Issue Sheet 4

Union Advantage by the Numbers

Union workers earn significantly higher wages, have better working arrangements, and receive greater non-wage benefits than non-union workers. Read the facts below to better understand the clear union advantage.

Union Workers' Average Hourly Earnings (Full-Time)	$21.01
Non-Union Workers' Average Hourly Earnings (Full-Time)	$17.71
Hourly Union Wage Advantage (Full-Time)	**19%**
Union Workers' Average Hourly Earnings (Part-Time)	$17.74
Non-Union Workers' Average Hourly Earnings (Part-Time)	$10.71
Hourly Union Wage Advantage (Part-Time)	**67%**
Union Workers' Entitled to Paid Vacation Leave	84.0%
Non-Union Workers' Entitled to Paid Vacation Leave	64.0%
Union Paid Vacation Leave Advantage	**31%**
Union Workers' Average Days of Paid Vacation	21 Days
Non-Union Workers' Average Days of Paid Vacation	15 Days
Union Paid Vacation Days Advantage	**40%**
Union Workers' Entitled to Job-Sharing Arrangement	15.5%
Non-Union Workers' Entitled to Job-Sharing Arrangement	6.0%
Union Job-Sharing Advantage	**158%**
Union Workers' Entitled to Paid Overtime Each Week	18.7%
Non-Union Workers' Entitled to Paid Overtime Each Week	12.0%
Union Paid Overtime Advantage	**56%**
Union Workers' Who Receive Overtime Premium Pay (1.5x-2x)	78.0%
Non-Union Workers' Who Receive Overtime Premium Pay (1.5x-2x)	56.1%
Union Overtime Premium Pay Advantage	**39%**
Female Union Workers' Average Annual Earnings*	93%
Female Non-Union Workers' Average Annual Earnings*	67%
Union Pay Equity Advantage for Women	**35%**
***** As a Percentage of Average Annual Earnings of Men	
Union Workers' Entitled to Non-Wage Benefits	86.8%
Non-Union Workers' Entitled to Non-Wage Benefits	41.0%
Union Non-Wage Benefits Advantage	**111%**
Union Workers' Non-Wage Benefits Average Coverage	84.0%
Non-Union Workers' Non-Wage Benefits Average Coverage	39.0%
Union Non-Wage Benefit Coverage Advantage	**115%**

*Source: Canadian Labour Congress