

**The Attitudes and Opinions
of Unionized and Non-Unionized Workers
Employed in Various Sectors of the Economy
Toward Organized Labor**

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I. Methodology and Sample Characteristics

Methodology

National Survey Of Employed: 6/14/05 thru 6/21/05

This is a national telephone survey of employed adults conducted by Zogby International. The target sample is 802 interviews with approximately 45 questions asked. Samples are randomly drawn from telephone CDs of national listed sample. Zogby International surveys employ sampling strategies in which selection probabilities are proportional to population size within area codes and exchanges. As many as six calls are made to reach a sampled phone number. Cooperation rates are calculated using one of AAPOR's approved methodologies¹ and are comparable to other professional public-opinion surveys conducted using similar sampling strategies.² Weighting by *party, age, race, gender, union membership and public employment* is used to adjust for non-response. Margin of error is +/- 3.6 percentage points. Margins of error are higher in sub-groups.

National Survey Of Public Service Employees: 6/14/05 thru 6/30/05

This is a national telephone survey of employed adults conducted by Zogby International. The target sample is 600 interviews with approximately 45 questions asked. Samples are randomly drawn from telephone CDs of national listed sample. Zogby International surveys employ sampling strategies in which selection probabilities are proportional to population size within area codes and exchanges. As many as six calls are made to reach a sampled phone number. Cooperation rates are calculated using one of AAPOR's approved methodologies¹ and are comparable to other professional public-opinion surveys conducted using similar sampling strategies.² Weighting by *age, race, union membership* is used to adjust for non-response. Margin of error is +/- 4.1 percentage points. Margins of error are higher in sub-groups.

National Survey Of Public Service Employees in Unions: 6/30/05 thru 7/11/05

This is a national telephone survey of employed adults conducted by Zogby International. The target sample is 602 interviews with approximately 45 questions asked. Samples are randomly drawn from telephone CDs of national listed sample. Zogby International surveys employ sampling strategies in which selection probabilities are proportional to population size within area codes and exchanges. As many as six calls are made to reach a sampled phone number. Cooperation rates are calculated using one of AAPOR's approved methodologies¹ and are comparable to other professional public-opinion surveys conducted using similar sampling strategies.² Weighting by *age, race* is used to adjust for non-response. Margin of error is +/- 4.1 percentage points. Margins of error are higher in sub-groups.

¹ See COOP4 (p.38) in *Standard Definitions: Final Dispositions of Case Codes and Outcome Rates of Surveys*. The American Association for Public Opinion Research, (2000).

² *Cooperation Tracking Study: April 2003 Update*, Jane M. Sheppard and Shelly Haas. The Council for Marketing & Opinion Research (CMOR). Cincinnati, Ohio (2003).

Zogby International's sampling and weighting procedures also have been validated through its political polling: more than 95% of the firm's polls have come within 1% of actual election-day outcomes.

Sample Characteristics	Employees		Public Employees		Unionized Public Employees	
	Frequency	Valid Percent*	Frequency	Valid Percent*	Frequency	Valid Percent*
Sample size	802	100	600	100	602	100
East	203	25	153	25	235	39
South	206	26	148	25	73	12
Central/Great Lakes	259	32	201	34	170	28
West	134	17	98	16	124	21
Private sector	656	82	--	--	--	--
Public sector / Government	130	16	600	100	602	100
Not employed	4	1	--	--	--	--
Not sure	12	2	--	--	--	--
Full-time	644	80	459	77	493	82
Part-time	120	15	96	16	76	13
Full- & Part-time	37	5	45	8	33	6
18-29	180	23	112	19	72	12
30-49	384	49	287	49	323	54
50-64	180	23	163	28	185	31
65+	39	5	30	5	18	3
18-24	104	13	72	12	16	3
25-34	131	17	90	15	99	17
35-54	420	54	309	52	382	64
55-69	115	15	107	18	97	16
70+	13	2	14	2	5	1
Did not answer age	19	--	9	2	4	--
Registered to vote	754	94	575	96	589	98
Not registered	48	6	25	4	13	2
Democrat	256	34	229	40	295	50
Republican	256	34	158	27	133	23
Independent/Minor party	181	23	134	23	124	21
Libertarian	4	1	2	0	4	1
Not sure of party	57	7	52	9	33	6
Voted Bush	321	43	219	38	185	31
Voted Kerry	287	38	249	43	317	54
Voted someone else	33	4	22	4	23	4
Not sure of vote / voted no one	113	15	85	15	64	11

Sample Characteristics (continued)	Employees		Public Employees		Unionized Public Employees	
	Frequency	Valid Percent*	Frequency	Valid Percent*	Frequency	Valid Percent*
Less than high school	28	4	17	3	10	2
High school graduate	145	18	90	15	61	10
Some college	253	32	165	28	139	23
College graduate+	375	47	326	55	390	65
Did not answer education	2	--	1	--	2	--
White	597	75	428	72	425	71
Hispanic	72	9	59	10	54	9
African American	96	12	89	15	90	15
Asian/Pacific	8	1	6	1	6	1
Other/mixed	24	3	12	2	24	4
Did not answer race	6	--	6	--	4	--
Roman Catholic	219	27	169	28	177	30
Protestant	340	43	253	43	244	41
Jewish	14	2	13	2	19	3
Muslim	3	0	3	1	3	1
Other (religion)	222	28	157	26	154	26
Born again	161	20	122	20	108	18
Did not answer religion	4	--	4	--	6	--
Member of union	100	13	218	36	602	100
Not member of union	702	88	381	64	--	--
Member of household in union						
No member of household in union						
Managerial	124	16	60	10	45	8
Medical	81	10	53	9	41	7
Professional/Technical	202	25	117	20	110	18
Sales	74	9	26	4	5	1
Clerical	42	5	45	7	28	5
Service	59	8	63	11	40	7
Blue-collar/Production	81	10	35	6	32	5
Student	13	2	9	2	--	--
Homemaker	3	0	2	0	--	--
Teacher/Education	51	6	141	23	264	44
Military	7	1	12	2	1	0
Other occupation	59	7	36	6	30	5
Did not answer occupation	7	--	2	--	2	--
Married	465	58	363	61	431	72

Sample Characteristics (continued)	Employees		Public Employees		Unionized Public Employees	
	Frequency	Valid Percent*	Frequency	Valid Percent*	Frequency	Valid Percent*
Single	208	26	138	23	64	11
Divorced/widowed/single	103	13	88	15	85	14
Civil union/domestic partnership	25	3	9	2	18	3
Did not answer marital status	1	--	2	--	3	--
Stockowner	289	25	186	22	195	22
Own 401(k)	365	32	232	27	229	26
Own other pension plan	190	16	178	21	242	28
Not stockowner	300	26	247	29	190	22
Less than \$15,000	46	6	31	6	13	2
\$15,000-\$24,999	54	8	39	7	15	3
\$25,000-\$34,999	61	9	60	11	45	8
\$35,000-\$49,999	112	16	110	20	112	20
\$50,000-\$74,999	174	25	140	26	168	30
\$75,000 or more	261	37	164	30	204	37
Did not answer income	95	--	57	--	46	--
Male	423	53	210	35	202	34
Female	379	47	390	65	398	66

II. Executive Summary

American workers, while viewing unions in favorable terms, would not personally vote to unionize their workforce.

With union memberships in decline nationally, our poll shows that just one-in-three (35%) non-union workers would consider voting to unionize their workplace, while a 56% majority would not. The poll also finds workers nationwide are generally content with their jobs and their employers.

Our three-part survey of 802 workers nationwide, along with 600 public employees and 602 unionized public employees, finds that the groups often have competing viewpoints—except on issues of fundamental fairness, such as the right to voluntarily associate—or not associate—with a labor union.

The poll found broad-based consensus among employees against unionizing, with 56% of all non-union workers in the survey saying they would vote against bringing a union into their workplace. One-in-three (35%) indicate they would consider voting for a union, but just half of that group (16%) say they would definitely vote to unionize, while two-in-three of all those who oppose unionizing (38%) would definitely vote against unionizing. These trends held for all age groups under 65, but was most noticeable among workers age 30 to 49, where three-in-five (60%) indicated they would not support unionizing.

This opposition to unionizing holds in every region of the country as well, with majorities in the Eastern U.S. (61%), South (50%), and Central/Great Lakes Region (60%) and a 49% plurality in the Western states all saying they would resist unionizing their workplace.

The survey also found men more likely to oppose unionizing their workplace, by a 61% to 50% margin versus women, and married people are more likely to oppose unionization than single people by a 61% to 51% margin.

The survey also found that, on a host of other issues, workers were generally content with their present employment. When asked if they were happy or unhappy with their jobs and interested in finding new positions, more than seven-in-ten (72%) indicated they were content with their current jobs, while just one-in-four (27%) were unhappy. This overwhelming worker contentment is likely tied to a belief among a similar seven-in-ten (70%) workers who say their company cares about them as individuals, while just one-in-four (26%) believed their employer did not care about them and viewed them as “just a number.”

Another telling sign in the survey is the fact that four-in-five (81%) workers say they have a good working relationship with their immediate supervisors, while just 15% say they have difficulty. Similar percentages held across every single demographic group in the survey.

Workers hold a positive view of both their employers' process for advancement and their own prospects, with two-thirds (64%) saying they believe there are opportunities to advance with their present employers, more than twice the 31% who think they are in "dead-end" jobs. A similar percentage, 65%, say that management in their workplace does not discriminate on promotions and transfers, while just one-in-four (26%) perceive management favoritism.

Three-in-five workers (60%) approve of labor unions in general, while just a bare majority (52%) say that unions remain necessary—higher than the two-in-five (39%) who believe that while organized labor may once have been needed, its time has passed. Despite this generally favorable impression of unions, however, a 46% plurality of workers believe organized labor exerts too much influence on government, while a lower 39% believe unions should exert more power. And an overwhelming 85% believe that anti-trust and racketeering laws should apply to unions, while just one-in-eleven (9%) workers believe that organized labor should be exempted from anti-trust statutes.

One of the more interesting findings is support for "right-to-work" rules among all categories of worker—both unionized and non-unionized. Workers in virtually all circumstances favor the freedom to join or not join a union—the position that "right to work" laws enforce.

All employees and public employees do not deviate substantially; however, there is a noticeable difference between unionized public employees and the overall workforce, with the former group significantly more likely to advocate union shop and agency shop configurations.

However, what is truly noteworthy is that even this latter group—public employees belonging to labor unions—do not favor these configurations and support a position of workers choosing to voluntarily support a union.

Solid majorities of every significant group in the survey—overall employees, public employees, and unionized public workers—also favor changing labor law to allow workers to opt out of unions and either represent themselves or join another organization that advances their goals.

American workers also indicated a clear preference for applying different standards to public employees, with a 49% plurality saying that government workers are in a different category than private sector workers, and should not be able to strike. This was higher than the 44% who favored allowing even government workers to strike.

The survey also found an overwhelming rejection of project-labor agreements for public works projects, with 56% agreeing that rules requiring states and municipalities to grant contracts to unionized construction companies amounts to discrimination against the 80% of construction workers who are not unionized. Just three-in-ten (31%) favor these agreements.

In another sign of union weakness, the survey also found that 59% favored allowing management to provide information about potential negative impacts of unionizing to their employees, and opposed government “neutrality agreements” that would bar firms that contract with the government from distributing such information. One-in-three (32%) favor such agreements.

Labor as a force in the American workplace still clearly is viewed in generally positive terms. However, most American workers seem more inclined to view organized labor as something that may benefit their neighbors, but is not necessarily a benefit to them personally.

III. Narrative Analysis

I am going to read to you a series of statements about your job. For each series, please tell me which statement comes closer to your own view – A or B?

Table 1. Overall Contentment with Present Employment

	Employees	Public employees	Unionized public employees
A: I am not happy with my present job and I'd like to have a different one.	27	19	16
B: I like my present job and I'm not interested in changing it.	72	79	83
Neither/Not sure	2	2	2

Publicemployees clearly have higher job contentment than private-sector workers, with 79% of the former saying they like their current jobs and have no interest in changing careers—higher than the 72% of the general public that holds the same view. This climbs somewhat higher among unionized public employees, where 83% hold this viewpoint.

Among **all employees**, there is clearly higher job contentment among full-time workers than among part-time workers, with the former leading the latter in contentment by 74% versus 59%.

While geographic region does not play a particularly large role, Easterners expressed higher levels of contentment than their counterparts in all other regions, with 75% of Easterners satisfied with their jobs—higher than the 69% to 72% in the rest of the country.

Race has some impact on this question as well, with 76% of whites expressing contentment with their jobs—higher than the 55% of Hispanics and 64% of African Americans who say the same.

Somewhat unsurprisingly, educational attainment is directly correlated to overall levels of contentment, as is income—as both increase, so does the respondent's likelihood of saying they are happy with their jobs.

Ideology has some impact as well—as respondents' ideological viewpoint shifts rightward, their job contentment increases—from 60% among progressives to 78% among conservatives.

Interestingly, the type of community a respondent lives in has only minimal impact on contentment, with small city, rural, and suburban dwellers slightly more contented than large city residents.

In the overall population, membership in a union has only minimal impact on overall contentment, with 75% of union workers and 71% of non-union workers expressing job contentment.

Among **public employees**, there is four-to-one contentment (79% versus 19%).

Unionized public employees hold an even more lopsided ratio of contentment to dissatisfaction, with 83% satisfied in their present jobs and 83% expressing a desire to change employers.

Table 2. Respondents’ Perception of Company as a Team

	Employees	Public employees	Unionized public employees
A: The company or agency I work for cares about me as an individual. I feel respected.	70	68	64
B: The company or agency I work for does not really care about me. I am just a number.	26	29	32
Neither/Not sure	4	2	3

Public employees are slightly less likely than the overall workforce to say their agency cares about them as individuals; among unionize public employees, this drops even more, with fewer than two-in-three (64%) of this group holding that viewpoint—while seven-in-ten (70%) members of the overall workforce believe their employer cares about them as people.

Among **all employees**, part-time workers hold a more positive view on this point, with 74% believing their employer cares about them and respects them—higher than the 69% of full-time workers holding the same view.

There is less consensus around this viewpoint in the Central/Great Lakes region, where just two-in-three (66%) hold this view; elsewhere, this is at 70% or higher.

There is a direct correlation between age and the belief that an employer cares—the older the respondent, the more likely they are to believe their agency or company cares about them. A similar correlation occurs among education levels and, generally, among income levels.

Whites are more likely than other racial groups to believe their employer treats them well; among whites, the percentage is 74%, higher than the 66% of African Americans who hold this view. However, among Hispanics, this is a minority viewpoint, with 46% feeling like they are seen and treated as an individual—less than the 54% who believe they are “just a number.”

The presence of a government employee in the respondent’s household has a substantial impact on response; those whose household includes a public-sector worker are far less likely to say their employer cares about them, with just 59%—significantly less than the 72% of non-government-employee households holding this viewpoint.

Suburbanites are a real outlier on this question; while 83% of suburbanites believe their employer cares about them as an individual, this falls in a range between 64% and 69% elsewhere.

A significant union gap appears as well, with respondents who live in households with unionized workers much less likely to believe their employer cares about them individual, with two-in-three (66%) holding this view—less than the three-in-four (74%) residents of non-union households who say the same.

Among **public employees**, a higher proportion—three-in-ten (29%)—say their employer views them as just a number. This is higher than the percentage of the overall workforce that feels this way, albeit lower than the 68% of public workers who feel their employer cares about them individually.

A full one-in-three (32%) **unionized public employees** say their employer views them as just a number—higher than both the portion of the overall workforce with that outlook *and* higher than their non-unionized counterparts.

Table 3. Respondents’ Perception of Relationship with Supervisor

	Employees	Public employees	Unionized public employees
A: It is difficult to work with my immediate supervisor.	15	12	12
B: I have a good working relationship with my immediate supervisor.	81	86	87
Neither/Not sure	4	2	2

The vast majority of all workers—private sector, public sector, and unionized—have a good working relationship with their supervisors. This dwarfs the percentage who say they have difficulty working with their supervisors.

While 15% of **all employees** say they have difficulty working with their supervisors, this ticks up to 18% among part-time workers, and drops a point, to 14%, among full-time employees.

This statistic is inversely proportional to age, with one-quarter (24%) of workers under the age of 30 expressing doubt about their working relationship with their boss; this rapidly drops as age increases, with ~12% of all workers between 30 and 64 stating they have difficulty in their relations with their supervisors.

Race has substantial impact on response; whites are the least likely to report difficulties in their relations with their supervisors, at 12%; among Hispanics, this rises to 17%, and 24% among African Americans.

There is no immediate correlation to educational level, income, or political ideology.

As in the previous example, the suburbs produce the outliers on this question—in this instance, suburbanites are more likely to say they have difficulty working with their supervisors, with one-in-four (23%) holding that view—higher than the 11% to 15% among workers living in other-sized communities.

The presence of a union worker in the respondent’s household has virtually no impact on response.

Among **public employees**, a slightly lower 12% say their supervisors are difficult to deal with—a percentage that is unchanged among **unionized public employees**.

Table 4. Outlook on Career Advancement

	Employees	Public employees	Unionized public employees
A: I believe that there is opportunity for advancement in my present job.	64	65	68
B: I am in a dead-end job. There is no opportunity to move up.	31	30	26
Neither/Not sure	5	5	6

Nearly two-thirds of the workforce believe there is an opportunity for advancement in their present jobs; just one-in-three believe they are in a dead-end job. These numbers hold up across all three samples.

Among **all employees**, 64% believe there is upwards mobility in their jobs, while three-in-ten (31%) believe their present employment constitutes a dead-end job, with no opportunity for advancement.

Unsurprisingly, full-time workers are more likely than part-time to hold this viewpoint, by a 66% to 51% margin.

Those workers aged 30 to 49 are more likely than other groups to anticipate upwards mobility, with 68% believing there is an opportunity to advance; among those under 30, this percentage drops to 64%, while among all workers age 50 and older, this drops below 60%.

Geographic region has marked impact on response, with 70% of Southerners believing they have upwards mobility—a percentage only rivaled in the west, where 69% hold this outlook. This drops substantially among Easterners and residents of the Central/Great Lakes region, where 61% and 59%, respectively, hold this outlook.

Race has virtually no impact on this question, with nearly identical percentages of whites, Hispanics, and African Americans (64% to 65%) saying their jobs include the chance to advance.

Gender, however, produces a noticeable difference; women are much more likely than men to perceive their jobs as “dead-end,” by a 37% to 27% margin.

Educational attainment has some limited impact on employees’ outlook; the more education a respondent has, the more likely they are to say they believe they can advance, although at least 62% of all respondents with a minimum of a high school diploma believe their job includes a chance to advance.

Income level has some impact; however, it is noteworthy that levels of optimism are nearly identical in all income ranges between \$25,000 and \$75,000. Respondents whose income is at or above \$75,000, however, are the most optimistic, with three-in-four (73%) believing there is upwards mobility in their careers.

Ideology has some impact on response, though limited; conservatives and moderates are a bit more likely than liberals and progressives to see a chance for upwards mobility in their jobs.

The presence of unionized workers in a respondent’s household, or membership in a union, has no impact.

Among **public employees**, there is slightly greater optimism about upwards mobility, with 65% saying they believe there is a chance to advance in their jobs.

This climbs a bit higher still among **unionized public employees**, where 68% say there is an opportunity to advance, and a lower 26% say their present employment constitutes a “dead-end job.”

Table 5. Job Satisfaction Positing Benefits Against Happiness with Career

	Employees	Public employees	Unionized public employees
A: I want to keep my present job, even though I believe that I could earn better pay and benefits in another job.	53	59	63
B: I would like to have a different job, but I don't think I would be able to earn the pay and benefits I get in my present job.	31	29	26
Neither/Not sure	16	12	11

The majority of all workers would prefer to keep their present job, with 53% saying that they prefer to keep their present employment despite the potential benefits of another job. This outweighs the three-in-ten (31%) who would like another job, but don't believe they could match their current benefits.

Among **all employees**, there are several noticeable splits on opinion. Among those who work part-time, for instance, there is a much greater likelihood they will hold the first position, with 63% holding this outlook—versus 52% of full-time workers.

There is a clear age split, with respondents age 50 and older more likely than those under the age of 50 to prefer keeping their current employment despite the allure of other positions.

Southerners are less likely than residents of other regions to hold outlook A, with 47% holding this view, versus solid majorities elsewhere.

There is also a gap evident among those with some formal secondary education and those who have not. Among those who either have some college or have a college degree, ~55% prefer to keep their current job despite a potential up-side to switching employers. Among those with a high school education or less, this rapidly drops below 50%.

Political ideology has virtually no impact.

Suburbanites are more likely than other groups to be content maintaining their current employment, with three-in-five (59%) holding this outlook. Just half (~51%) of residents of all other-sized communities hold this outlook.

Men hold a more favorable view of keeping their current jobs than women, with 55% of men and 51% of women holding the same outlook.

Among **public employees**, three-in-five (59%) express contentment with their careers, saying they want to keep their current employment, while 29% suggest they

would like to change careers, but have doubts about the ability to earn the same benefits and pay scale elsewhere.

This outlook climbs to 63% among **unionized public employees**.

Table 6. Management’s Commitment to a Discrimination-Free Workplace

	Employees	Public employees	Unionized public employees
A: Management where I work does not discriminate when it comes to things like promotions and transfers.	65	67	64
B: Management where I work shows favoritism when it comes to things like promotions and transfers.	26	28	29
Neither/Not sure	9	5	7

Two-thirds of all categories of workers in the survey say that the management in their workplace does not discriminate on promotions and transfers. However, one-in-four to three-in-ten perceive favoritism in the managers of their company or agency.

Among **all employees**, there is an overwhelming belief—among two-in-three (65%)—that management provides a level playing field. This view is held even more strongly among part-time workers, where 72% hold it.

This viewpoint is most strongly-held in the Western states, where 72% hold this outlook; Easterners and Midwesterners are less likely to hold it, at 63% apiece.

Hispanics are the racial group most likely to perceive their company’s management acts in a non-discriminatory manner, at 69%; whites follow at 67%, while African Americans trail at 58%.

Gender has minimal impact.

Residents of small cities are more likely than those living in other communities to believe that management at their place of work acts without discrimination; 69% of this group holds this view, versus 66% of suburbanites, 63% of rural residents, and 62% of large city dwellers.

Among all workers, there is a greater likelihood that members of unions will perceive discrimination, with 33% seeing favoritism in the workplace—higher than the 25% of non-unionized workers who say the same.

Among **public employees**, there is a slightly higher conviction that management in their agency does not discriminate—a statistically-insignificant three-point increase,

which is negated among **unionized public employees**, whose outlook on this topic is virtually identical to the overall workforce.

Table 7. Security versus Risk and Reward

	Employees	Public employees	Unionized public employees
A: I do not feel secure in my present job and would be willing to take reduced pay and benefits if I could find something more secure.	20	19	20
B: I know that I could get a different job with more security, but I'm willing to take the risk to get the bigger rewards.	53	52	42
Neither/Not sure	27	30	38

All employee categories in the study respond in roughly percentages to this question, with just one-in-five saying they feel so little security in their current job that they would be willing to take pay and benefit cuts for greater security. Both public employees and the overall workforce respond in nearly identical percentages; however, among unionized public employees, a smaller percentage were willing to state that they were certain they could get a job with more security, but were willing to take risk for bigger rewards.

Among **all employees**, there is only a small difference between full-time and part-time workers, with the latter group being slightly more willing to say they know they could get a job with more security, but prefer to take risks.

There is a gap among those under the age of 30 and those 30 and older; the first group is somewhat more likely to say they do not feel secure in their present jobs (26%) while the second is less likely (~18%).

There is a clear correlation between perceived job security and educational attainment; the higher the educational attainment, the less likely the respondent is to say they do not feel secure.

Race also impacts response, with Hispanics more likely than others to perceive their job is not secure; 29% of this group, versus 19% of white and African American respondents take this position.

There is a general drop in insecurity about employment as respondents' political views shift from left to right.

Income has no discernible impact.

Gender has some impact, with women more likely to state they prefer their current jobs, despite a potential lack of security, for the job’s rewards. Women outpace men on this point by 57% versus 50%.

Unionized households do not deviate substantially from non-unionized households.

Among **public employees**, respondents are two-and-a-half times as likely to say they know they could have a more secure job, but are willing to take on the risk for the benefits.

This drops to a two-to-one lead for that outlook among **unionized public employees**.

Table 8. Support for Rules Allowing Voluntary Association with Unions

	Employees	Public employees	Unionized public employees
A: Individual workers should be free to decide for themselves whether or not to join or support a union, and nobody should be required to join or support a union as a condition of employment.	65	64	54
B: No one should be a free-rider. If workers benefit from union representation, they should be required to pay their fair share of the cost of union representation.	27	32	43
Neither/Not sure	8	5	2

Workers in virtually all circumstances favor the freedom to join or not join a union—the position that “right to work” laws enforce.

All employees and public employees do not deviate substantially; however, there is a noticeable difference between unionized public employees and the overall workforce, with the former group significantly more likely to advocate union shop and agency shop configurations.

However, what is truly noteworthy is that even this latter group—public employees with union cards—do not favor these configurations and support allowing workers to decide whether they wish to voluntarily associate with a union.

Among **all employees**, there is a clear preference for the rights of workers to choose whether they personally join a union or not, with two-in-three supporting this position. This dwarfs the one-in-four (27%) who believe all workers should pay for the purported benefits derived from union representation.

Somewhat unsurprisingly, this viewpoint is more strongly felt in the South—where every state except the border states of Kentucky and West Virginia have right to work laws. In the South, 71% of all workers favor individual workers deciding on union association and whether to financially support unions.

Respondents in the Western states hold this viewpoint at nearly as high a level—67%—again, given the large number of right-to-work states in the West, this is somewhat unsurprising.

Interestingly, however, in the Eastern states, where there is no great strength for laws allowing voluntary associations with unions, 63% share that outlook; and in the Central/Great Lakes region, including the unionized, industrial Midwest, there is a 61% majority in favor of not requiring union membership or dues.

This position is held by majorities of Republicans (70%) and Democrats (59%), as well as independents (64%). Political ideology also produces a mandate for this viewpoint, with liberals, at 58%, the group with the lowest support in favor of voluntary associations with unions—support that increases among all other groups.

The majority of every racial group holds this outlook as well—65% of whites, 75% of Hispanics, and 58% of African Americans.

Majorities in communities of all sizes hold this viewpoint, ranging from a low of 56% in the suburbs to a high of 71% in small cities.

While union members, overall, are more inclined to oppose the right-to-work position, by a 54% to 41% margin, public-sector union members are more inclined to favor it by 54% to 43%. And among non-union members, this climbs to more than two-in-three (68%).

Interestingly, in union households, a 57% majority state they favor allowing people to work regardless of union membership. This is, however, less than the 70% among non-union households.

Public employees essentially mirror the overall workforce. The same cannot be said of **unionized public employees**. This latter group is much more inclined to favor requiring membership or dues payments from workers in unionized shops.

9. In general, do you approve or disapprove of labor unions?

Table 9. Approval of Labor Unions in General

	Employees	Public employees	Unionized public employees
Approve	60	67	80
Disapprove	28	21	14
Not sure	12	12	6

American workers tend to approve of labor unions conceptually, with three-in-five (60%) of all workers approving. Unsurprisingly, this approval climbs in the public sector, and particularly among unionized workers.

It is worth noting that not all unionized public employees approve of unions, however, with 14% disapproving of organized labor.

Among **all employees**, there is a two-to-one edge (60% versus 28%) in approval of unions versus disapproval. However, certain factors impact outlook.

Full-time workers hold unions in lower esteem than part-time workers, with 59% of the former group and 70% of the latter group looking favorably on unions.

Unions achieve some of their lowest approval ratings among workers in the 30-to-49 age group, where 56% approve of unions and 31% disapprove.

It is noteworthy that both overall survey results and the internal numbers of the survey of all employees find that public employees hold a much more favorable view of unions than their private sector counterparts; while 67% of those working for the government favor organized labor, this drops to 59% among private-sector workers.

Respondents who live in the Central/Great Lakes region have the least favorable outlook toward unions, with 56% approving and 35% disapproving; those living in the Western states tend to have the most favorable outlook, with 69% approving and 24% disapproving.

Respondents living in households that include government employees are more inclined to favor unions, by a 70% to 58% margin versus households that do not.

Community size has a noticeable impact on response. Residents of large cities are more inclined than those living in other-sized communities to hold this outlook, with two-thirds (67%) approving of unions; this drops substantially among other communities, with ~59% approval in suburbs and small cities, and 56% approval in rural areas.

Approval of unions rises substantially as respondents identify themselves as further left on the political spectrum; while a bare, 51% majority of conservatives favor unions, in excess of three-quarters of liberals hold this view.

Unsurprisingly, 88% of labor union members approve of the organizations—much higher than the 56% of non-union workers who share that viewpoint. This does not extend easily into union households, however, with a much lower 68% of residents of union households approving of organized labor—though that number is higher than the 54% of residents of non-union households who express approval.

Income is not a decisive factor in union approval, although among respondents in the \$25,000 to \$35,000 income range, approval reaches 75%; elsewhere, it hovers around the high 50s or low 60s.

Unsurprisingly **public employees**, whose ranks include a higher percentage of unionized employees than the general public, are more amenable to unions in general—although non-unionized public employees are much less enamored, with 53% approving of unions while 33% disapprove.

Among **unionized public employees**, four-in-five (80%) have a favorable impression of unions—but a full 14% do not, suggesting that mandatory membership in unions does not lead to universal support for organized labor.

I will read you a series of statements. Please tell me which statement, A or B, comes closer to your opinion.

Table 10. Perception of Ongoing Value of Labor Unions

	Employees	Public employees	Unionized public employees
A: There was a time when unions were needed, but the need for them has now passed.	39	31	17
B: Unions are necessary, because without them, individual employees would be powerless.	52	61	78
Neither/Not sure	10	8	5

Two-fifths (39%) of all workers believe that unions are no longer necessary, despite being necessary in the past. This is significantly higher than the public sector workforce, and, unsurprisingly, a bit more than twice the percentage that shares that sentiment among unionized government employees (17%).

Half of all workers (52%), however, believe that unions remain necessary to ensure employees have power.

Among **all employees**, regional differences are substantial. There is a strong bloc holding the view that unions are no longer necessary in the East, with 44% hold this view—a percentage nearly as high as the 50% who believe unions are still needed, particularly given the 6% who are not sure if unions are still necessary. In the Central/Great Lakes region, the percentages are even closer, with 43% believing unions no longer necessary and 47% continuing to favor them. In the South and West, meanwhile, that is a minority viewpoint, with just 32% in each region believing unions to be no longer necessary.

Private sector workers are much more inclined to believe unions are not needed, with 41% holding this point of view—and half (50%) seeing unions as still necessary. Another 10% are not sure of the continued need for organized labor.

Race drives attitude on this question, with whites near-evenly split (44% say unions are no longer needed while 46% say they are). Hispanics, meanwhile, believe, by a 65% to 26% margin, that unions are still needed, and African Americans believe this by an even wider 74% to 20% margin.

Gender has substantial impact on response—while 43% of men believe unions have outlived their usefulness, a much lower 34% of women hold this view.

Political party and ideology both have substantial impact. A majority of Republicans (55%) say that unions are no longer needed, but a larger majority of Democrats (65%) disagrees. Independents are somewhat more favorable to unions, with 52% saying they are still necessary. Likewise, conservatives are much more skeptical about the continued value of unions than are liberals.

Residents of small cities split on the question, at 46% apiece; other areas are more amenable to unions.

Income directly correlates to position, with an increase in the belief that labor unions are no longer necessary as income increases, going from a substantial gap among the lowest-paid respondents to a near-parity among those earning \$75,000 or more.

Unsurprisingly, labor union members are overwhelmingly assured of the ongoing need for unions, but non-members are much more evenly divided, at 42% believing unions are no longer necessary and 48% believing they are. This does not translate into overwhelming belief in the need for unions in union households, however, with 37% of individuals sharing a home with a union member questioning the ongoing need for organized labor.

The belief that unions have outlived their usefulness is somewhat weaker among **public employees**, although three-in-ten members of this group hold that viewpoint. However, that fraction is cut in half among **unionized public employees**.

Table 11. Disapproval of Labor’s Influence on Politics

	Employees	Public employees	Unionized public employees
A: Unions have too much influence on our political leaders and public policy.	46	43	36
B: Unions do not have enough influence on our political leaders and public policy.	39	43	49
Neither/Not sure	16	14	15

The overall labor force believes, by a 46% to 39% margin, that American organized labor exerts too much influence on politics and public policy. While this drops to parity among public employees, only unionized public employees are inclined to believe unions do not exert enough influence.

Among **all employees**, this viewpoint wins in every age group, generally increasing with the age of respondents.

Respondents in every geographic region except the Western U.S. are more likely to believe that unions exert too much influence politically; there, respondents are more inclined, by a narrow 43% to 39% margin, that labor does not exert enough influence. This is much closer than the margins the other way in the other three geographic regions.

Partisan identity has impact on this question, with 56% of Republicans believing labor has too much influence, while 52% of Democrats believe the opposite. Independents are more in line with the Republican viewpoint here, with 48% saying labor is too powerful—and just 37% urging more influence for labor.

Race is a factor as well, with a 47% plurality of whites and a 44% plurality of Hispanics saying unions hold too much power, while a 56% majority of African Americans believe that labor exerts too much influence.

Education level and income both are tied to response; as both increase, so does the likelihood of the respondent viewing labor’s influence as too severe.

Interestingly, the presence of a union member in the household does not radically alter this balance. In union households, a 48% plurality of respondents are likely to say that labor holds too much influence; in non-union households, a 51% majority of respondents are inclined to view labor’s influence in negative terms.

Among **public employees**, there is an even split on the question—although, like the general workforce, a majority of non-unionized public employees (55%) believe that unions exert too much influence.

This outlook is even held by more than one-third (36%) of **unionized public employees**.

Table 12. Overwhelming Opposition to Exempting Unions from Anti-Trust Statutes

	Employees	Public employees	Unionized public employees
A: Labor unions should be exempt from coverage of laws like anti-trust and racketeering, so long as the conduct of the union is demonstrated to benefit workers.	9	11	11
B: Labor unions should have the same anti-trust and racketeering laws that apply to businesses and individuals apply to them.	85	82	81
Neither/Not sure	6	7	8

No groups favor exempting labor from anti-trust and racketeering statutes. This question’s outcome is lopsided with every single demographic subgroup studied.

The next few questions deal with private sector and public sector union issues.

13. Which of the following statements comes closest to your own view – Statement A or Statement B?

Table 13. Civil Service versus Equal Treatment of Public and Private Workers

	Employees	Public employees	Unionized public employees
A: There is no difference between government employees and employees on private payrolls when it comes to the right to use collective bargaining or the right to strike. All employees should have the right to improve their working conditions, wages, or benefits by whatever legal means are open to them regardless if they are private sector or public sector employees.	44	51	59
B: Government employment is different from private employment when it comes to issues like using collective bargaining and the right to strike. Government workers have laws on the books that protect them as workers and many of their jobs are vital to the overall welfare of the country. If they were allowed to strike, for instance, it could really cripple our government and the ability to protect and provide for the common good.	49	42	36
Neither/Not sure	6	7	5

It becomes clear that this point is contentious when all three samples are compared. While the workforce as a whole is likely to oppose allowing public employees to violate the spirit of civil service, there is a greater amount of support among public and unionized public employees for government workers being allowed to strike and collectively bargain.

Half (49%) of **all employees** believe that government employment is different from private-sector employment; this is higher than the 44% who disagree.

Age is a factor in this interpretation; respondents under the age of 30 are more likely, by a 10-point margin, to view government and private-sector employment in similar terms, while majorities of all age groups 30 and over see a difference and oppose allowing government workers the same privileges as private-sector union workers.

There are clear regional differences in play, with majorities in the South and Central/Great Lakes region believing that there is a difference between the two classes of employees, while a narrow plurality (48% versus 46%) of Easterners and a majority of Westerners (57% versus 38%) view the two classes of employee in similar terms.

Race is a significant factor. The majority of whites (51%) say that there is a distinction between government and private-sector workers, while a 53% majority of Hispanics disagrees. African Americans are evenly-split, with 50% saying the two groups should be treated the same and 49% saying that different standards should apply.

Gender is an impacter as well, with 55% of men, a majority, believing government employees are in a unique class, while a 48% plurality of women disagrees.

The presence of a government employee in the respondent's household has some impact, dragging the two into parity at 47% apiece; among non-union households, half (50%) believe that the two should be held to different standards while 44% believe they should be treated the same.

Political ideology impacts response as well, with Republicans overwhelmingly embracing the argument that allowing privileges accorded to private-sector unions to public employees (60%) and Democrats evenly-split at 47% apiece. Independents, however, are the most likely to say that government workers should enjoy the same right to strike as private-sector workers, with 52% holding this view.

Income is correlated to response as well, with more affluent respondents more likely to view government employees as different from other workers than lower-income respondents.

Residents of small cities are more likely than those living in other communities to say government employment is in a separate class, with 53% holding this view and a much lower 42% believing that government workers and private-sector workers are no different. Only large-city residents, however, are more likely to say there is no difference

between the two types of employee, with 48% holding that viewpoint, slightly more than the 46% who disagree.

Residing in a union household has some impact on response. While 51% of residents of non-union households are likely to view government employees in a unique class, a slight plurality of residents of union households are more inclined to see them in the same class (47% versus 45% who view government employees as necessarily following a different set of rules).

Among **public employees**, the numbers from the general workforce are switched, with a bare, 51% majority holding the view that public workers should receive the same treatment as private-sector employees.

Unsurprisingly, this point of view is held even more strongly among **unionized public employees**.

14. Do you agree or disagree that state law should require local government agencies, like school boards and city councils, to collectively bargain with government employee unions?

Table 14. Support for Collective Bargaining Requirements at Municipal Level

	Employees	Public employees	Unionized public employees
Agree	54	58	73
Disagree	34	30	18
Not sure	13	12	10

There is widespread support for state laws requiring collective bargaining at the local level, with 54% of all employees supporting this position. This is, unsurprisingly, higher among public employees and much higher among public employees belonging to unions.

More than half (54%) of **all employees** favor requiring collective bargaining. One-in-three (34%) do not share this view.

Part-time workers are even more sympathetic to this message, with nearly three-in-five (59%) favoring requirements that mandate collective bargaining. Among full-time workers, this drops to 53%.

Support for collective-bargaining requirements is inversely proportional to age, with signs that senior citizens in the workforce are split on the issue. Among the youngest workers, however, it wins by more than two-to-one.

Support for collective-bargaining mandates outpolls opposition in every geographic region, although in the South, it only manages a 49% plurality.

Collective-bargaining requirements are favored by three-in-five Democrats (61%), a 45% plurality of Republicans, and a 58% majority of independents.

Support is higher for collective-bargaining mandates in every racial category, although only a plurality of whites (48%) holds this position; strong majorities of both African Americans and Hispanics favor such requirements.

Men are slightly more likely than women to support collect-bargaining requirements, by a 55% to 51% margin.

Interestingly, residing in a union household has no impact on response.

Among **public employees**, there is a four-point drift towards greater approval of the premise, resulting in an eight-point overall swing.

This swing becomes massive among **unionized public employees**, however, with three-quarters (73%) favoring mandated collective-bargaining at the local level.

15. Do you agree or disagree that the federal government should require state and local government agencies, like police and fire departments, to collectively bargain with unions of government employees?

Table 15. Support for Collective Bargaining Mandated By Federal Government—Public Safety Jobs

	Employees	Public employees	Unionized public employees
Agree	49	58	70
Disagree	38	31	21
Not sure	13	11	9

Federally-mandated collective-bargaining between states or municipalities and agencies (with public-safety entities identified by name in the question) scores less favorably than state-mandated collective bargaining with non-identified government workers, although it is a more popular opinion with all three groups in the study than not requiring such bargaining. This support, unsurprisingly, increases among public employees and public workers in unions.

Not quite half (49%) of **all employees** agree with such requirements; nearly two-fifths (39%) do not. Agreement is more pronounced in part-time workers, where it hits 58%; among full-time workers, it is at 48%.

There is a general downwards trend in agreement as respondent age increases.

Residents of all geographic regions are more likely to agree with such federally-mandated collective bargaining than they are to disagree; this is particularly prevalent in the Eastern states, where a 52% majority favors such rules.

Unsurprisingly, such rules are far more popular among public workers than among private-sector employees; among this latter group, support is much weaker, at 47%, versus 41% who disagree with such mandates.

Political viewpoint has some marked impact. Republicans are more inclined to disagree than agree, by a 46% to 40% margin; among Democrats, a 53% majority agrees, while among independents, this majority is 58%.

Race is a slight factor, with a 48% plurality of whites favoring federally-mandated collective bargaining. Among Hispanics, this is 54%, while among African Americans, this climbs to 56%.

Agreement is stronger in the suburbs than other communities, topping out at 55%. Sub-50% pluralities agree with this premise in all other sizes of community.

The presence of a government employee in a respondent's household does make them more likely to favor such an arrangement; however, this is only a 5-point increase, with 53% favoring collective-bargaining mandates, versus 48% of those households without government workers.

Surprisingly, residents of union households are less-inclined than those living in non-union households to favor such measures, with 41% of those in union households and 47% of those in non-union households supporting such requirements.

Attitudes among **public employees** and **unionized public employees** mirror those in the previous question.

I am going to read to you a series of positions about issues that are related to unions. For each, please tell me which position are you more likely to agree with, A or B?

16. The federal government and some states have what are known as “prevailing wage” laws that set the wages to be paid on public works construction.

Table 16. Overall Division and Union Support for Prevailing Wage Laws

	Employees	Public employees	Unionized public employees
A: Supporters of these laws say they are needed to prevent government construction contracts from undercutting local wages.	43	52	56
B: Opponents say that “prevailing wage” laws favor union wage scales and unnecessarily drive up the cost of the projects.	42	36	31
Neither/Not sure	15	12	13

The labor force is divided sharply on prevailing-wage laws, with roughly equal percentages in each camp. However, these rules are much more popular with public employees, and even more popular still with unionized public employees, who favor them by nearly two-to-one.

Among **all employees**, agreement barely surpasses opposition, 43% to 42%. This is driven by stronger support for prevailing wage laws among part-time workers, who, by a 45% to 34% margin, support the measures. Among full-time workers, meanwhile, there is a 43%-43% split on the laws.

Prevailing wage laws are supported by greater percentages in the East, South, and West (their greatest strength comes from this last region); however, in the Central/Great Lakes region, opposition to the laws hits 49%, higher than the 43% of support they achieve in this geographic region.

Support for prevailing wage laws is generally higher among those with post-secondary educations; among those with high school educations and less, opposition runs stronger.

Political alignment has substantial impact; Republicans (51%) and independents (47%) are in opposition to such measures, while Democrats are inclined to support them by a 51% to 33% margin.

Respondents living in households with government employees are more amenable to prevailing wage laws, supporting them by a 46% to 40% margin; non-union households narrowly reject the concept, by 43% to 42%.

There is a gap between the white majority and minorities on this question as well. While a 46% plurality of whites opposes prevailing wage laws, a 44% plurality of Hispanics and a 51% majority of African Americans support the measures.

Gender does not impact support levels at all; however, men are much more inclined to oppose the laws and see them as cost-prohibitive. On this question, a 48% plurality of men opposes prevailing wage rules while a 44% plurality of women support the laws.

Prevailing wage laws prove more popular in cities of all sizes; in the suburbs, they are rejected by a 45% to 39% margin, while rural citizens reject them by a narrower 45% to 43%.

Unsurprisingly, the measures prove popular with unionized respondents, their chief beneficiary. A full three-in-five (60%) union workers favors such an approach; among non-union workers, however, a 44% plurality opposes such measures. Union households are also somewhat more likely to support such measures while non-union households are more likely to be opposed.

Among **public employees**, support for prevailing wage laws becomes stronger, moving into majority territory, at 52%. This is largely driven by support among unionized members of that workforce; among non-unionized members, that support is much weaker.

This outlook climbs to 56% among **unionized public employees**—although a substantial percentage of even this group, 31%, do not favor the measures.

17. Some state and local governments require what are known as “project labor agreements” on public works construction projects. Under these agreements, only union members are permitted to work on the construction.

Table 17. Massive Opposition to Project Labor Agreements

	Employees	Public employees	Unionized public employees
A: Supporters of these agreements say they are needed to avoid costly delays due to work stoppages.	31	31	34
B: Opponents say that since less than 20 percent of construction workers are union members, they unfairly discriminate against non-union workers.	56	57	54
Neither/Not sure	14	11	12

Project labor agreements are soundly rejected by all groups in the survey; similarly-sized majorities of all employees, all public employees, and all unionized public

employees believe that the project labor agreements constitute a form of discrimination against non-union workers.

A perusal of the subgroup information finds virtually every demographic subgroup rejecting project labor agreements, with the exception of Hispanics, who are more inclined, by a 48% to 42% margin, to oppose such measures.

Labor union members also show a preference for these measures; however, the data shows this is limited to non-governmental workers, or a group that benefits disproportionately from such arrangements.

Among **public employees**, as well as **unionized public employees**, opposition remains a majority viewpoint.

18. Some government agencies are requiring firms that contract with the government to sign what are known as “neutrality agreements” with labor unions. Under these agreements, the employer agrees not to say or do anything that might discourage employees from seeking union representation.

Table 18. Widespread Support for Employers Providing Union Education Materials

	Employees	Public employees	Unionized public employees
A: Supporters say that employers unfairly discourage employees from seeking union representation to protect their interests.	32	33	34
B: Opponents say that employers should be able to provide employees information about unions and the potential impact of unionizing on their jobs.	59	59	57
Neither/Not sure	10	9	9

In another example of broad-based opposition to a portion of Labor’s agenda, workers of all stripes, including public employees and unionized government workers, soundly reject neutrality agreements, with nearly three-in-five members of each grouping of workers choosing instead to agree with the premise that employers should have the right to provide information regarding unions to their workers. One-third of all three groups supports neutrality agreements.

As with the previous question, opposition outweighs support with virtually every single demographic subgroup.

19. Congress is considering legislation that would repeal the right of workers to secret ballot elections on union representation and replace them with what are called “card check” elections. Under a card check system a union is certified as the representative of all the employees when a majority sign union authorization cards.

Table 19. Card Check Elections Have Significant Support—But High “Not sure”

	Employees	Public employees	Unionized public employees
A: Supporters say that such a system prevents employers from using threats and intimidation to influence secret ballot voting.	47	54	56
B: Opponents say that card check systems would allow unions to use deception and intimidation to get employees to sign cards.	35	28	24
Neither/Not sure	18	18	20

Card check elections are supported by all classifications of employees in the study: overall employees, public employees, and unionized public employees.

Among **all employees**, support for card check elections outweighs opposition by 47% to 35%. This margin expands to 48% versus 31% among part-time workers, and contracts slightly, to a 46% to 36% lead among full-time workers.

Opposition to card check elections is stronger among workers under the age of 30 than other age groups, with this group split at 45% in favor and 45% opposed. Support for card check elections outweighs opposition among all other groups.

Card check elections are supported by larger groups in all geographic regions than they are opposed; however, only in the East does this support achieve 50%; in all other regions, those who are not sure of the issue exceed 20% of respondents.

Party identity is a significant factor in respondent position as well. Democrats support card check elections by a two-to-one margin, 54% to 26%; among Republicans, the margin shrinks to 44% to 39%. Independents are between the two groups, at 47% in favor and 39% opposed. In all instances, substantial percentages are not sure.

While all ethnic groups are more inclined to support than oppose card checks, this support is only a plurality position among whites (45%) while a bare majority of Hispanics (51%) and a substantial 61% majority of African Americans hold this view.

Members of labor unions are much more inclined to support card check elections than non-members; while the margin with the first group is 62% to 22%, among non-union workers, this drops to a 45% to 37% margin in favor, with 19% unsure.

20. Present labor law requires a union supported by a majority of employees to be the exclusive representative of all employees in the bargaining unit. Would you favor or oppose an amendment to the law that would allow unions to represent their members but allow employees who are not union members to represent themselves or be represented by another organization?

Table 20. Support for Allowing Workers to Opt Out of Unions

	Employees	Public employees	Unionized public employees
Favor	67	65	57
Oppose	26	27	36
Neither/Not sure	8	8	6

Solid majorities of every significant group in the survey—overall employees, public employees, and unionized public workers—favor changing labor law to allow workers to opt out of unions and either represent themselves or join another organization that advances their goals.

This mirrors the earlier question (question 8) that found overwhelming support for the basic concept behind right-to-work legislation, even among unionized workers.

Among **all employees**, support is at two-thirds regardless of work schedule. Similar levels also exist across all age groups.

Support runs from a low of 63% in the Central/Great Lakes region to a high of 70% in the South.

Private-sector employees and public employees support this change to the law at similar levels as well.

The broad-based support covers virtually every demographic subgroup. It is noteworthy that Hispanics (78%) are much more inclined than whites (66%) or African Americans (65%) to support this position.

Even labor union members in general are more inclined to favor this approach than oppose it, by a 50% to 44% margin.

Among **public employees**, overall percentages and trends mirror the general workforce.

While support for voluntary association is somewhat lower among **unionized public employees**, it remains a majority viewpoint, at 57%.

27. If an election were held tomorrow to decide whether your workplace would be unionized or not, do you think you would definitely vote for it, probably vote for it, probably vote against it, or definitely vote against it? (Asked of all non-union workers.)

Table 21. Non-Union Workers Would Not Organize

	Employees	Public employees
Definitely for	16	16
Probably for	20	25
For	36	41
Probably against	18	26
Definitely against	38	26
Against	56	52
Not sure	9	8

Non-unionized employees clearly reject the concept of unionizing. Responses indicate a slightly greater likelihood among public employees; however, even in that group, it is still a minority position by more than ten points.

Among **all employees**, unionizing fails to gain support from a majority in virtually any instance, except where respondents are all racial minorities (54% of Hispanics and African Americans indicate a preference for unionizing; among whites, this viewpoint is only held by 29%). Also, those who hold left-wing ideologies are more inclined to favor unionizing—although this is barely a 50% position among Democrats.

One factor that increases the likelihood of favoring organizing is the existence in the respondent’s household of a unionized worker.