



Philanthropy's Role in Building Worker Power

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3 Forms of Worker Power

Structural power: labor market bargaining power arising from low unemployment or high demand for scarce skills, or workplace power derived from strategic location within an integrated production process or supply chain

Associational power: comes through the formation of collective organizations of workers including unions, worker centers, community organizations, parties, works councils and cooperatives

Institutional power: policy enactment, politics, through legal challenges, regulation and enforcement

What do you do when you are in a fight with a bully?



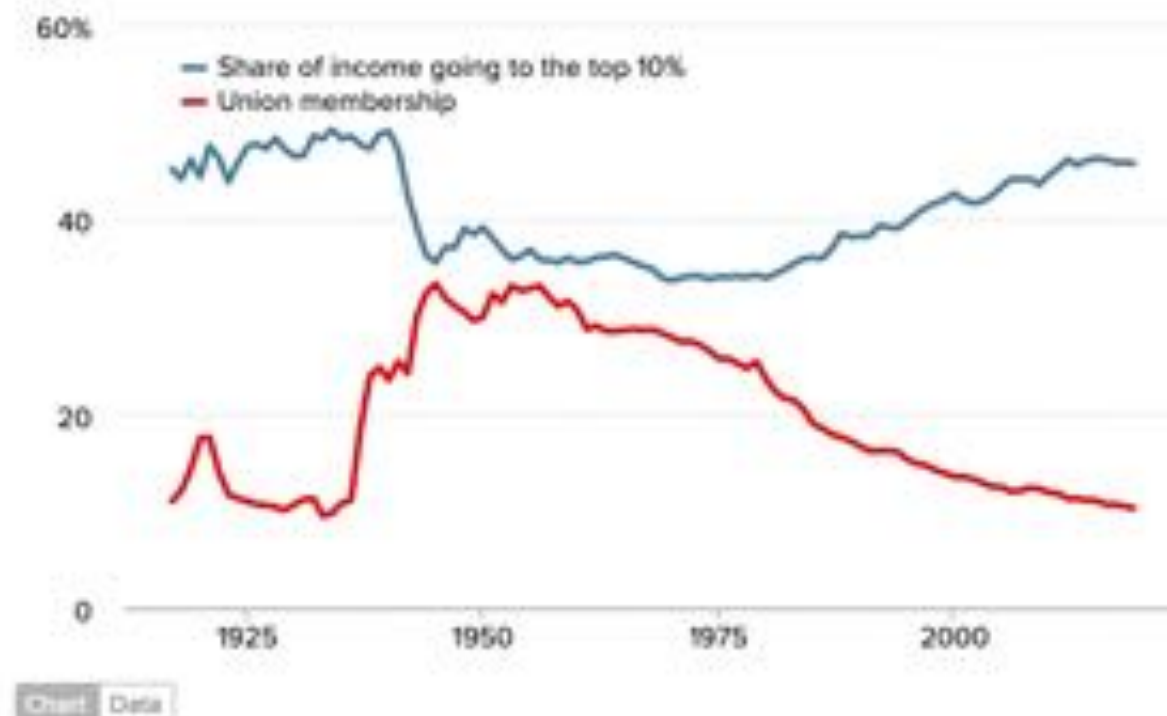
Why does worker power matter?



FIGURE A

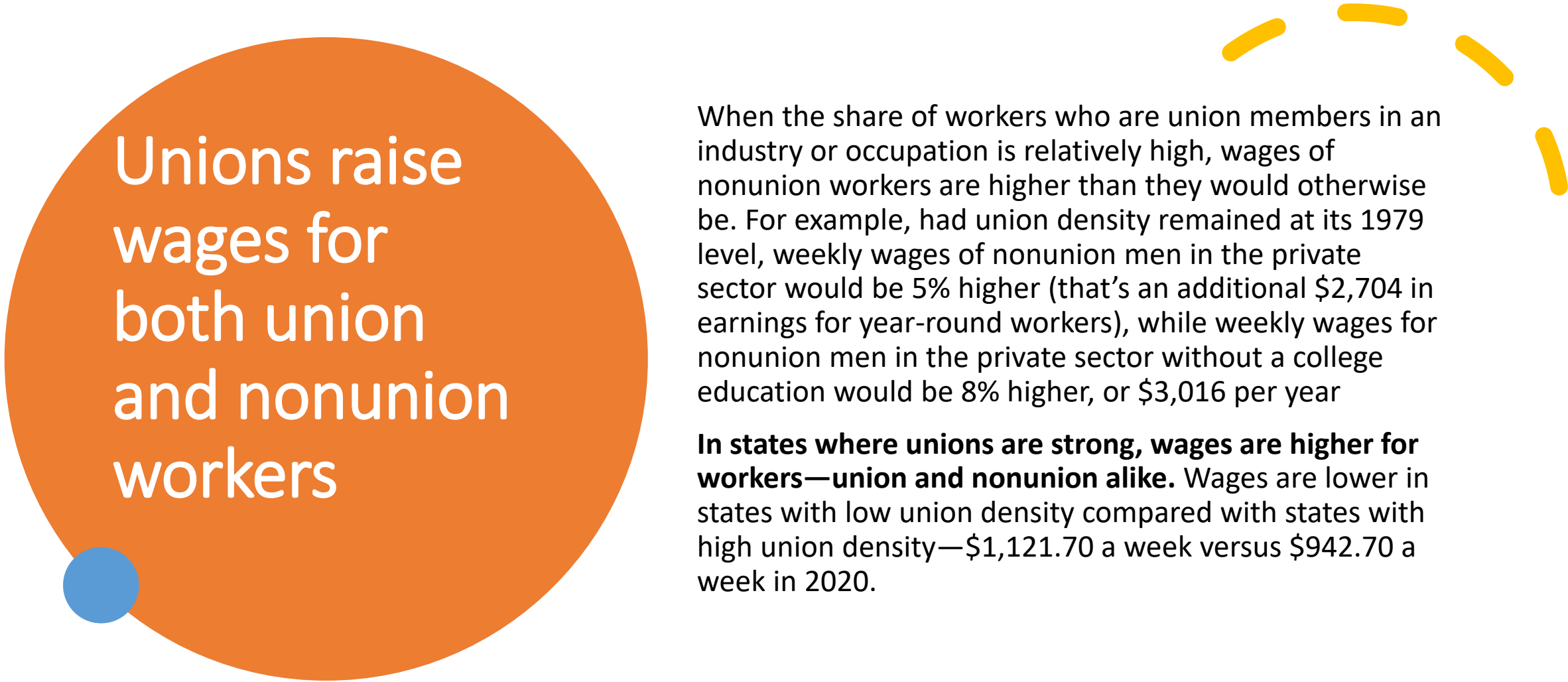
As union membership declines, income inequality increases

Union membership and share of income going to the top 10%, 1917–2019



Source: Reproduced from Figure A in Heidi Shierholz, *Working People Have Been Thwarted in Their Efforts to Bargain for Better Wages by Attacks on Unions*, Economic Policy Institute, August 2019. [EPI](#)

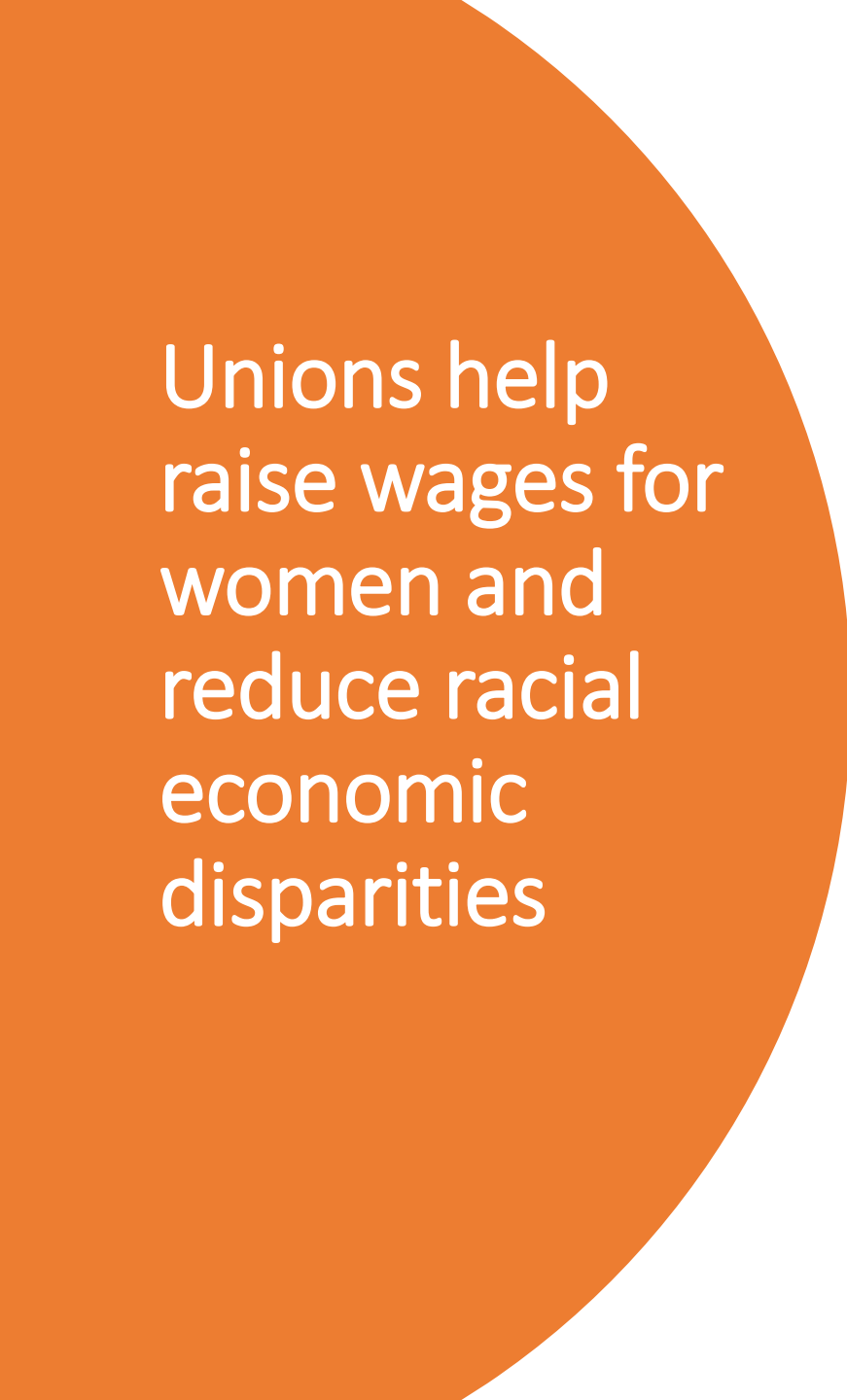
Economic Policy Institute



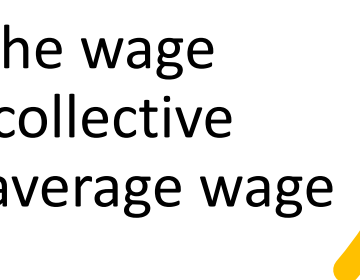
Unions raise wages for both union and nonunion workers

When the share of workers who are union members in an industry or occupation is relatively high, wages of nonunion workers are higher than they would otherwise be. For example, had union density remained at its 1979 level, weekly wages of nonunion men in the private sector would be 5% higher (that's an additional \$2,704 in earnings for year-round workers), while weekly wages for nonunion men in the private sector without a college education would be 8% higher, or \$3,016 per year

In states where unions are strong, wages are higher for workers—union and nonunion alike. Wages are lower in states with low union density compared with states with high union density—\$1,121.70 a week versus \$942.70 a week in 2020.

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Unions help raise wages for women and reduce racial economic disparities

- **Union-represented workers in service occupations** (which include food service and janitorial services) **make 52.1% more in wages than their nonunion counterparts. These occupations are disproportionately held by women, immigrants and people of color.**
 - **Unions help reduce racial economic disparities.** Black and Hispanic workers get a larger boost from unionization than their white counterparts. Black workers—both men and women—are more likely than white workers to be covered by collective bargaining, and the wage boost they get from being covered by collective bargaining is 13.1%, above the 10.2% average wage boost for unionized workers overall.
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- A series of yellow dashed lines in the bottom right corner, arranged in a curved, decorative pattern.



Unions and Health

- **Union workers are more likely to be covered by employer-provided health insurance.** More than nine in 10 workers—95%—covered by a union contract have access to employer-sponsored health benefits, compared with just 68% of nonunion workers.
- **Union employers contribute more to workers' health care benefits.** Union employers providing health insurance pay 77.4% more (per hour worked) toward their employees' health coverage (providing better benefits for a greater share of workers) than comparable nonunion employers.

Unions matter for more equitable public policy: States with higher baselines of union density have stronger employment law regimes

Table 3: Relationship between Union Density and State Employment Law Regime Strength

	Dependent Variables			
	(1) Employment Law Regime Score	(3) Attention to Employment Law	(4) Chamber of Commerce	(5) Index of Worker Freedom
Base Union Density	0.249*** (0.0653)	0.0235*** (0.00804)	0.624* (0.310)	-0.149* (0.0799)
Change in Union Density	0.207** (0.0867)	0.0149 (0.0107)	0.0699 (0.411)	-0.0647 (0.106)
Unemployment	-0.237 (0.311)	-0.0505 (0.0383)	0.372 (1.475)	-0.0429 (0.380)
Income	-1.77e-05 (0.000111)	-7.85e-06 (1.36e-05)	0.00106* (0.000524)	-0.000123 (0.000135)
Employment Change	0.617 (0.582)	0.142* (0.0716)	1.877 (2.758)	0.316 (0.711)
Legislative Productivity	8.84e-06 (3.42e-05)	-8.14e-06* (4.21e-06)	0.000284* (0.000162)	-1.85e-05 (4.18e-05)
Mass Economic Liberalism	4.88e-06 (2.388)	0.0895 (0.294)	-6.709 (11.32)	-5.032* (2.920)
RTW	-1.248* (0.694)	-0.295*** (0.0854)	-15.91*** (3.290)	3.453*** (0.849)
Constant	3.247 (3.851)	0.579 (0.474)	31.88* (18.25)	9.235* (4.707)
Observations	50	50	50	50
R-squared	0.688	0.674	0.768	0.781

Standard errors in parentheses

*** p<0.01, ** p<0.05, * p<0.1



Worker Centers in New Jersey

- Casa Freehold Job Center (Freehold)
- CATA (Farmworker Support Center) Glassboro
- Laundry Workers Center United (Newark)
- Make the Road New Jersey (Elizabeth)
- New Labor (New Brunswick, Lakewood, Newark)
- Unidad Latina en Accion (Hightstown)
- Wind of the Spirit (Morristown)
- Migrante New Jersey (statewide)
- National Domestic Workers Alliance (NJ Coalition)

Protect New Jersey Workers Coalition

[Laundry Workers Center](#)

[New Jersey Citizen Action](#)

[Unidad Latina En Acción](#)

[New Jersey Work Environment Council](#)

[Make the Road NJ](#)

[Wind of The Spirit](#)

[Migrante](#)

[NJ 21 United](#)

[United For Respect](#)

[New Labor](#)

[Newark Water Coalition](#)

[Anti-Poverty Network of NJ](#)

[NJ CATA](#)

[New Jersey Policy Perspective](#)



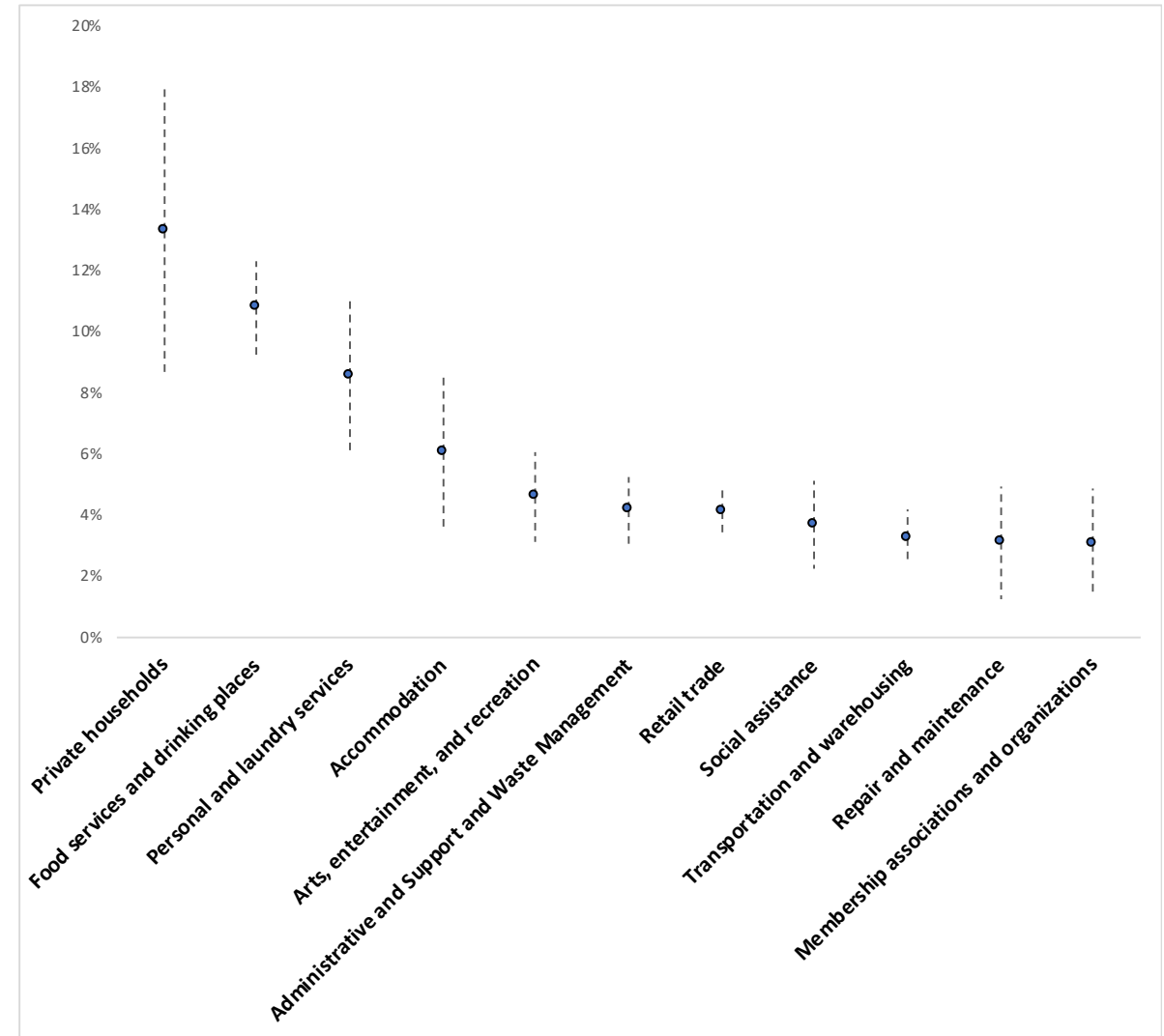
- The Future of Work Is Not Predetermined. We can make choices!

Key worker policies for NJ

- Increase the Excluded New Jerseyans Fund for Undocumented Workers and Families
- Right to Refuse Unsafe Work
- Strengthen NJ Earned Sick Leave Law
- Make Paid Leave Programs Fairer and Stronger
- Strengthen Wage Standards and Enact One Fair Wage
- Strengthen Worker Protections
- Improve Enforcement of Labor Laws
- Require Predictable and Stable Scheduling
- Improve Protections for Domestic Workers
- Improve Conditions for Temporary Workers

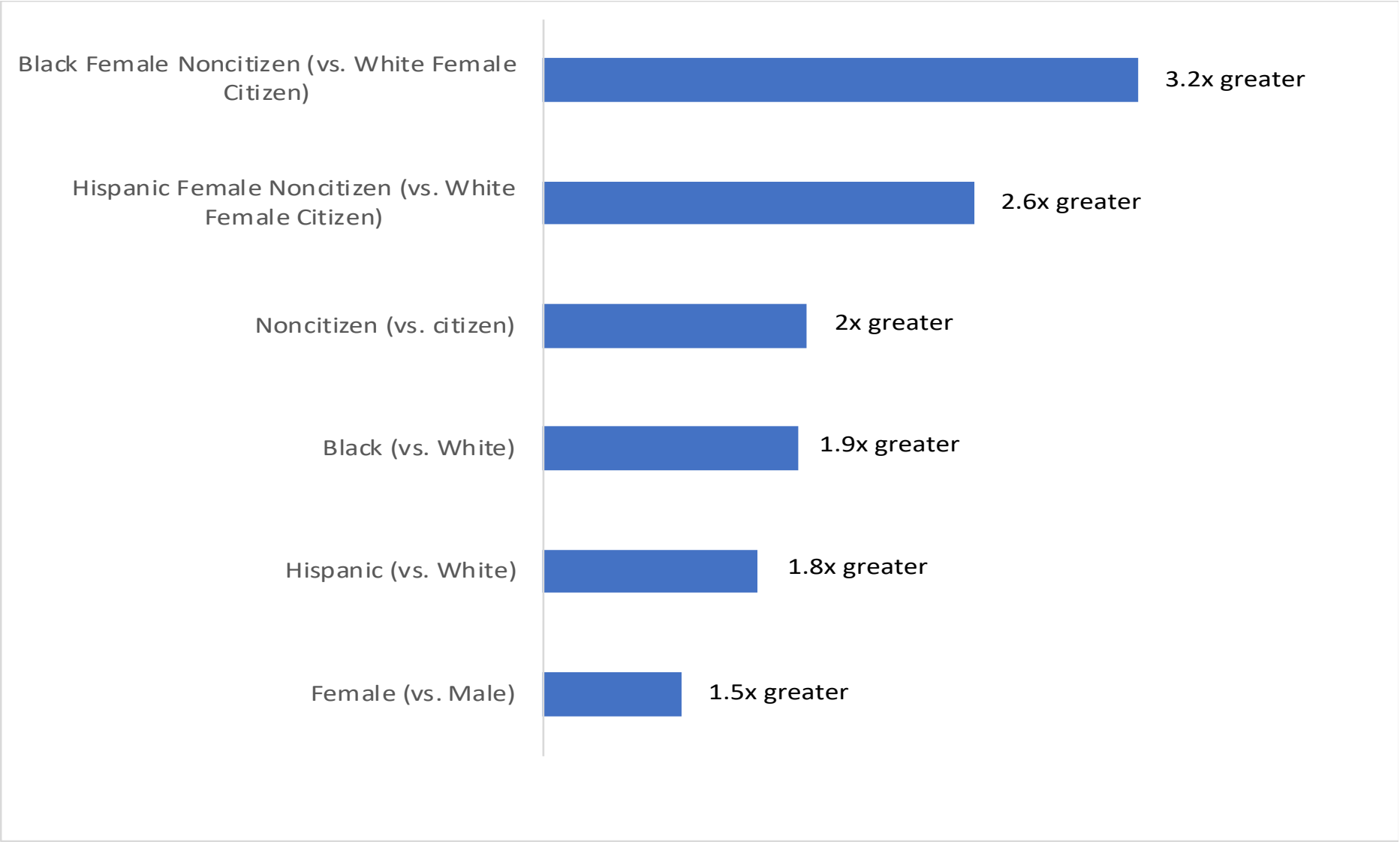
I. Highest Minimum Wage Violation Rates by Industry (2009-2019)

- *Note: Estimates represent predicted probabilities. 95% confidence intervals shown.*



<u>Industry</u>	<u>Violation rate</u>
Private households	13.3%
Food services and drinking places	10.8%
Personal and laundry services	8.6%
Accommodation	6.0%
Arts, entertainment, and recreation	4.6%
Administrative and Support and Waste Management	4.2%
Retail trade	4.1%
Social assistance	3.7%
Transportation and warehousing	3.3%
Repair and maintenance	3.1%
Membership associations and organizations	3.1%

Probability of minimum wage violation relative to reference group, 2009-2019



Major Private Sector Industries at Risk of Direct Impacts from COVID-19 Pandemic

Industry	Total Employed (2018)	Total Pay 2018 (in billions)	Average Annual Pay 2018
Restaurant and Bar	266,237	\$5.5	\$20,811
Retail (excluding grocery, gas, hardware, liquor)	201,182	\$8.2	\$40,857
Taxi, Limo, School and Charter Buses	93,463	\$3.4	\$35,887
Personal Care Services	62,262	\$1.6	\$25,458
Amusement, Gambling, Recreation	54,760	\$1.2	\$21,297
Hotels and Lodging	51,390	\$2.1	\$40,200
Childcare Services	36,197	\$0.9	\$25,013
Air Transportation	17,972	\$1.7	\$95,365
Performing Arts and Spectator Sports	11,389	\$1.3	\$116,040
Museums, Historical Sites, Parks	1,840	\$0.1	\$29,237
Total	798,692	\$25.9	\$45,017

Source: NJPP and Rutgers Center for Innovation in Worker Organization analysis of Bureau of Labor Statistics, Quarterly Census of Employment and Wages

Estimated Undocumented Workforce in Major Private Sector Industries at Risk of Direct Impacts from COVID-19 Pandemic

Industry	Total Employed (2018)	Estimated Undocumented Workforce (2018)
Restaurant and Bar	266,237	43,645
Retail (excluding grocery, gas, hardware, liquor)	201,182	42,000
Taxi, Limo, School and Charter Buses	93,463	9,239
Personal Care Services	62,262	6,155
Amusement, Gambling, Recreation	54,760	8,967
Hotels and Lodging	51,390	8,418
Childcare Services	36,197	3,578
Air Transportation	17,972	1,777
Performing Arts and Spectator Sports	11,389	1,126
Museums, Historical Sites, Parks	1,840	182
Total	796,692	125,086

Source: NJPP and Rutgers Center for Innovation in Worker Organization analysis of Bureau of Labor Statistics, Quarterly Census of Employment and Wages, Migration Policy Institute, Profile of the Unauthorized Population