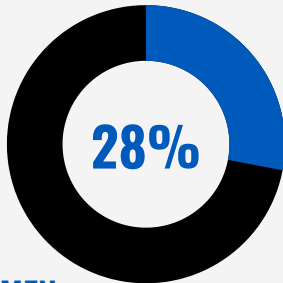


# ARCHITECTURAL PROFESSIONALS AND UNIONS

## BY THE NUMBERS

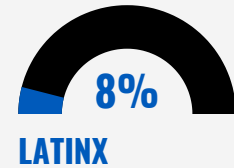
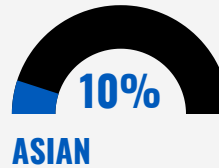
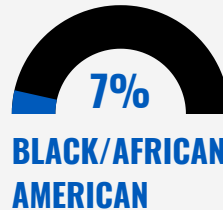
**378,000** ARCHITECTURAL PROFESSIONALS EMPLOYED IN 2020

Architectural professionals include architects, landscape architects, architectural and civil drafters, urban and regional planners, and interior and other designers working in the architectural, engineering, and related services industry.



### WOMEN

Only 28 percent of architects are women. Additionally, female architects **earn 18 percent less**, on average, than male architects.



Black/African American workers and Latinx workers are underrepresented in architectural professions.

- In 2020, 73 percent of architectural professionals were white and 10 percent were Asian, while only 7 percent were Black/African American and 8 percent were Latinx.
- Black/African American workers and Latinx workers are 12.1 percent and 17.6 percent, respectively, of the total workforce.

## PROFESSIONALS IN UNIONS

MORE THAN **6 MILLION** UNION PROFESSIONALS

Over six million professionals, including tech workers, writers, actors, animators, choreographers, directors, doctors, lawyers, architects, professors, research scientists, engineers, and many others, are union members.

### WOMEN IN UNIONS

Union contracts narrow the gender wage gap with standardized criteria for pay, paid time off, and other tools that promote equity. Union women make **23 percent more** than nonunion women.

### UNIONIZED INDUSTRIES

In industries with high union density, like construction and entertainment, standards for pay, benefits, and working conditions are higher. In construction, union members receive, on average, **36 percent more pay** than nonunion workers.



# UNION DIFFERENCE FOR PROFESSIONALS

## HIGHER WAGES

Union professionals are able to negotiate over how wages are set, and through securing contract provisions like annual raises and minimum salaries, earn more than their nonunion colleagues.

- On average, union members receive **19 percent higher wages**, and for many professionals the union premium is even higher.
  - For example, union aerospace engineers make **35 percent more** than their nonunion counterparts.



## BETTER BENEFITS AND WORKING CONDITIONS



The process of collective bargaining also helps professionals win substantially better benefits.

- Benefit improvements include lower health insurance premiums and better quality plans, larger retirement contributions, more paid sick days, paid vacation time, paid parental leave, professional development funds, flexible hours, and remote work opportunities.
  - At the nonprofit Every Texan, union members won a student loan repayment stipend of up to \$200 per month, 16 weeks of paid parental leave, and 12 weeks of paid family and medical leave.

## GAINS IN DIVERSITY, EQUITY, AND INCLUSION

Union professionals have made meaningful advances toward diversity, equity, and inclusion in their workplaces.

### INCREASING DIVERSITY

- Through collective bargaining, professionals have secured policies to make their professions and organizations more accessible.
  - For example, union members at National Public Radio (NPR) negotiated for at least 30 percent of candidates interviewed when hiring for a bargaining unit position be from underrepresented groups.

### ADDRESSING RACIAL PAY GAPS

- To narrow pay gaps, union professionals have negotiated for pay equity reviews and adjustments, salary history bans, and pay transparency provisions.
  - Union members at The Intercept secured pay equity salary adjustments as high as \$11,200 and a commitment from their organization to conduct annual pay equity reviews.



### IMPROVING PAY

- Unions lift up all workers, especially workers of color.
  - Black workers and Latinx workers represented by a union earn 26.7 percent and 35 percent more, respectively, than their nonunion counterparts.