New Study Shows apparent link between Union membership and a child’s economic future

Children who grow up in homes where a parent is a member of a labor union appear to have a greater chance at economic success than children growing up in nonunion households, according to a new study.

“There are strong reasons to believe that unions may increase opportunity,” researchers at Harvard University, Wellesley College and the Center for American Progress, a think tank, say in their study titled “Bargaining for the American Dream: What Unions Do for Mobility.”

That opportunity can influence a child’s ability to rise above his or her economic standing, according to the study.

“First, there are the direct effects that a parent’s union membership may have on their children,” the researchers say. “Union workers make more money than comparable nonunion workers-- what economists call the union premium– and when parents make more money, their children tend to make more money-- which economists refer to as the intergenerational earnings elasticity.”

Other possible factors, according to the study:

Union jobs may be more stable and predictable, which could produce a more stable living environment.

Other possible factors, according to the study:

Union jobs are more likely to provide family health insurance.

According to the study, children of non college-educated fathers earn 28% more as adults if their father was in a labor union. They also attain higher education levels than their nonunion counterparts.

Just a 10 percent increase in an area’s labor union membership is associated with a 1.3 percentage point increase in the ability of a low-income child from that area to reach the top 20 percent of wage earners as an adult. The percentage increase is 4.5 percent for children in all income levels.

Previous studies have shown five factors strongly associated with upward mobility in children, including an area’s rate of single motherhood; high school drop out rate; degree of income inequality; degree of residential segregation; and social capital, such as participation in community organizations.

Single motherhood is, by far, the strongest factor associated with a lack of upward mobility for low-income children, researchers say. Union membership is about equal to the other four previously studied factors.

The presence of unions also can benefit the upward mobility of children in nonunion households, says the study.

“It has been shown that unions push up wages for nonunion workers, for example, and these wage gains for nonunion members could be passed on to their children,” the researchers say. “Children who grow up in nonunion households may display more mobility in highly unionized areas, for example, because they may be able to join a union when they enter the labor market.”

Also, the study says unions often advocate for policies that benefit all working people, such as minimum wage increases and increased spending on schools and public services.

The study authors note that while statistics suggest a strong correlation between unions and mobility, further study is needed before a casual relationship could be proven.

As in previous studies about upward mobility, the one focusing on unions shows Southern states lag behind the rest of the nation, probably because the South has lower rate of union membership than other parts of the country. In South Carolina, for example, just 2.2 percent of workers are union members— second lowest in the nation behind North Carolina’s 1.9 percent rate. That’s not likely to change, says a Brookings Institution report that shows while unions deliver things that people want, like higher wages, union opponents have built structural barriers to labor organizing that to continue to deplete membership. Those barriers include right-to-work laws that reduce a union’s ability to collect dues.

Article from: The Post and Courier

Submitted by: Bob Hughes
It is with our deepest regret that we must inform you of the passing of the following Brothers and/or Sisters:

**February 2015**
- William McCracken (421)
- Sammy V. Arnold (227)

**March 2015**
- Luther Beasley (329)

**April 2015**
- Stewart R. Edwards (421)
- David DeLoach (227)

**May 2015**
- David A. Avery (421)

**July 2015**
- Jeffrey Willis (421)

**August 2015**
- Melvin Gilstrap (391)
- Merle Bailey (789)
- Michael Webber (329)

**December 2015**
- Roy O. Pilkey (69)

**February 2016**
- Thomas Taylor (391)
- David Moates (649)

**April 2016**
- A.F. Schilling (470)

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Please notify us at either the Charleston or Concord office if you have a change of address or phone number. It is very important for us to have current information for mail outs and automated phone calls.

**Health / Welfare, Pension, Annuity and Vacation Checks**
Call NEBA at 1-800-842-5899

**Effective July 1, 2014** If a member of Local Union 421 is required to take a drug screen and fails, there will be a fine of $300.00 and you will be IMMEDIATELY removed from the out of work list until further review. If an apprentice fails they will remain off the out of work list until reviewed by JATC.

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Have a Happy Thanksgiving.

John Sciadini
Information

Make sure to always keep your certs current, **IT IS YOUR RESPONSIBILITY!!**

Check the website often ([www.ualocal421.org](http://www.ualocal421.org)) for new and updated classes that are listed for any required continuing education. There will be more online courses in the months to come for UA members. Watch for Victaulic and high purity training in your area.

Reminder for all Apprentice that have not submitted their $50 nonrefundable book deposit, this is to be sent to the Concord Training Center only!

There will be Weld testing at the Concord Training Center on Monday, Tuesday & Wednesday. We are also offering Weld testing at our Wake County Training Center in Wendell on Monday, Tuesday & Wednesday. Must call ahead to schedule any testing with that location’s Instructor. Any requested testing in Charleston or Laurens will have to be pre-scheduled.

There will be a Saturday welding class beginning on October 3rd running through June 2016. No testing during this class at this time.

Anyone interested in UA STAR exams (HVAC, Plumbing & Pipefitting), please contact the Concord Training Center for information.

The JATC is looking for Instructors for the [All Training Centers](http://ualocal421.org). If you have the ambition to share your knowledge with others, please send your resume to John at john@ualocal421.org.

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**2016 Standard For Excellence**

We have mailed out the 2016 Standard for Excellence. This is a yearly requirement if you do not have an updated copy on file and you are out of work you will be automatically removed from the out of work list. If you submit the SFE after the due date, you will be placed on the out of work list in the order it was received.

Submitted by: John Sciadini

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**Lead Burners**

I want to take this opportunity to inform all of our members of new work rules in New York City. On a NELCO project being done in Queens in October, UA Plumber’s Local 1 claimed the shielding being done as their work. I will not go into all of the details, but the deciding factor in our agreement with Local 1 was the fact that Local 1 has radiation shielding in their contract and the Lead Burners of Local 421 do not have jurisdictional language covering shielding in our contract. As a result of this agreement Local 421 members doing shielding in the geographical jurisdiction of Local 1 will be paid the wage rate of Local 1. Local 421 Lead Burner’s benefit package and per diem will be paid as usual. At this time Local 1 is not asking us to check in with their Local, but this may be a requirement in the future. If you are on a project in Local 1’s jurisdiction you should find the Plumber shop steward on the job and let him know you are there. Also anyone going on a project in the city should contact either me or Bob Hughes so we can coordinate with Local 1. Our members on the Queens project represented Local 421 well and were courteous to the BA from Local 1 and to their shop steward, I hope everyone conducts themselves the same in the future.

Thank You.

By: Bill McNabb

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**2016 Union Meeting Schedule**

All meetings begin at 10:00AM

January 9th– 285 Litaker Lane, Concord, NC 28025
March 12th– 285 Litaker Lane, Concord, NC 28025

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**Prov 3:6** In all your ways acknowledge him, and he will make your paths straight.
Hello Brothers and Sisters,
The work in North and South Carolina is picking up. I hope that by the end of 2015 our manpower needs will be at an all-time high for the past 5 years.
Kinetics, BKI, Mckenney’s and CR Meyer will be in need of manpower. We will be in need of special skill sets, welding (UA-21 and UA-41), tube benders, orbital welders, rigging & signal, medical gas, etc. If you are out of work and do not possess any of these skills, get in the training centers. Expanding your skill set will definitely help place you on jobs.
Road work is steady and hopes are this will continue. Right now I am more concerned about manning our jobs, Local 421, than other jurisdictions. I know we have members that live in other states and we will continue tracking out of state jobs.
We have an opportunity for 2016 to be an outstanding year in Local 421 but we are going to need all members willing to man the jobs to be available. We are going to need to perform to our level of the Standard of Excellence, proving to our contractors, every day that they can count on us in completing these projects within budget and on schedule. Brothers and Sisters if we do this we will always have work in the Carolina’s. We can plant this seed of excellence now and watch it grow into the future!
Be sure you call us when you get laid off, this is the only sure way we will know you are out of work. Our phone is always on, call us.

Dispatcher
Ron May