

Union Power = Health Justice

**A SIDE-BY-SIDE LOOK AT HEALTH BENEFITS
FOR UNION VS. NON-UNION WORKERS**



QUICK OVERVIEW

Why This Matters:

- *Union contracts don't just raise wages —they protect **health and dignity***
- *Health benefits are a **frontline issue** for working families*
- *Especially critical for **historically excluded communities***

What's Covered

	Union Workers	Non-Union Workers
Health Insurance	95% have employer-backed health plans	Only 68% have access
Use of Benefits	84% enroll and use them	Just 54% enroll
Prescription Coverage	More likely to have full coverage	Often higher costs or no coverage
Dental & Vision	3 in 4 have dental; 1 in 2 have vision	Less than half have dental or vision insurance
Paid Sick & Family Leave	Much more likely to be available	Often unpaid or unavailable
Employer Contributions	Higher—saving workers \$\$\$	Lower workers' pay more out-of-pocket
Retirement Security	Union contracts include pension plans	Often reliant on unstable 401(k)s
Family Coverage	Domestic partners are often included	Usually not included

WHY IT MATTERS: This isn't just about "benefits," this is about dignity. A union contract can mean the difference between choosing to rent or buy medication, a filling or food. For many, especially in historically excluded communities, union solidarity is healthcare access.



When workers rise, we all rise.

REAL WORLD IMPACT

What This Means for Workers

- Better coverage = better health outcomes
- Less financial stress = more stability
- Union protections = stronger safety nets for families
- Especially vital for BIPOC, LGBTQ+, and low-income workers



WHAT CAN I DO?

Organize, Educate Advocate

- Share this info with your coworkers
- Talk to your union rep or organizing committee
- Push for contracts that prioritize health and dignity
- Health care is a human right, not a privilege



Why do big corporations support right-to-work?

Big corporations tend to support right-to-work laws because these laws weaken unions, and that gives employers more control over wages, benefits, and working conditions.

Lower Labor Costs

Right-to-work laws allow workers to opt out of paying union dues while still benefiting from union-negotiated contracts. This weakens union finances and bargaining power, which often leads to:

- Lower wages
- Fewer benefits
- Less pressure on employers to improve working conditions.

Corporations see this as a cost-saving measure that boosts profits.



MORE FLEXIBILITY, LESS ACCOUNTABILITY

Without strong unions:

- Employers can set terms unilaterally rather than negotiate.
- There's less resistance to layoffs, schedule changes, or benefit cuts.
- Companies can avoid grievances and slowdowns that unions might organize.

This gives corporations more agility, but often at the expense of worker protections.



Undermining Collective Power

When unions are weakened:

- Workers have less leverage to demand fair treatment.
 - Employers can divide and isolate workers, making organizing harder.
 - The balance of power shifts heavily toward management.
- This isn't just about economics it's about control.

When workers rise, we all rise.

