



# INDEPENDENT WOMEN'S FORUM

All issues are women's issues.

The following memo details the preliminary findings from the recently completed EFCA Survey conducted by the Lombardo Consulting Group and commissioned by the Independent Women's Forum. Additionally, we are including preliminary question results of the entire survey for your review. The survey was conducted online with Small Business Owners and Decision Makers (n=500) from Feb 27<sup>th</sup>-March 6<sup>th</sup>, 2009.

The research findings indicate the following: small-business owners are largely unaware of EFCA, when EFCA is described to them, they oppose it, feel it will hurt their business and their ability to create jobs, and they believe Congress should focus on other things – health care, job creation, etc. ( rather than EFCA).

## **EFCA: Big Picture**

***While unaided awareness of EFCA is very low, once informed about the legislation, small business owners are strongly opposed and believe it will likely hurt their business.***

- EFCA news isn't breaking through to this key audience. Fewer than 1 in 5 (18%) small business owners have any awareness of EFCA.
- Of those who have recently read, heard or seen something about EFCA, 42% said what they read, heard or saw made them more likely to oppose the legislation (only 19% of aware small business owners said that what they read, heard or saw made them more likely to support EFCA legislation).
- Once informed, the majority of small business owners (61%) believe EFCA would hurt their business (post message exposure).
- Almost 6 in 10 (59%) small business owners believe EFCA would hurt their relationship with employees.
- An equal amount of small business owners (62%) state that EFCA would hurt their ability to provide jobs in their community.

	Favor EFCA	Oppose EFCA	DK
Pre-ballot (uninformed)	13	19	68
Informed Pre-ballot	17	68	15
Post-messaging ballot	18	71	11

- With strong opposition from outset, messaging has little impact on informed opinions of EFCA.
- While messages did not drive strong movement pre-post, each was persuasive in making small business owners concerned about the impact of EFCA on their business.
  - Of all messages tested, the Card Check message (stating that the union would be certified without a direct private election) was the most likely to drive concern.

### **Card Check & First Contract Arbitration**

***Small business owners are opposed to both major components of EFCA (card check and first contract arbitration). Again, messaging does little to intensify support or opposition.***

- Post informed exposure, small business owners oppose both card check and first contract arbitration. Messaging does little to impact support or opposition on either issue.

	Support	Oppose	DK
Card Check (pre-messages, informed ballot)	18%	69	13
Card Check (post-messages)	17%	71	11
	Support	Oppose	DK
First Contract (pre-messages, informed ballot)	27%	63	10
First Contract (post-messages)	25%	63	11

- Government arbitration is a more powerful message than deadlines on First Contract. While small business owners are unlikely to believe a government arbitrator would be informed, fair and impartial, the majority believe that 130 days is sufficient for coming to agreement on employment contracts.

### **Small Business Environment**

***With the economic crisis impacting small business in America, owners indicate they want Congress to focus on issues that will help them survive and thrive rather than growing what they perceive to be “outdated” unions.***

- Not surprisingly, the economy is impacting small business owners. Approximately 6 out of 10 (57%) say their business is worse than last year and 30% have had to lay off workers.
- Small business owners have a very negative opinion of labor unions and consider them outdated and bad for business.
  - While this audience has an unfavorable impression of unions in general they are largely unaware of the SEIU and the NLRB. However, they are aware of the United Auto Workers Union and more than 6 in 10 (61%) are unfavorable toward the UAW.
  - Only 5% of small business owners surveyed currently have employees in a union.
- Small business owners do not believe EFCA should be a legislative priority. They want Congress to focus on creating jobs, reducing payroll taxes and strengthening SBA lending.
  - Only 3% say that EFCA should be the top priority for Congress (to assist small businesses).

### **Overall Implications**

- Small business owners are largely unaware of EFCA and the impact on them.
- When informed about the issue and the proposed legislation, this audience strongly opposes EFCA, believing that it would hurt their business and their ability to create jobs.
- This therefore is an “informational” issue, not a “persuasion” issue.
- They believe that EFCA should not be a legislative priority for Congress.

If you have any questions about these results, please do not hesitate to contact us. A comprehensive report will be distributed next week.

**EFCA Small Business Owner Survey**

**Preliminary Question Results**

**March 9, 2009**

**n=500 National Small Business Owners (Gross Annual Revenue \$500k - \$6m)**

B. Are you self-employed or the owner of your own business?

	<b><u>Total</u></b>
Yes	94%
No	6

C. Are you employed in a position where you regularly make high-level business decisions that involve your employees, such as a General Manager, President, CEO, CFO, COO, Financial Director, H.R. Director or another executive management position? (Base is "No" to QB)

	<b><u>Total</u></b>
Yes	100%
No	--
Don't know	--

E. Which of the following income groups includes your company's annual gross revenue (your total sales and other revenue before taxes) last year?

	<b><u>Total</u></b>
Up to \$100,000	--
\$100,000 - \$500,000	--
\$500,000 - \$1,000,000	49%
\$1,000,000 - \$2,000,000	28
\$2,000,000 - \$3,000,000	11
\$3,000,000 - \$4,000,000	4
\$4,000,000 - \$5,000,000	5
\$5,000,000 - \$6,000,000	4
\$6,000,000 - \$10,000,000	--
More than \$10,000,000	--
Don't know	--

F. Which of the following groups includes the total number of employees at your company?

	<b><u>Total</u></b>
1 – 5	42%
6 – 10	26
11 – 20	17
21 – 50	11
51 – 100	2
101 – 200	1
200 – 500	*
More than 500	--

### **Personalities and Organizations**

Here is a list of people and organizations. For each, please indicate whether you have a favorable or unfavorable opinion of that person or organization. If you are not familiar with the person or organization just select the “Not familiar” button.

Q1. President Barack Obama

	<b><u>Total</u></b>
Strongly favorable	26%
Somewhat favorable	24
Neither favorable or unfavorable	15
Somewhat unfavorable	13
Strongly unfavorable	22
Not familiar	--
<b><u>Collapsed</u></b>	
Favorable	50%
Unfavorable	35
Neither/Not familiar	15

Q2A. Democrats in Congress (Half sample)

	<b><u>Total</u></b>
Strongly favorable	9%
Somewhat favorable	20
Neither favorable or unfavorable	16
Somewhat unfavorable	20
Strongly unfavorable	34
Not familiar	2
<b><u>Collapsed</u></b>	
Favorable	29%
Unfavorable	54
Neither/Not familiar	18

Q2B. Republicans in Congress (Half sample)

	<b><u>Total</u></b>
Strongly favorable	7%
Somewhat favorable	26
Neither favorable or unfavorable	25
Somewhat unfavorable	21
Strongly unfavorable	18
Not familiar	3
 <b><u>Collapsed</u></b>	
Favorable	33%
Unfavorable	39
Neither/Not familiar	28

Q3. NLRB, The National Labor Relations Board

	<b><u>Total</u></b>
Strongly favorable	2%
Somewhat favorable	9
Neither favorable or unfavorable	38
Somewhat unfavorable	17
Strongly unfavorable	15
Not familiar	19
 <b><u>Collapsed</u></b>	
Favorable	11%
Unfavorable	32
Neither/Not familiar	57

Q4. Labor unions

	<b><u>Total</u></b>
Strongly favorable	5%
Somewhat favorable	14
Neither favorable or unfavorable	18
Somewhat unfavorable	25
Strongly unfavorable	35
Not familiar	3
 <b><u>Collapsed</u></b>	
Favorable	19%
Unfavorable	60
Neither/Not familiar	21

Q5. UAW, the United Auto Workers

	<b><u>Total</u></b>
Strongly favorable	3%
Somewhat favorable	11
Neither favorable or unfavorable	18
Somewhat unfavorable	24
Strongly unfavorable	37
Not familiar	6
 <b><u>Collapsed</u></b>	
Favorable	14%
Unfavorable	61
Neither/Not familiar	24

Q6. SEIU, the Service Employees International Union

	<b><u>Total</u></b>
Strongly favorable	3%
Somewhat favorable	7
Neither favorable or unfavorable	25
Somewhat unfavorable	15
Strongly unfavorable	23
Not familiar	28
 <b><u>Collapsed</u></b>	
Favorable	10%
Unfavorable	38
Neither/Not familiar	53

**General Business and Union Perceptions**

The remainder of this survey will be about you and your company.

Q7. Thinking about your company recently, has business generally been:

	<b><u>Total</u></b>
Very good	9
Somewhat good	23
Average	25
Somewhat bad	32
Very bad	11
 <b><u>Collapsed</u></b>	
Good	32%
Average	25
Bad	43

Q8. Compared to how things were at this time LAST YEAR, would you say that your company is:

	<u>Total</u>
Doing much better than one year ago	5%
Doing somewhat better than one year ago	13
Doing about the same as one year ago	24
Doing somewhat worse than one year ago	36
Doing much worse than one year ago	21
Not applicable/Not in the same business a year ago	1
 <b><u>Collapsed</u></b>	
Better	18%
Worse	57
The same/NA	25

Q9. In the past year, has your company had to lay off employees or reduce the size of its workforce?

	<u>Total</u>
Yes, laid off up to 5% of our employees	10%
Yes, laid off between 5% and 10% of our employees	6
Yes, laid off between 10% and 25% of our employees	6
Yes, laid off more than 25% of our employees	8
No, have not laid off anyone	70

Moving on...

Q10. Here is a list of things people have suggested that Congress could be working on to assist small businesses. Which ONE of the following do you think should be the TOP PRIORITY for Congress:

	<u>Total</u>
Health care reform	23%
Providing incentives for green businesses	3
Union/labor law reform	2
Creating jobs	34
Reducing payroll taxes	26
Improving our country's education system	5
Something else	7

Q11. Here is another list of specific things people have suggested that Congress could be working on to assist small businesses. Which ONE of the following do you think should be the TOP PRIORITY for Congress:

	<u>Total</u>
Passing the Employee Free Choice Act	3%
Having a six-month payroll tax holiday	26
Preventing further increases to the federal minimum wage	7
Repealing the Alternative Minimum Tax (AMT)	13
Strengthening the Small Business Administration's lending programs	25
Passing the Small Business Liability Reform Act	9
Something else	18



Q12. Which of the following two statements do you agree with MORE? (ROTATE STATEMENTS A AND B)

Statement A: Labor unions contribute positively to the welfare of employees in the United States and are as important as ever.

Statement B: Labor unions are outdated, have become too self-serving and put U.S. businesses at a disadvantage.

	<u>Total</u>
Strongly agree more with A	4%
Somewhat agree more with A	8
Neither/50-50	15
Somewhat agree more with B	25
Strongly agree more with B	45
Don't know	2
 <b><u>Collapsed</u></b>	
Statement A	12%
Statement B	70
Neither/50-50/Don't know	17

Thinking now about unions and unionization at your business...

Q13. Do any of the employees at your company belong to a union or other labor organization?

	<u>Total</u>
Yes	5%
No	95

Q14. And do you think that having your employees belong to a union has been... (Asked of those whose employees belong to a union)

	<u>Total</u>
Very good for your business	17%
Somewhat good for your business	21
Neutral/no effect on business	33
Somewhat bad for your business	17
Very bad for your business	13
Don't know	--
 <b><u>Collapsed</u></b>	
Good for business	38%
Bad for business	30
Neutral/Don't know	33

(Q15-Q16 asked of those whose employees do not belong to a union)

Q15. How likely do you think it is that the workers at your company will form a union in the next year?

	<b><u>Total</u></b>
Very likely to unionize within a year	2%
Somewhat likely to unionize within a year	*
About a 50/50 chance of unionizing within a year	*
Mostly unlikely to unionize within a year	6
Not at all likely to unionize within a year	69
Don't know	2
My company's workers are ineligible for unionization	20
 <b><u>Collapsed</u></b>	
Likely to unionize	2%
Not likely to unionize	75
50-50/Don't know/Ineligible	22

Q16. And if workers did unionize at your company, do you think that would that be...

	<b><u>Total</u></b>
Very good for your business	1%
Somewhat good for your business	2
Neither good nor bad for your business	20
Somewhat bad for your business	18
Very bad for your business	51
Don't know	8
 <b><u>Collapsed</u></b>	
Good for business	3%
Bad for business	69
Neutral/Don't know	28

Q17. Which of the following three positions on employment laws comes closest to your view?

	<b><u>Total</u></b>
In order to protect workers, there needs to be more employment laws in the U.S.	11%
I'm satisfied with the current employment laws in the U.S. today.	39
There should be fewer employment laws in the U.S. to reduce the burden on business and stimulate the economy.	50

Q18. Whether or not you have union employees at your company, which of the following three positions on union employment contracts between employees and their employers comes closest to your view?

	<b><u>Total</u></b>
Contracts should be negotiated INDIVIDUALLY between employers and employees.	61%
Contracts should be negotiated COLLECTIVELY between employers and a union.	16
INDEPENDENT THIRD PARTIES, such as government arbitrators, should decide the contract between employees and employers.	8
Don't know	14

**EFCA Awareness & InfoFlow**

Moving on...

Q19. Have you read, heard or seen anything recently about the proposed federal legislation called the Employee Free Choice Act, also known as EFCA?

	<b><u>Total</u></b>
I definitely read, saw or heard something about this recently	18%
I think I might have read, seen or heard something about this recently	23
I have not read, seen or heard about this at all	59%

Q20. What did you read, see or hear about the Employee Free Choice Act? (OPEN-ENDED)

Q21. And did the information that you recently read, saw or heard about the Employee Free Choice Act make you...

	<b><u>Total</u></b>
Much more likely to SUPPORT the Employee Free Choice Act	5%
Somewhat more likely to SUPPORT the Employee Free Choice Act	14
No effect on feelings about the Employee Free Choice Act either way	26
Somewhat more likely to OPPOSE the Employee Free Choice Act	9
Much more likely to OPPOSE the Employee Free Choice Act	33
Don't know	14

**Collapsed**

More likely to SUPPORT	19%
More likely to OPPOSE	42
No effect/Don't know	40

**EFCA Pre-Test Ballot**

Q22. Based on everything you know about the Employee Free Choice Act, would you say that you...

	<b><u>Total</u></b>
Strongly support the Employee Free Choice Act	3%
Somewhat support the Employee Free Choice Act	10
Somewhat oppose the Employee Free Choice Act	4
Strongly oppose the Employee Free Choice Act	15
Don't know	68
 <b><u>Collapsed</u></b>	
Support EFCA	13%
Oppose EFCA	19
Don't know	68

Q23a. And why do you support the Employee Free Choice Act? (OPEN-ENDED)

Q23b. And why do you oppose the Employee Free Choice Act? (OPEN-ENDED)

**EFCA Informed Ballot**

Q24. As you may know, the Employee Free Choice Act, also referred to as EFCA, is proposed legislation that would change the methods for establishing a union and the process for determining the initial contract between the company and the employees in the union. This contract would set the terms and conditions of employment such as wages, vacation and sick leave, health insurance and retirement plans.

If enacted, the Employee Free Choice Act would require the NLRB—a federal agency—to create a union without directing an election if the majority of employees sign cards indicating they want to be represented by a union. This is called the card check process. Unlike the current secret ballot election process, the NLRB would not directly supervise the card-signing process. Additionally, under the new legislation, a union can demand that an employer begin bargaining within ten days of union certification. If the union and employer cannot agree upon the terms of a first contract within 130 days, a government arbitrator will determine the terms and conditions of employment.

The Employee Free Choice Act would apply to any businesses with gross annual revenues greater than \$500,000 per year.

Knowing this, would you say you support or oppose the Employee Free Choice Act?

	<b><u>Total</u></b>
Strongly support the Employee Free Choice Act	3%
Somewhat support the Employee Free Choice Act	14
Somewhat oppose the Employee Free Choice Act	16
Strongly oppose the Employee Free Choice Act	52
Don't know	15
 <b><u>Collapsed</u></b>	
Support EFCA	17%
Oppose EFCA	68
Don't know	15

Q25. And do you believe your employees would support or oppose the Employee Free Choice Act?

	<b><u>Total</u></b>
Strongly support the Employee Free Choice Act	3%
Somewhat support the Employee Free Choice Act	19
Somewhat oppose the Employee Free Choice Act	21
Strongly oppose the Employee Free Choice Act	28
Don't know	29
<b><u>Collapsed</u></b>	
Support EFCA	22%
Oppose EFCA	49
Don't know	29

### **EFCA Components Ballot**

As you just read, there are two main components of the Employee Free Choice Act: "Card Check" and "First Contract Arbitration." Next are some questions about these two parts of the legislation.

Q26. Under the proposed EFCA legislation, Card Check means that a union can be created to represent employees WITHOUT a private ballot election if a majority of employees publically signs a petition. Based on this information and anything else you know about Card Check, do you support or oppose the Card Check component of the proposed Employee Free Choice Act?

	<b><u>Total</u></b>
Strongly support Card Check	4%
Somewhat support Card Check	14
Somewhat oppose Card Check	18
Strongly oppose Card Check	51
Don't know	13
<b><u>Collapsed</u></b>	
Support Card Check	18%
Oppose Card Check	69
Don't know	13

Q27. Under the proposed EFCA legislation, First Contract Arbitration means that a government arbitrator will automatically be brought in if the employer and union representatives cannot come to agreement on the terms and conditions of employment—such as wages, health insurance and retirement plans— within 130 days. Based on this information and anything else you know about First Contract Arbitration, do you support or oppose the First Contract Arbitration component of the proposed Employee Free Choice Act?

	<b><u>Total</u></b>
Strongly support First Contract Arbitration	5%
Somewhat support First Contract Arbitration	22
Somewhat oppose First Contract Arbitration	20
Strongly oppose First Contract Arbitration	43
Don't know	10
<b><u>Collapsed</u></b>	
Support First Contract Arbitration	27%
Oppose First Contract Arbitration	63
Don't know	10

## **EFCA Provisions**

Now you will see some of the specific provisions of employment law that the Employee Free Choice Act would change. Please indicate how concerned you are that the provision would have a negative impact on your business.

- Q28. If a majority of employees signs a petition to create a union, and one is not already certified or recognized, the National Labor Relations Board will certify that union without a direct private election.

	<b><u>Total</u></b>
Very concerned	40%
Somewhat concerned	22
Not at all concerned	30
Don't know	9

- Q29. If an employer intentionally or repeatedly commits unfair labor practices while employees are organizing or seeking to organize—or between the time employees have organized and the first contract is signed—then the employer must pay a fine of up to \$20,000 per violation.

	<b><u>Total</u></b>
Very concerned	30%
Somewhat concerned	20
Not at all concerned	43
Don't know	6

- Q30. If an employer discriminates against an employee while employees are organizing or seeking to organize—or between the time employees have organized and the first contract is signed—then the employer must award back pay plus two times the back pay as punitive damages.

	<b><u>Total</u></b>
Very concerned	32%
Somewhat concerned	23
Not at all concerned	37
Don't know	8

- Q31. If employers and employees can't reach an agreement within 90 days, either party can request mediation from the Federal Mediation and Conciliation Service. Then, if employers and employees can't reach an agreement after 30 days of mediation, the contract dispute will automatically go into arbitration.

	<b><u>Total</u></b>
Very concerned	30%
Somewhat concerned	24
Not at all concerned	36
Don't know	10

- Q32. If the contract goes to arbitration, the arbitration panel's decision will be binding for two years unless employees and employers amend the decision in writing.

	<b><u>Total</u></b>
Very concerned	33%
Somewhat concerned	24
Not at all concerned	35
Don't know	8

## **EFCA Implications**

Moving on...

Q33. Which of the following two statements do you agree with more?

Statement A: Putting a time limit on negotiations between a newly-formed union and its employer gives them both an incentive to come to an agreement quickly.

OR

Statement B: Putting a time limit on negotiations between a newly-formed union and its employer will just make one side hold out and try to get a better deal from the arbitrator.

	<b><u>Total</u></b>
Strongly agree more with A	15%
Somewhat agree more with A	18
Neither/50-50	23
Somewhat agree more with B	12
Strongly agree more with B	17
Don't know	15

### **Collapsed**

Statement A	33%
Statement B	29
Neither/50-50/Don't know	38

Thinking again about your own business...

Q34. Would 130 days be sufficient for you to agree to a first contract with a newly-formed union at your company, or is that not enough time?

	<b><u>Total</u></b>
Definitely enough time	19%
Probably enough time	39
Probably NOT enough time	13
Definitely NOT enough time	11
Don't know	18

### **Collapsed**

Enough time	58%
Not enough time	24
Don't know	18

Q35. Would a government arbitrator know enough about your industry and company to be fair and impartial?

Yes, definitely	3%
Yes, probably	17
No, probably not	38
No, definitely not	29
Don't know	13

### **Collapsed**

Yes	20%
No	67
Don't know	13

Q36. Would the Employee Free Choice Act help or hurt your business?

	<b><u>Total</u></b>
Help, definitely	1%
Help, probably	8
Hurt, probably not	26
Hurt, definitely not	35
Don't know	30

**Collapsed**

Help	9%
Hurt	61
Don't know	30

Q37. Would the Employee Free Choice Act help or hurt your relationship with your employees?

	<b><u>Total</u></b>
Help, definitely	3%
Help, probably	12
Hurt, probably not	28
Hurt, definitely not	31
Don't know	27

**Collapsed**

Help	15%
Hurt	59
Don't know	27

Q38. Would the Employee Free Choice Act help or hurt your ability to provide jobs in your community?

	<b><u>Total</u></b>
Help, definitely	2%
Help, probably	9
Hurt, probably not	26
Hurt, definitely not	36
Don't know	27

**Collapsed**

Help	11%
Hurt	62
Don't know	27



## **EFCA Final Ballot**

Q39. Based on everything you've just seen and what you knew previously about the Employee Free Choice Act, would you say that you support or oppose this legislation?

	<b><u>Total</u></b>
Strongly support the Employee Free Choice Act	3%
Somewhat support the Employee Free Choice Act	15
Somewhat oppose the Employee Free Choice Act	22
Strongly oppose the Employee Free Choice Act	49
Don't know	11
 <b><u>Collapsed</u></b>	
Support EFCA	18%
Oppose EFCA	71
Don't know	11

Q40. Based on everything you've just seen and what you knew previously, do you support or oppose the Card Check component of the proposed Employee Free Choice Act?

	<b><u>Total</u></b>
Strongly support Card Check	3%
Somewhat support Card Check	14
Somewhat oppose Card Check	19
Strongly oppose Card Check	52
Don't know	11
 <b><u>Collapsed</u></b>	
Support Card Check	17%
Oppose Card Check	71
Don't know	11

Q41. Based on everything you've just seen and what you knew previously, do you support or oppose the First Contract Arbitration component of the proposed Employee Free Choice Act?

	<b><u>Total</u></b>
Strongly support First Contract Arbitration	4%
Somewhat support First Contract Arbitration	21
Somewhat oppose First Contract Arbitration	19
Strongly oppose First Contract Arbitration	44
Don't know	11
 <b><u>Collapsed</u></b>	
Support First Contract Arbitration	25%
Oppose First Contract Arbitration	63
Don't know	11

Q42. Thinking again about the Employee Free Choice Act as a whole, how concerned are you about the effect it would have on your business?

	<b><u>Total</u></b>
Very concerned	32%
Somewhat concerned	31
Not at all concerned	29
Don't know	7

Q43. What do you think the impact of the Employee Free Choice Act will be on your business?  
(OPEN-ENDED)

**Demographics**

G.	Gender	
		<b><u>Total</u></b>
	Male	59%
	Female	41

H.	Age	
		<b><u>Total</u></b>
	21 – 34	13%
	35 – 54	61
	55 – 64	21
	65+	5

I. In which of the following states do you currently reside?

		<b><u>Total</u></b>
	West	29%
	Midwest	24
	South	31
	Northeast	17

Q44. Who did you vote for in the 2008 Presidential election between Barack Obama and John McCain?

		<b><u>Total</u></b>
	John McCain	50%
	Barack Obama	40
	Other	4
	Did not vote	5

Q45.	Party ID	
		<b><u>Total</u></b>
	Strong Republican	21%
	Not so strong Republican	19
	Lean Republican	9
	Independent	11
	Lean Democrat	9
	Not so strong Democrat	9
	Strong Democrat	13
	Other	1
	No preference	8

	<b><u>Collapsed</u></b>	
	Republican	40%
	Democrat	22
	Independent	29
	Other/None	9

Q46. Ideology

	<b><u>Total</u></b>
Strong conservative	20%
Not so strong conservative	13
Lean conservative	23
Moderate	11
Lean liberal	9
Not so strong liberal	8
Strong liberal	8
Don't know	4
<b><u>Collapsed</u></b>	
Conservative	33%
Liberal	16
Moderate	47
Don't know	4

Q47. Race

	<b><u>Total</u></b>
Hispanic	4%
White	86
Black	2
Asian	2
Native American	*
Middle-Eastern	1
Other	2
Don't know	--
Refused	3

Q48. What is the last grade of school you completed?

	<b><u>Total</u></b>
Grade school or less	--
Some high school	--
Graduated high school	7%
Vocational school/Technical school	5
Some college-2 years or less	15
Some college-more than 2 years	11
Graduated college	40
Post-graduate degree	21
Refused	*

Q49. Have you ever been a member of union or labor organization?

	<b><u>Total</u></b>
Yes, teachers union	3%
Yes, trade union	10
Yes, service union	8
Yes, other union	6
No	74