

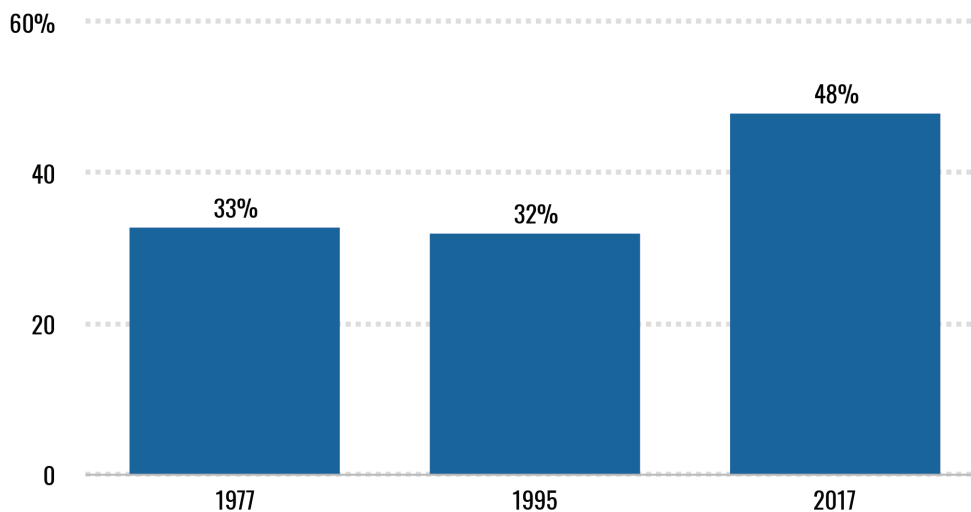
Working People Want a Voice at Work

There is a huge gap between the share of workers with union representation (11.9%) and the share of workers that would like to have a union and a voice on the job.¹ As shown in Figure A, almost half of nonunion workers polled (48%) said they'd vote to create a union in their workplace tomorrow if they got the chance.²

Figure A

Interest in Joining Unions is High

The share of U.S. workers who don't belong to unions but say they would join one if they could is 50% higher than 22 years ago



Source: Thomas Kochan, William Kimball, Duanyi Yang and Erin L. Kelly, "Voice Gaps at Work, Options for Closing Them, and Challenges for Future Actions and Research." MIT Sloan School of Management, Institute for Work and Employment Research, working paper, June 2018

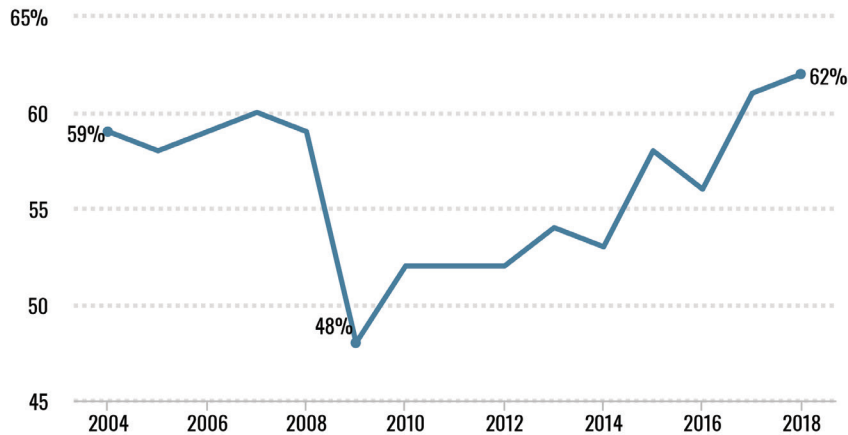
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In addition, according to 2018 Gallup polling, 62% of Americans approve of labor unions—the highest percentage in 15 years (see Figure B). And as shown in Table 1, young workers (those ages 18–34) support unions at an even higher level—65% vs. the overall average of 62%.³

Figure B

Public Approval of Labor Unions Remains Above 60%

Percent of poll respondents who say they approve of labor unions



Source: Adapted from Lydia Saad, “Labor Union Approval Steady at 15-Year High.” Gallup website, August 30, 2018

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Table 1

Majorities in Major U.S. Subgroups Approve of Labor Unions

Share of workers who approve, disapprove, or have no opinion of unions by gender, age, and educational attainment

	Approve	Disapprove	No opinion
<i>U.S. adults</i>	62%	30%	8%
<i>Gender</i>			
Men	60	32	8
Women	64	28	7
<i>Age</i>			
18–34	65	24	11
35–54	60	33	7
55 and older	62	32	6
<i>Education</i>			
College graduate	70	25	5
Some college	61	33	7
No college	57	32	11

Source: Lydia Saad, “Labor Union Approval Steady at 15-Year High,” Gallup website, Aug. 30, 2018.

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¹ Bureau of Labor Statistics (BLS), Union Membership (Annual) News Release, Jan. 18, 2019.

² Thomas Kochan, William Kimball, Duanyi Yang and Erin L. Kelly, "Voice Gaps at Work, Options for Closing Them, and Challenges for Future Actions and Research," MIT Sloan School of Management, Institute for Work and Employment Research, working paper, June 2018.

³ Lydia Saad, "Labor Union Approval Steady at 15-Year High," Gallup website, Aug. 30, 2018.