

Union premiums for health, retirement, and paid leave

Benefit	Union	Nonunion	Difference		Union premium
			Unadjusted	Adjusted*	
Health insurance					
<i>Percent covered</i>	83.5%	62.0%	21.5%	17.5%	28.2%
Employer share (%)					
<i>Single</i>	88.3%	81.8%	6.5%	9.1%	11.1%
<i>Family</i>	76.3	64.9	11.4	10.1	15.6
<i>Deductible (\$)</i>	\$200	\$300	-\$100	-\$54	-18.0
<i>Retiree health coverage</i>	76.6	59.8	16.7	14.6	24.4
Pension					
<i>Percent covered</i>	71.9%	43.8%	28.1%	23.6%	53.9%
Employer costs (per hour)					
<i>Defined benefit</i>	-	-	-	\$0.39	36.1%
<i>Defined contribution</i>	-	-	-	-0.11	-17.7
Time off					
<i>Vacation weeks</i>	2.98	2.35	0.63	-	26.6%
<i>Paid holiday/vacation (hours)</i>	-	-	-	22.2	14.3

* Adjusted for establishment size, occupation, industry, and other factors.

Source: Buchmueller, DiNardo, and Valletta (2001) and Mishel and Walters (2003).

Table 3.33 from: Mishel, Lawrence, Jared Bernstein, and Heidi Shierholz, *The State of Working America* 2008/2009. An Economic Policy Institute Book. Ithaca, N.Y.: ILR Press, an imprint of Cornell University Press, 2009.

