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### Compensation

## Union Workers Outpaced Nonunion Workers In Pay, Benefits Growth in Second Quarter

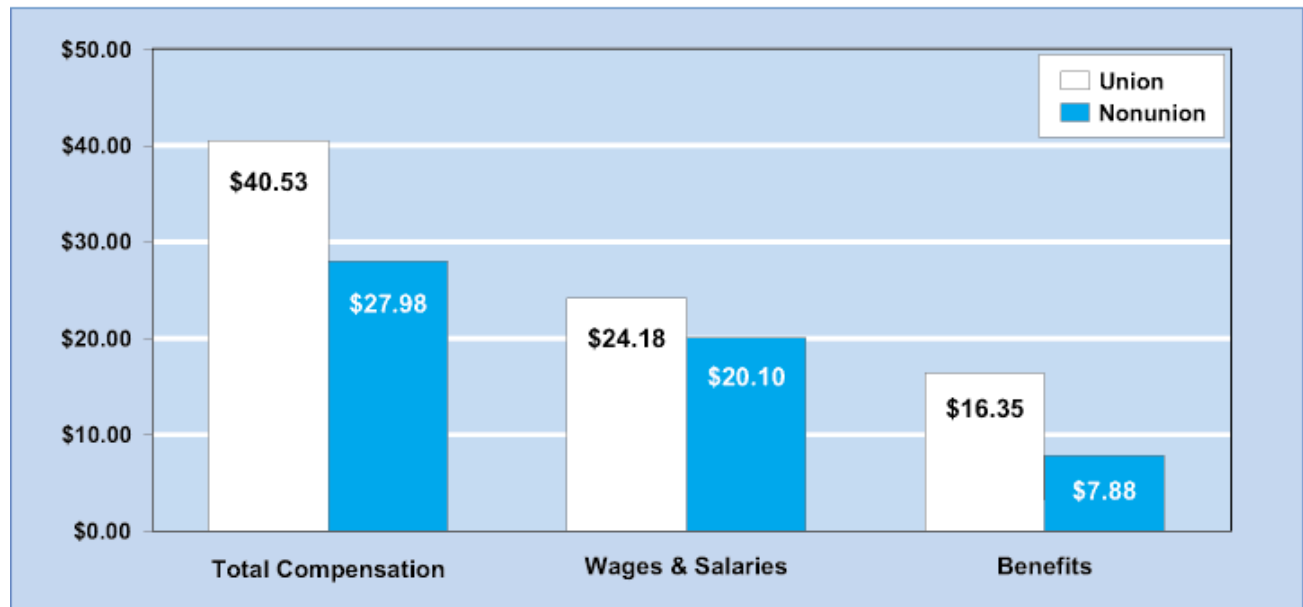


Sept. 11 — Growth in union-represented workers' wages and salaries and total benefits far outpaced that of nonunion workers over the 12 months ended in June, according to Bloomberg BNA's analysis of private sector figures released Sept. 11 by the Labor Department's Bureau of Labor Statistics.

Average wages and salaries of union-represented workers rose 3.6 percent in the second

### Employer Costs Per Hour Worked for Employee Compensation

Private Industry Workers by Bargaining Status, June 2013



Source: Bureau of Labor Statistics

NOTE: The sum of individual items may not equal totals due to rounding.

A BNA GraphicIDy3177g1

quarter of 2013 to \$24.18 per hour from \$23.35 in the same three-month span the prior year, while nonunion employees' pay inched up 0.8 percent to \$20.10 from \$19.95.

The cost to employers for providing benefits such as health insurance and retirement plans for union-represented employees in the second quarter (\$16.35 per hour) was more than twice what they paid to cover nonunion workers (\$7.88).

Over the 12 months ended in June, union-represented workers' benefits increased 5.9 percent from \$15.44 in the second quarter of 2012, while their nonunion counterparts received a 0.9 percent boost to benefits from \$7.81.

Consequently, the gap between union and nonunion workers' average hourly compensation—which includes both wages and salaries and benefits—widened over the year, to \$12.55 from \$11.04. Union-represented employees received \$40.53 in average hourly total compensation, including benefits, in the second quarter, compared with \$27.98 for nonunion workers.

Total compensation increased 4.5 percent among union-represented workers over the year ended in June, compared with 0.8 percent for nonunion workers.

Over the April-May-June period, workers who are not affiliated with a union received a greater share of their total compensation from wages and salaries than did union employees (72 percent versus 60 percent), and a smaller share from benefits (28 percent versus 40 percent).

### **Compensation for All Workers Up 1.1 Percent**

On average for all employees in the private sector, both union and nonunion, total compensation rose 1.1 percent to \$29.11 per hour in the 12 months ended in June.

The overall increase reflected a 1.4 percent hike to the average hourly cost of benefits to \$8.64 and a 1.0 percent bump to wages and salaries to \$20.47.

The shares of total compensation going toward benefits (30 percent) and hourly pay (70 percent) in the second quarter were little changed from the same period in 2012.

Among major benefits, health insurance costs swelled by 1.8 percent over the 12 months ended in the second quarter to \$2.25 per hour. Also, legally required benefits—which include Social Security, Medicare and unemployment insurance—inched up 0.8 percent to \$2.39 per hour and employer-sponsored retirement and savings plans climbed 4.9 percent to \$1.07 per hour.

BLS compiles the figures from the national compensation survey of about 10,600 employer establishments.

### **For More Information**

Text of the report is available at <http://op.bna.com/dlrcases.nsf/r?Open=bpen-9bfpd8>. The accompanying graphic and tables show the data.

EMPLOYER COSTS PER HOUR WORKED FOR EMPLOYEE COMPENSATION

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