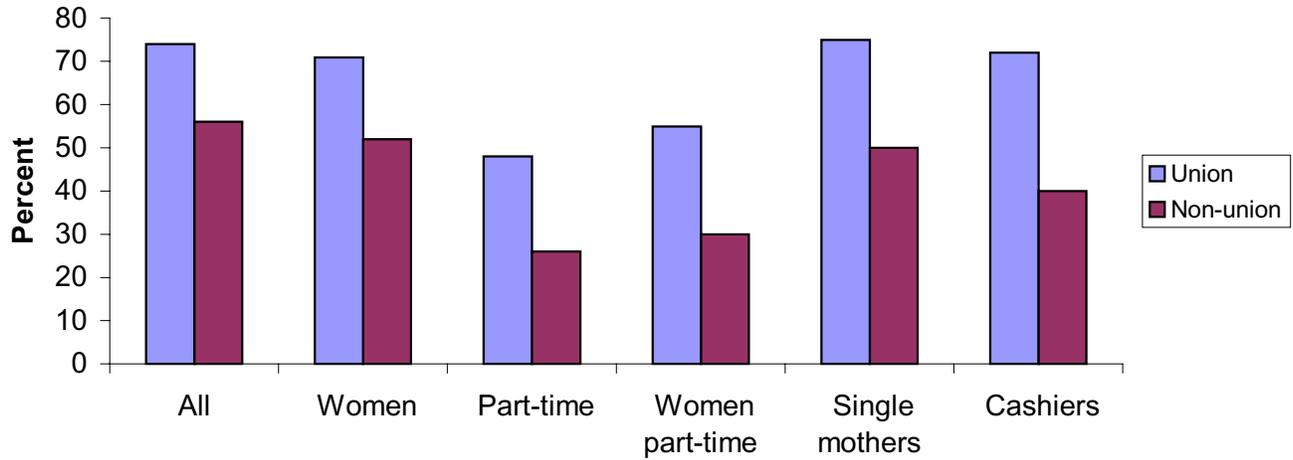


Note: Percentages reflect workers who both are offered and participate in an employment-based pension plan.

**Figure 6. Percent of Workers in the Retail Food Industry Offered a Pension Plan Through Employment, by Union Membership**



**Figure 7. Of Those Offered Pension Plans Through Employer or Union, Percent of Workers in the Retail Food Industry Participating, by Union Membership**



## Appendix A

### Selection of Current Population Survey Occupational Titles for Workers in the Retail Food Industry

The unrestricted sample from the Current Population Survey (CPS) of all workers in the retail food industry included several occupations that are either managerial and professional, and thus not subject to unionization, or are not directly related to retail food store operations. This table lists the occupational titles that were used in this project, as well as those that were deleted from the dataset.

#### CPS Occupational Titles Used

##### Technical, sales, administrative support

Supervisor, sales occupations  
Sales counter clerks  
Cashiers  
Computer operators  
File clerks  
Shipping/receiving clerks  
Stock/inventory clerks  
Data-entry keyers  
Administrative support, nec<sup>a</sup>

##### Service occupations

Cooks  
Kitchen workers, food preparation  
Misc. food preparation occupations  
Janitors and cleaners

##### Precision production, craft, repair occupations

Butchers, meat cutters  
Bakers  
Food batchmakers

##### Operators, fabricators, laborers

Stock handlers/baggers  
Hand packers

#### CPS Occupational Titles Deleted

##### Managerial/professional specialty

Financial managers  
Personnel, labor relations managers  
Purchasing managers  
Managers, marketing, public relations  
Managers, food/lodging establishments  
Managers and administrators, nec<sup>a</sup>  
Accountants, auditors  
Management analysts  
Personnel, labor relations specialists  
Buyers, wholesale and retail trade  
Inspectors  
Management related occupations, nec<sup>a</sup>  
Engineers, architects, surveyors  
Computer systems analysts  
Operations and systems researchers  
Pharmacists  
Teachers, postsecondary, nec<sup>a</sup>  
Teachers, pre-K, kindergarten  
Teachers, nec<sup>a</sup>  
Librarians  
Designers  
Painters, artists, craft-artists  
Public relations specialists

##### Technical, sales, administrative support

Health technologists and technicians  
Electrical and electronic technicians  
Computer programmers  
Demonstrators and promoters, sales  
Sales support occupations, nec<sup>a</sup>  
Supervisors, general office  
Supervisors, financial records  
Supervisors, distribution clerks  
Secretaries  
Typists  
Transp. ticket and reservation agents  
Receptionists  
Order clerks  
Records clerks  
Bookkeepers  
Payroll clerks  
Cost and rate clerks  
Mail clerks  
Dispatchers

## Appendix A

Weighers, measurers, samplers  
Expeditors  
Investigators and adjusters  
Eligibility clerks  
Bill and account collectors  
General office clerks

### Service occupations

Guards  
Supervisors, food preparation  
Waiters/waitresses  
Food counter occupations  
Waitperson assistants  
Health aides  
Nursing aides  
Supervisors, cleaning workers  
Child care workers, nec<sup>a</sup>

### Precision production, craft, repair occs.

Mechanics and repairers  
Aircraft mechanics  
Heavy equipment mechanics  
Electronic repairers  
Data processing equipment repair  
Telephone installers and repairers  
Mechanics/repairers, nec<sup>a</sup>  
Mechanics/repairers, not specified  
Carpenters  
Electricians  
Plumbers  
Supervisors, production occupations  
Optical goods workers  
Stationary engineers

### Operators, fabricators, laborers

Printing press operators  
Photoengravers and lithographers  
Typesetters  
Packaging machine operators  
Slicing machine operators  
Photographic process machine operators  
Misc. machine operators, nec<sup>a</sup>  
Misc. hand working occupations  
Production inspectors  
Graders and sorters  
Supervisors, motor vehicle operators  
Truck drivers  
Driver-sales workers  
Bus drivers  
Industrial truck/tractor operators  
Construction laborers  
Production helpers  
Machine feeders  
Freight/stock handlers, nec<sup>a</sup>  
Garage occupations  
Vehicle washers  
Laborers

<sup>a</sup> Not elsewhere classified.

## Appendix B

### Sample Sizes by Selected Demographic and Job Characteristics and Union Membership

		<u>Union Member</u>	<u>Nonunion</u>
All		948	3,984
Sex	Women	471	2,111
	Men	477	1,873
Race	White	839	3,458
	Black	72	324
	American Indian	9	38
	Asian/Pacific Islander	28	164
	Hispanic <sup>a</sup>	89	315
Education	Less than high school	206	1,195
	High school diploma	426	1,655
	Some college	263	873
	College degree or more	53	261
Student status for young workers <sup>b</sup>	Yes	144	792
	No	100	647
Age	16 to 17 years	80	484
	18 to 24 years	164	955
	25 to 34 years	224	814
	35 to 44 years	247	804
	45 to 54 years	153	518
	55 to 64 years	68	295
	65 and above	12	114
Household type	Husband/wife family	627	2,633
	Single male-headed family	51	207
	Single female-headed family	119	657
	Male non-family household	109	273
	Female non-family household	42	213
	Single-mother families	55	315
Children present in household:	Under 6: Yes	151	708
	No	797	3,276
	Under 18: Yes	443	2,107
	No	505	1,877
Work hours <sup>c</sup>	All workers: Full-time	570	2,473
	Part-time	357	1,450
	Women workers: Full-time	232	1,235
	Part-time	228	848

Notes: <sup>a</sup> Hispanics may be of any race.

<sup>b</sup> This category includes only individuals aged 16-24.

<sup>c</sup> Full-time is 35 or more hours of work per week; part-time is less than 35 hours per week. Missing data on hours worked eliminated 82 workers (39 women) from the sample.

Source: IWPR analysis of the Current Population Survey, 1996 through 1999, March through June basic monthly surveys (ORG) and March supplement.

**Population Numbers for Workers in the Retail  
Food Industry, by Selected Demographic and Job  
Characteristics and Union Membership**

		<u>Union members</u>	<u>Nonunion</u>	<u>Total</u>
All workers		569,995	2,180,411	2,750,406
Sex	Women	274,846	1,103,892	1,378,738
	Men	295,149	1,076,519	1,371,668
Race	White	502,593	1,837,707	2,340,300
	Black	50,354	229,795	280,149
	American Indian	3,159	13,541	16,700
	Asian/Pacific Islander	13,889	99,368	113,257
	Hispanic <sup>b</sup>	62,689	219,583	282,272
Education	Less than high school	131,031	661,911	792,942
	High school diploma	251,973	900,656	1,152,629
	Some college	160,641	472,042	632,683
	College degree or more	26,350	145,802	172,152
Age	16 to 17 years	49,228	254,812	304,040
	18 to 24 years	108,013	551,851	659,864
	25 to 34 years	130,927	450,150	581,077
	35 to 44 years	141,196	432,451	573,647
	45 to 54 years	91,890	264,851	356,741
	55 to 64 years	42,054	162,004	204,058
	65 and above	6,687	64,292	70,979
Firm size	Under 100 employees	66,938	848,838	915,776
	100 or more employees	503,057	1,331,573	1,834,630
Work hours <sup>b</sup>	Full-time	346,919	1,366,393	1,713,312
	Part-time	210,432	778,734	989,166
	Full-time women	136,286	658,953	795,239
	Part-time women	132,751	429,903	562,654

Notes: <sup>a</sup>Hispanics may be of any race.

<sup>b</sup>Full-time is 35 or more hours of work per week; part-time is less than 35 hours per week.

Source: IWPR analysis of the Current Population Survey, 1996 through 1999, March through June basic monthly surveys (ORG) and March supplement.

## Appendix D

Regression Results of Unionization Effects						
	Log (hourly wage rate)	Has employment-based health insurance	Amount of employment-based contribution to health insurance	Offered pension plan	Participates in pension plan	Works full-time
<b>Panel A. All Workers</b>						
Union member	0.185***	0.678***	818.524***	0.576***	0.509***	-0.086
Other Independent Variables						
Age	0.008***	0.028***	24.449***	0.012***	0.031***	0.017***
Sex	0.250***	0.366***	512.766***	0.187***	0.427***	0.555***
High school	0.190***	0.574***	358.184***	0.231***	0.631***	0.686***
More than high school	0.225***	0.655***	443.920***	0.345***	0.603***	0.600***
Black	-0.051***	-0.021	-42.043	-0.179**	0.064	0.233***
Indian	-0.105	0.053	172.638	-0.258	0.087	0.256
Asian	-0.074**	-0.334***	-232.857***	-0.371***	0.241	0.213**
Hispanic	-0.031	-0.028	-96.829	-0.318***	0.008	0.379***
Large firm	0.090***	0.765***	588.523***	1.358***	-0.013	0.065
Sales	0.209***	0.344***	431.713***	-0.024	0.535***	0.529***
White collar	0.235***	0.599***	702.197***	0.377***	0.733***	1.134***
Food service	0.176***	0.305***	461.331***	-0.057	0.332***	0.459***
Midwest	-0.017	0.031	30.043	0.182***	-0.003	0.181***
South	-0.031*	0.197***	-247.792***	0.184***	0.073	0.343***
West	0.161***	0.402***	478.185***	0.327***	0.443***	0.395***
Constant	1.263***	-2.843***	-1192.980***	-1.803***	-2.119***	-1.660***
R-square	0.331		0.268			
Log-likelihood		-2604.6		-2526.17	-1336.11	-2727.15
Sample size	4,216	4,932	4,932	4,708	2,479	4,850
<b>Panel B. Women Workers</b>						
Union member	0.183***	0.658***	885.982***	0.516***	0.508***	-0.283***
Other Independent Variables						
Age	0.006***	0.027***	18.516***	0.012***	0.029***	0.014***
High school	0.139***	0.385***	228.194***	0.077	0.424***	0.523***
More than high school	0.203***	0.521***	298.694***	0.220***	0.369***	0.464***
Black	-0.067***	0.085	96.367	-0.234**	-0.116	0.097
Indian	-0.045	0.435	679.074**	-0.206	0.398	0.286
Asian	0.025	0.017	29.765	-0.115	0.439*	0.13
Hispanic	-0.030	-0.094	-180.799*	-0.364***	-0.025	0.170*
Large firm	0.111***	0.784***	540.432***	1.315***	-0.028	0.046
Sales	0.085***	0.186*	33.950	0.035	0.048	0.179**
White collar	0.203***	0.425**	331.501**	0.843***	0.417**	1.076***
Food service	0.002	0.077	-15.619	-0.026	-0.275*	0.032
Midwest	-0.033	0.077	84.496	0.122	0.022	0.190**
South	-0.012	0.229***	-200.292***	0.112	0.166	0.449***
West	0.118***	0.399***	462.777***	0.318***	0.515***	0.366***
Constant	1.455***	-2.595***	-554.682***	-1.657***	-1.472***	-1.105***
R-square	0.234		0.219			
Log-likelihood		-1416.99		-1358.38	-726.29	-1586.49
Sample size	2,235	2,582	2,582	2,456	1,230	2,543
*** Significant at the p < 0.01 level.						
** Significant at the p < 0.05 level.						
* Significant at the p < 0.10 level.						

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