

# THE UNION PAY ADVANTAGE

Teacher salaries are \$22,000 higher in Connecticut than in right to work states.

## FAIR SHARE VERSUS "RIGHT TO WORK"

Nationally, workers see a significant financial boost as members of a labor union. The ten states with the highest teacher salaries are all fair share states, which means that, while no school employee can be forced to join a union, every employee who benefits from the union's efforts to bargain fair contracts must contribute.

In the 27 non-fair share states, also known as "right to work," the average teacher salary is \$49,981. That is more than \$8,000 less than the U.S. average—and more than \$22,000 less than the Connecticut average.

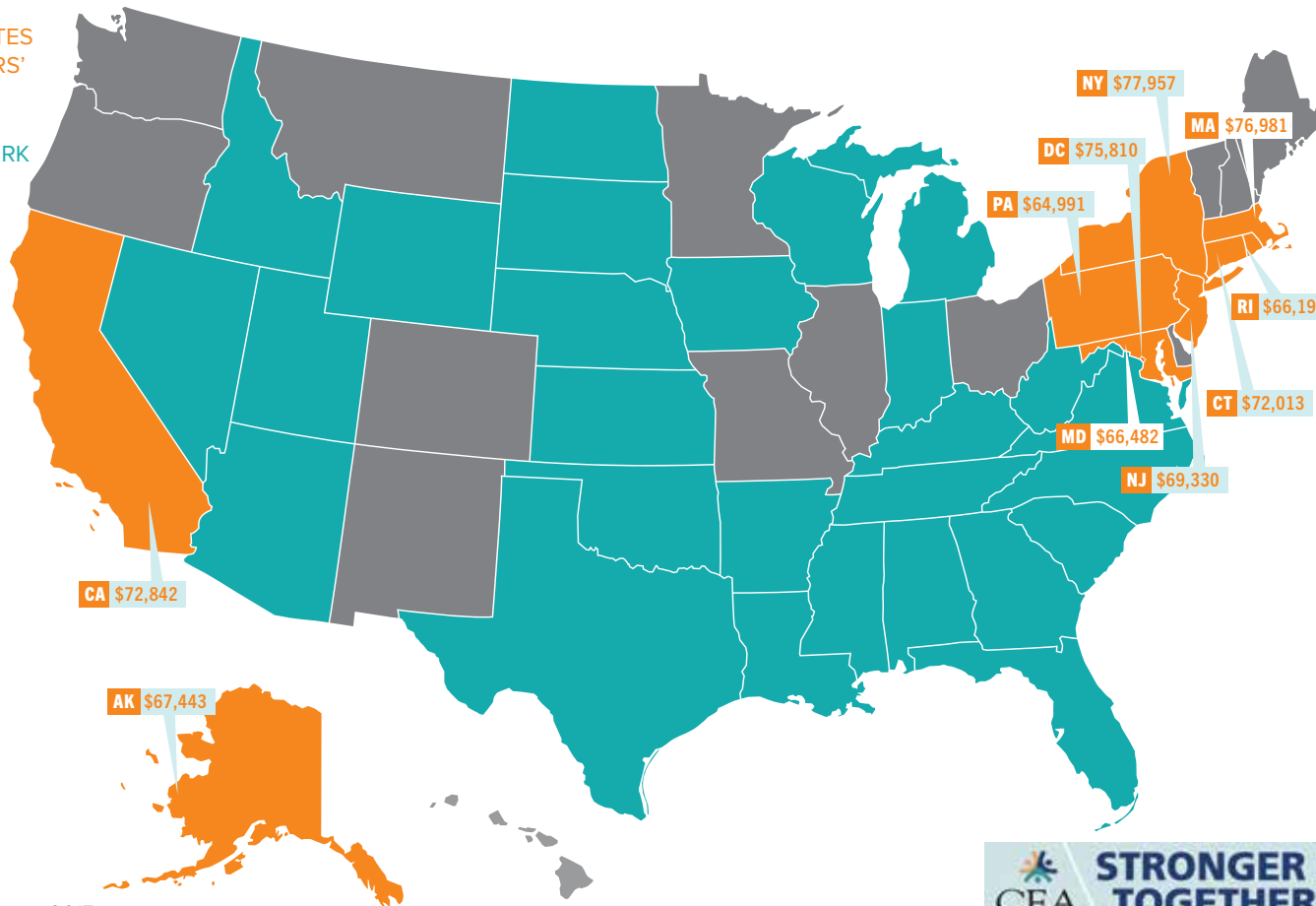
According to the National Education Association, "right to work" laws lower wages for both union and non-union workers by an average of \$1,500 per year, after accounting for the cost of living in each state. These laws also decrease the likelihood of employees getting health benefits or pensions through their employer—for both union and non-union workers.

The top 10 average teacher salaries in the U.S. are all in Fair Share states:

New York	\$77,957
Massachusetts	\$76,981
Washington, D.C.	\$75,810
California	\$72,842
Connecticut	\$72,013
New Jersey	\$69,330
Alaska	\$67,443
Maryland	\$66,482
Rhode Island	\$66,197
Pennsylvania	\$64,991

TOP TEN STATES FOR TEACHERS' SALARIES

RIGHT TO WORK STATES



## 27 "RIGHT TO WORK" (RTW) STATES

- Virginia
- North Carolina
- South Carolina
- Georgia
- Florida
- Alabama
- Tennessee
- Mississippi
- Louisiana
- Arkansas
- Texas
- Oklahoma
- Kansas
- Nebraska
- South Dakota
- North Dakota
- Iowa
- Wisconsin RTW in 2015
- Michigan RTW in 2013
- Indiana
- Wyoming
- Idaho
- Utah
- Arizona
- Nevada
- West Virginia RTW in 2016
- Kentucky RTW in 2017

