

AN ONGOING DEMAND FOR LOS ANGELES: A BRIGHT FUTURE REQUIRES ORGANIZING MORE BLACK PUBLIC SECTOR UNION WORKERS

This study was commissioned to learn the impact of public sector union jobs on Black workers and the Black middle-class in LA. The goal was to understand how public sector union jobs affect Black workers broadly, including contributions to their families and communities. A special thank you to SEIU 721, AFSCME District Council 36, AFSCME 3090, AFSCME 3947, AFSCME 2325, AFSCME 741, SEIU 1000, Advancement Project and the LA Black Worker Center for their partnership on this report.

DATA FINDINGS

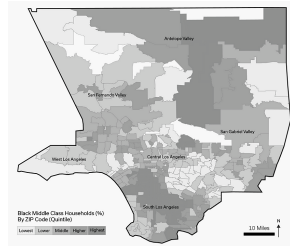
BLACK UNEMPLOYMENT

Black Angelenos have a higher unemployment rate than any other demographic in the county and experience poverty at a rate of 20.4%.



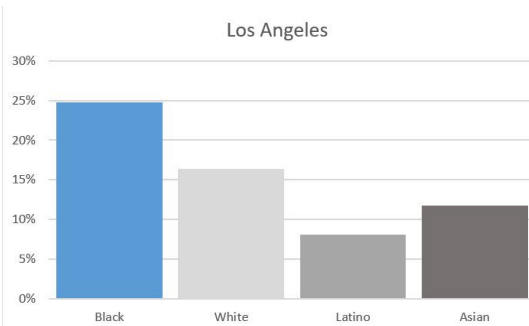
BLACK COMMUNITIES

Black households are more numerous in South LA and the cities of Inglewood, Hawthorne, Gardena, Lawndale, Carson, Compton, Bellflower and the Antelope Valley. Black middle-class households live in the same areas as the Black population overall.



EARNING DIFFERENTIALS

Union workers in Los Angeles earn 27% higher wages than their non-union counterparts. The average hourly salary for union workers is \$28 and only \$22 for non-union workers (as of 2013), a difference of \$6 per hour.

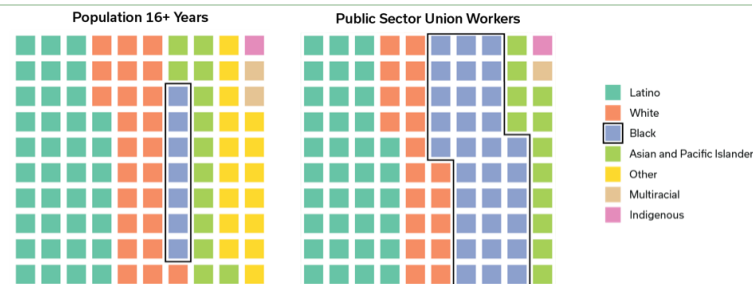


BLACK WORKERS ARE UNION

Black workers are the most likely to be represented by unions and comprise 25% of the unionized workforce in LA. Black union membership rates in LA are more than 1.5X times the union membership rate for whites, more than double that for Asians, and more than three times for Latinos.

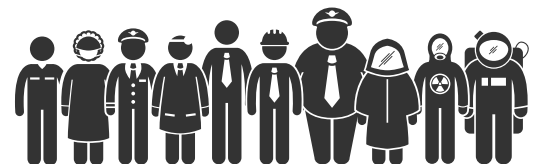
HIGH UNION DENSITY

Black workers are overrepresented in union employment compared to the working population. The percentage of Black workers in union jobs is over 4X higher than the percentages of Black workers in the overall workforce.



BLACK MIDDLE CLASS = UNION

The highest percentage of the Black middle class has the most union employees.



This report is authored by



LOS ANGELES
BLACK WORKER
CENTER

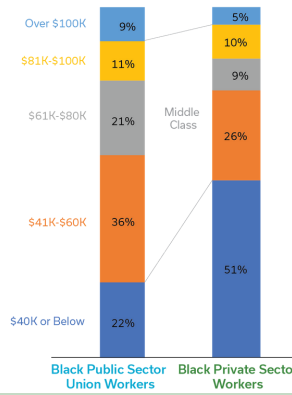


SURVEY RESULTS

HIGHER EARNINGS

Black public sector union workers have higher earnings than non public sector workers and are more likely to earn incomes in every higher income bracket. 51% of non public sector incomes are below \$40,000 per year, double the rate of public sector workers.

How much do you earn before taxes?

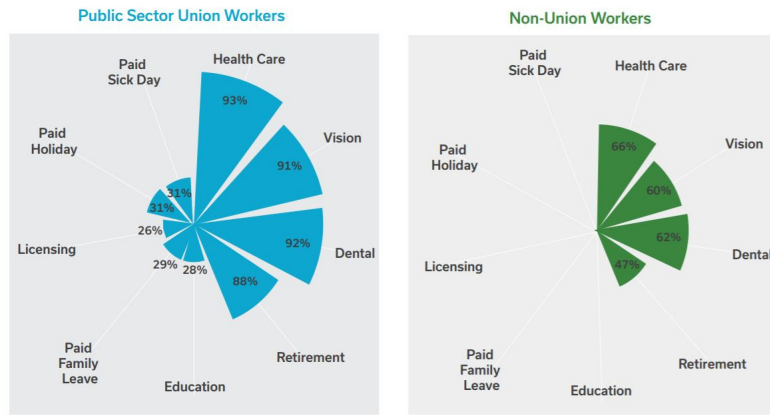


SECURE HOUSING

More than 50 Black workers told surveyors that union employment helped them stay in their home, purchase a home or pay the bills, the largest of which would go towards housing.

MORE BENEFITS

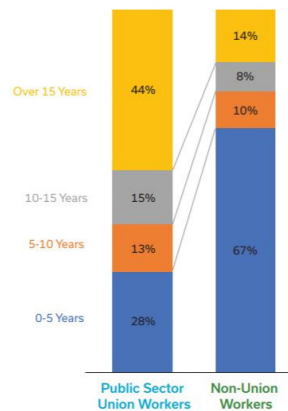
Public sector union workers receive more benefits than non-public sector workers. They are more likely to have healthcare, vision, dental, and retirement benefits. Benefits also included educational advancement opportunities, paid family leave, opportunities to obtain licensing and certifications, paid holidays and paid sick days.



LONGER CAREERS

Public sector union workers are in their jobs much longer than non-public sector workers. 44% of Public sector union workers have been in their jobs for more than 15 years whereas 67% of non-public sector workers have worked at their job for less than 5 years.

How long have you worked at your job?



SOLE PROVIDERS

Black workers are taking care of their families on single incomes. 2/3 of workers surveyed reported that they are sole providers for their families. This result was the same for public sector and non-public sector workers.

ACTIVE IN COMMUNITY

Public sector union workers are active in their communities. 2/3 of workers surveyed shared that they participate in churches, social organizations or their unions, and nearly half are active very often.



CONCLUSIONS

- 1 Unions stabilize Black Communities.
- 2 Public sector union employment provides higher wages, more benefits, and job stability.
- 3 Threats to labor are threats to Black workers and the Black middle class.

RECOMMENDATIONS

Unions, community organizations, the government as employers and policy makers should collaborate to:

- 1 Create access and pipelines for Black workers to gain public sector union employment.
- 2 Stop threats to unions and public sector jobs.