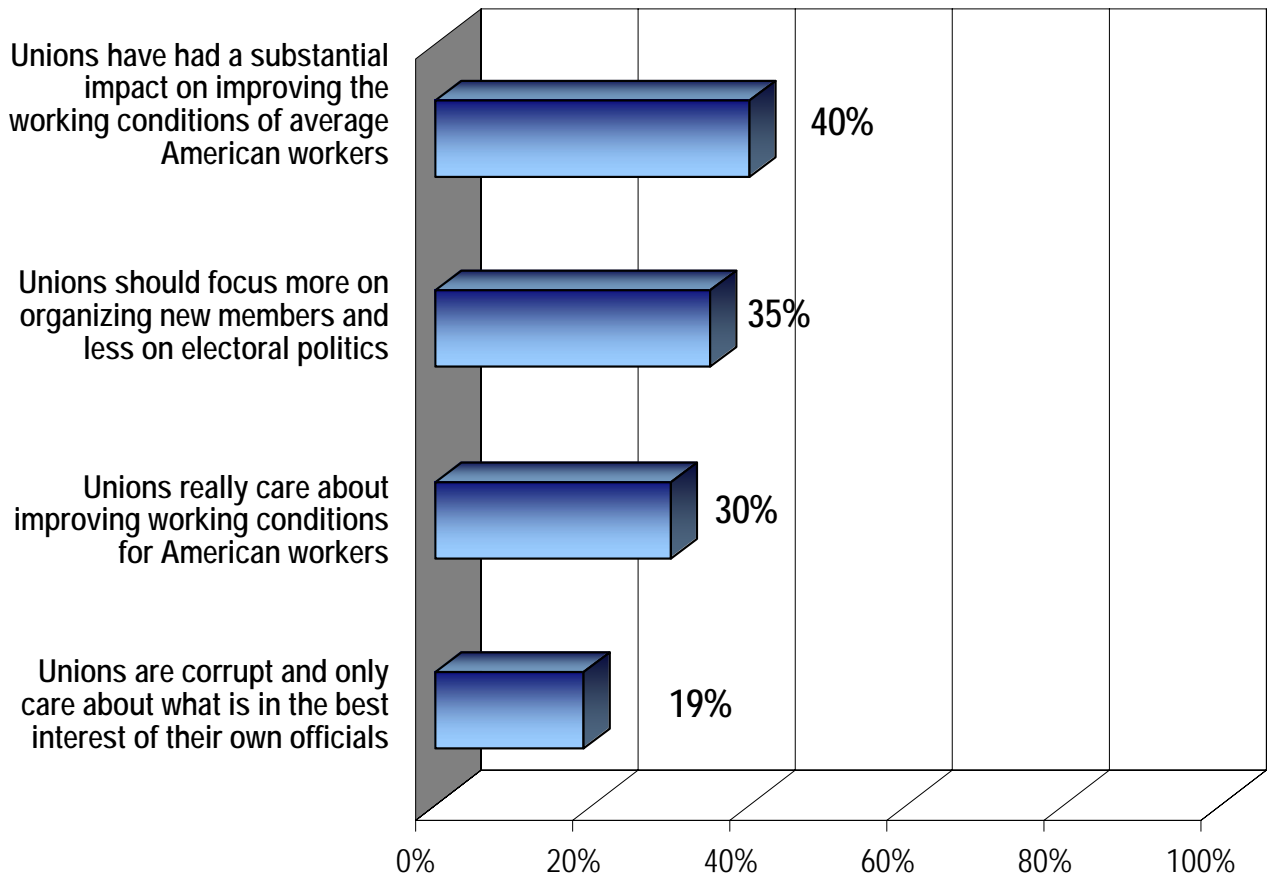


Agreement with Selected Statements About Labor Unions

% 8, 9 or 10 on 10-point scale

10=Agree Completely; 1=Disagree Completely

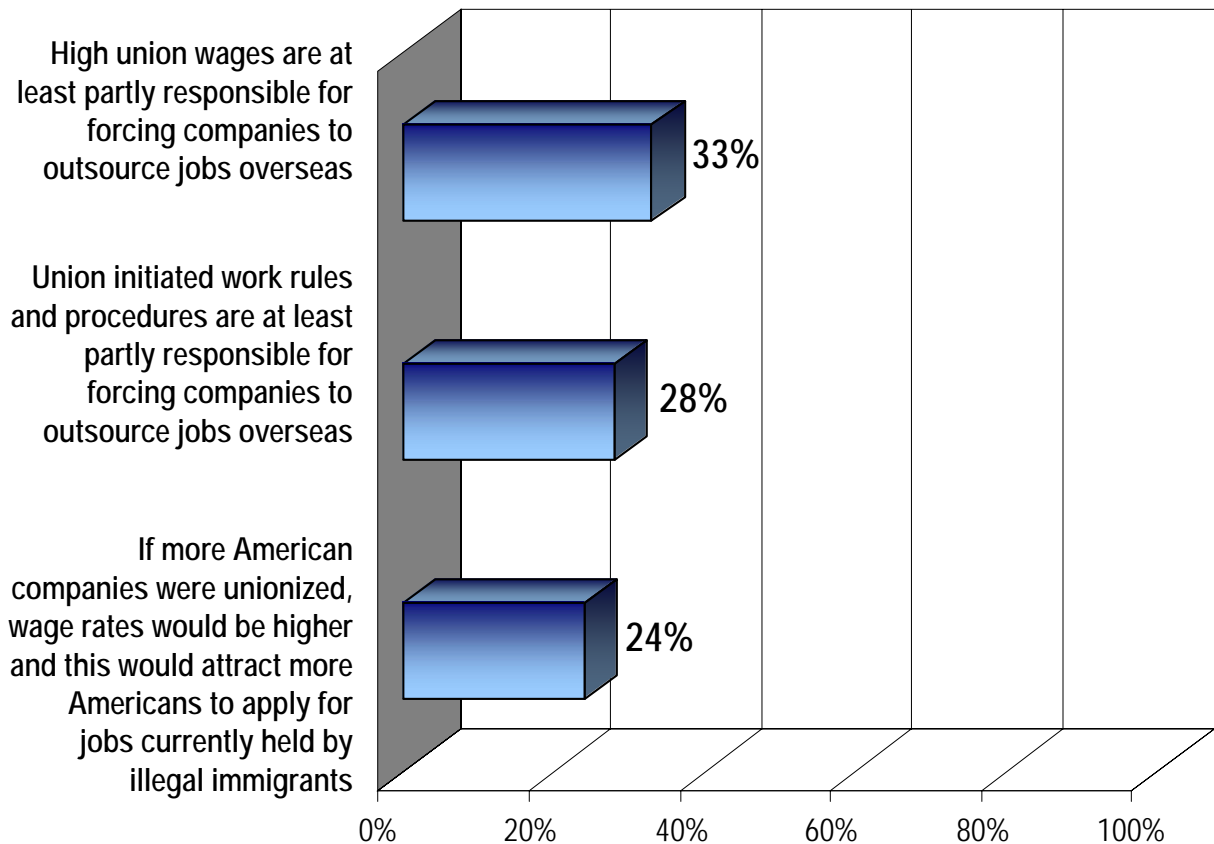
- Total -



- ◆ Four out of ten American workers strongly agree that *unions have had a substantial impact on improving working conditions* and about 3 in 10 strongly agree that *unions really care about improving working conditions*.
- ◆ Those with post graduate education are more likely to agree that *unions really care about improving working conditions* than those with less education (HS or less, 28%; College grad/attendees, 27%; Post grad, 41%).
- ◆ Just over one third of American workers strongly agree that *unions should focus more on organizing new members and less on electoral politics*. Those living in the West are more likely to agree with this statement than those living in the South (43% vs. 32%).
- ◆ Current union members (50%) are more likely than former union members (27%) and those who have never belonged to a union (25%) to believe that *unions really care about improving working conditions of American workers*.
- ◆ Compared to those who have never belonged to a union (35%), current (54%) and former (46%) union members are more likely to agree that *unions have had a substantial impact on improving working conditions of average American workers*.

Agreement with Selected Statements About the Impact of Labor Unions on Offshore Outsourcing and Illegal Labor Use

% 8, 9 or 10 on 10-point scale
10=Agree Completely; 1=Disagree Completely
- Total -



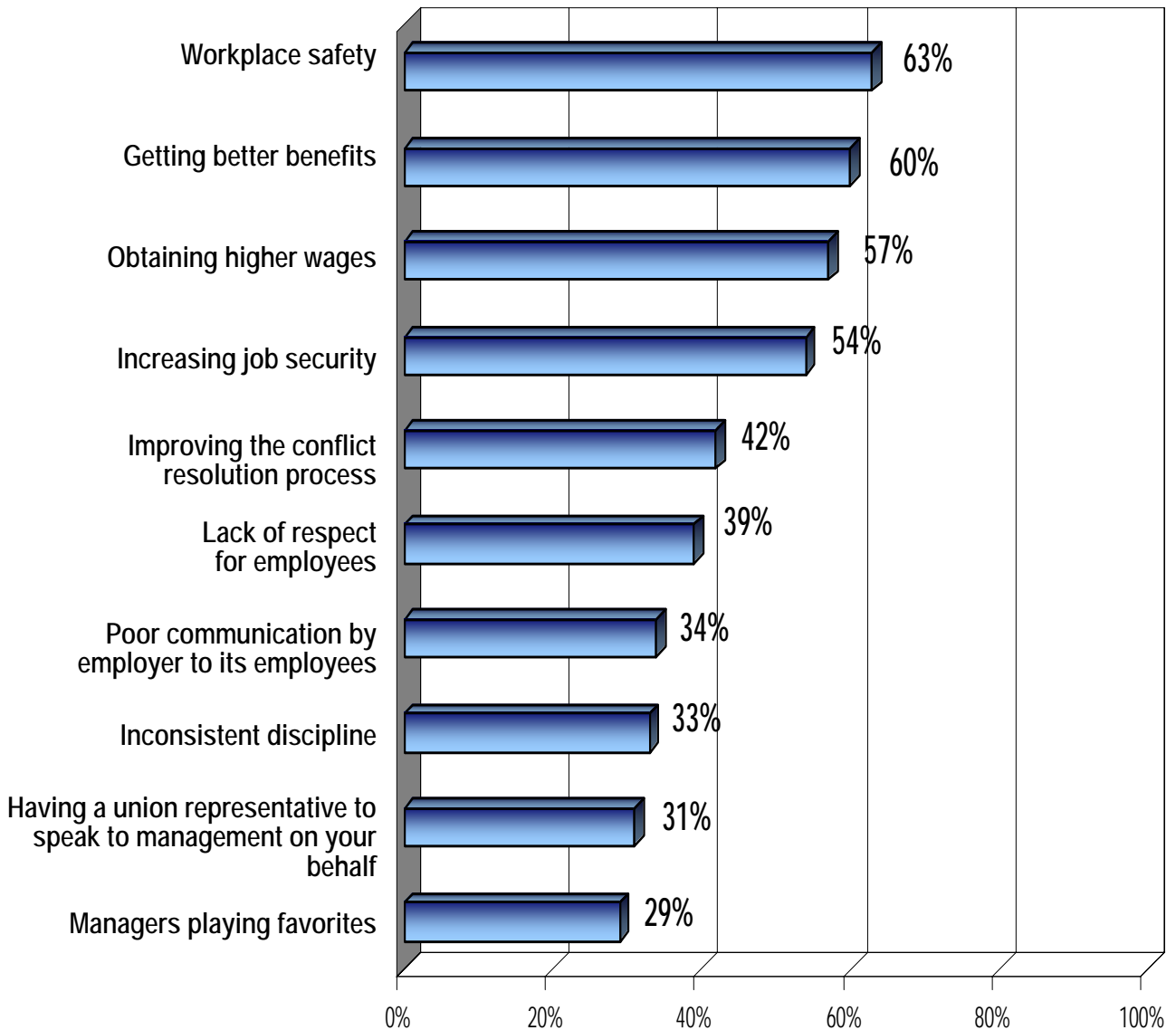
- ◆ One third of American workers strongly agree that *high union wages are at least partly responsible for forcing companies to outsource jobs overseas* and about one quarter strongly agree that *union initiated work rules and procedures are at least partly responsible for forcing companies to outsource jobs overseas*.
- ◆ Men are more likely to attribute outsourcing to *high union wages* than women (38% vs. 27%).
- ◆ Current union members are more likely than those with no union membership experience to believe that *if more American companies were unionized, wage rates would be higher and more Americans would apply for jobs currently held by illegal immigrants* (32% vs. 20%).

Importance of Selected Factors in Deciding to have Union Representation in Current Workplace

% 8, 9 or 10 on 10-point scale

10=Agree Completely; 1=Disagree Completely

-Total -



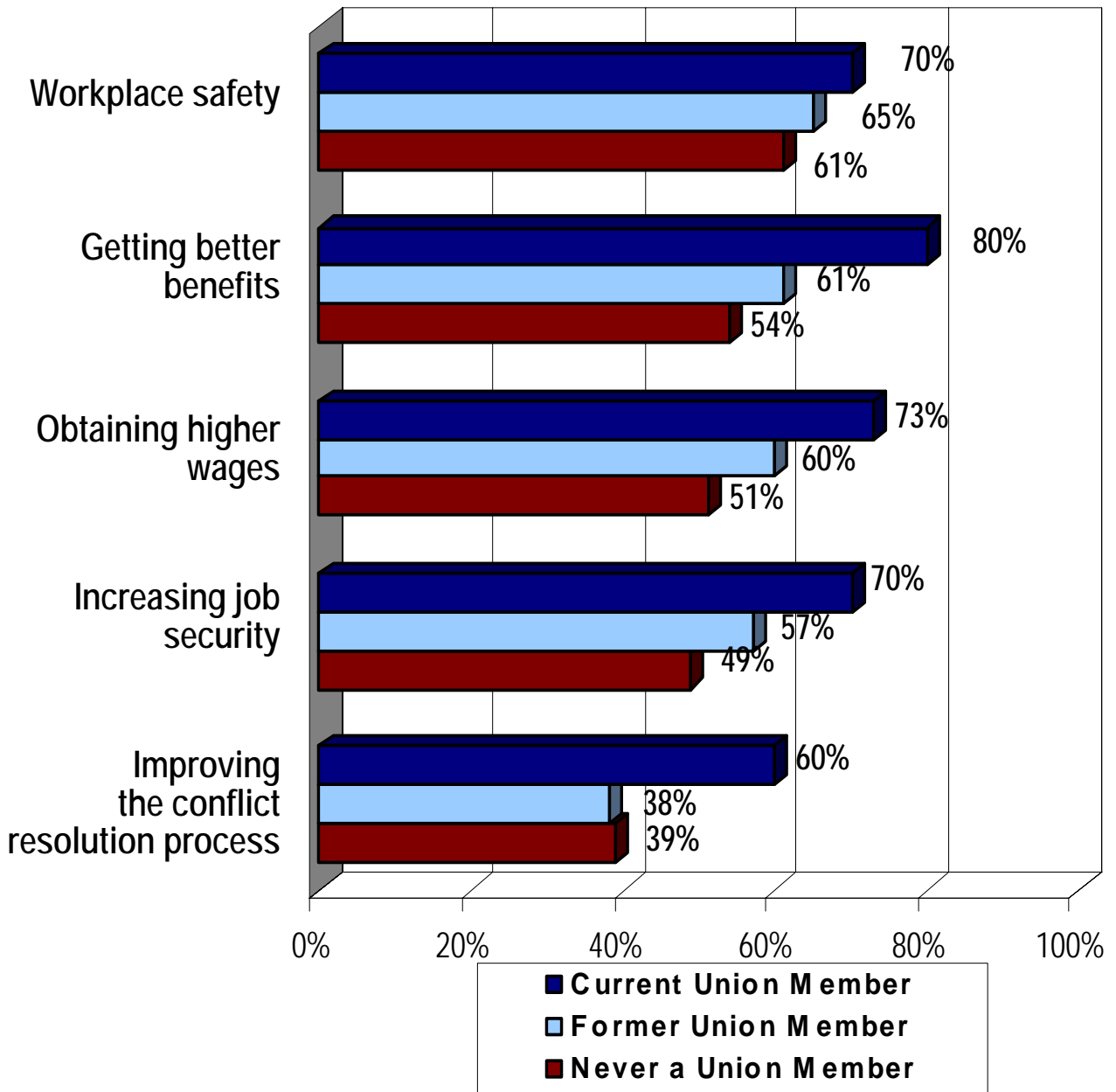
- ◆ American workers identified the top three reasons for union representation in their workplace as *workplace safety*, *Getting better benefits* and *obtaining higher wages*.
- ◆ Those with a High school education or less are more likely than others to give greater importance to *getting better benefits* (70% vs.54% for college attendees/grads and 57% for post grads) and to *obtaining higher wages* (69% vs. 48% for college attendees/grads)
- ◆ Females give higher importance to *getting better benefits* than males (66% vs.55%)

Top Five Factors in Deciding to have Union Representation in Current Workplace

% 8, 9 or 10 on 10-point scale

10=Agree Completely; 1=Disagree Completely

- *By Union Membership Experience* -



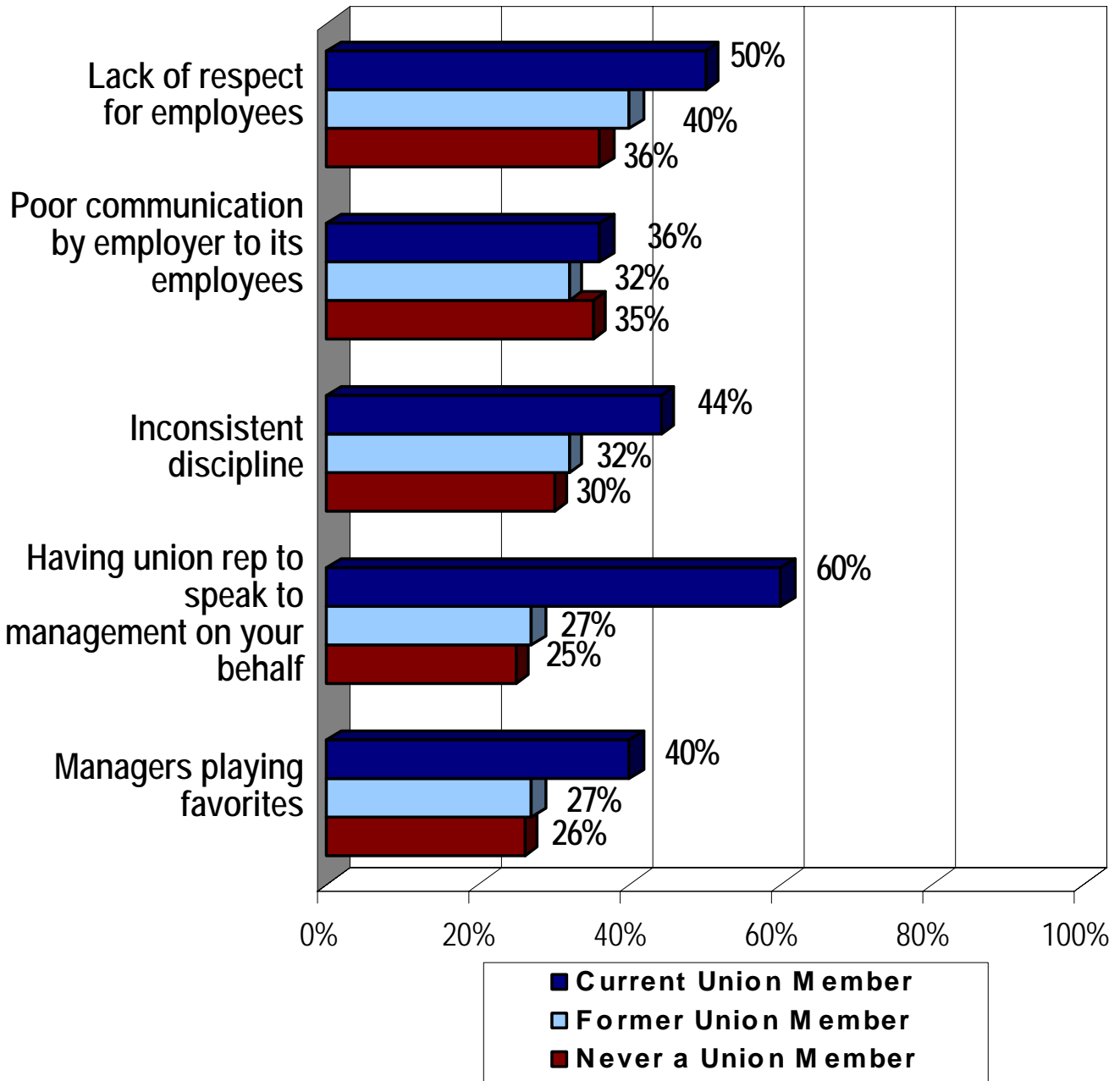
- ◆ With the exception of *workplace safety*, current union members place greater importance on all reasons listed above than do those who have never belonged to a union.
- ◆ Compared to former union members, current union members place greater importance on *getting better benefits* and *improving the conflict resolution process*.

Bottom Five Factors in Deciding to have Union Representation in Current Workplace

% 8, 9 or 10 on 10-point scale

10=Agree Completely; 1=Disagree Completely

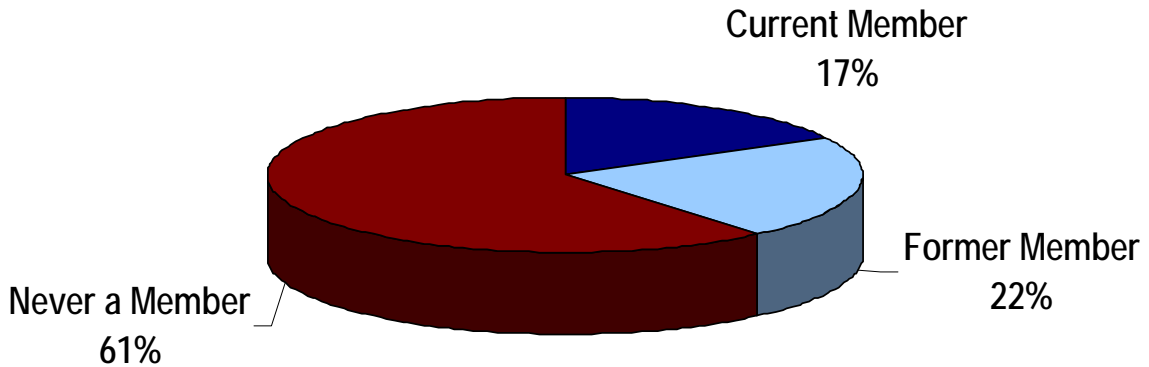
- By Union Membership Experience -



- ◆ With the exception of *poor communication by the employer to its employees*, current union members are more likely to agree that all reasons above are important in their decision to have union representation in their current workplace.
- ◆ Current union members are more likely than former members to identify *having a union representative to speak to management* as a reason for being unionized in their current workplace.

Incidence of Union Membership

- Total -



- ◆ Overall 17% of American workers polled are *currently members of unions*, 22% have *belonged to a union in the past, but are not currently union members*, and 61% have *never belonged to a union*.
- ◆ *Union membership* is significantly higher in the Midwest (21%), the West (20%) and the Northeast (19%) than in the South (10%).
- ◆ *Past union membership* is significantly higher in the Midwest (28%) and the Northeast (28%) than in the South (14%)
- ◆ *Union membership* is significantly higher among post grads (27%) than among either college grads/attendees (17%) or those with a high school education or less (12%).