
Union impact on paid leave, pension, and health benefits

Benefit	Paid leave	Pension and retirement	Health insurance
Union impact on benefit incidence	3.2%	22.5%	18.3%
Union impact on benefit cost per hour			
<i>Total impact</i>	11.4%	56.0%	77.4%
<i>From greater incidence</i>	3.4	28.4	24.7
<i>From better benefit</i>	8.0	27.7	52.7

Source: Pierce (1999) and Mishel and Walters (2003).

Table 3.34 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.

