

Unions

Texas is a right-to-work state:

- Mandatory union membership is prohibited.
- No person can be denied employment or otherwise discriminated against in employment decisions based on the status of his or her membership in a union.

2010	Union Members	% of Workforce	Covered Workers	% of Workforce
DFW Total Workforce Organized	152,624	5.4%	194,386	6.8%
DFW Private Workforce Organized	83,302	3.4%	99,921	4.a%
DFW Public Workforce Organized	69,322	18.5%	94,465	25.s%
State of Texas Total Workforce Organized	545,357	5.4%	676,658	6.7%

Source: <http://www.unionstats.com/>; U.S. Bureau of Labor Statistics, BLS Data on Unions, <http://www.bls.gov/bls/blsuniondata.htm>

Workers' Compensation

- In most cases, workers' compensation coverage is voluntary.
- Rates that companies pay for coverage vary based on the company and that company's past history.
- Average weekly wage is \$766 for 2010.

Source: Texas Department of Insurance, Workers' Compensation Division.

Unemployment Insurance

2012 taxable base is up to \$9,000 per employee per quarter.

	2012 Rate
Existing Employers (after 6 quarters of existence)	0.61% to 7.58%
New Employers (for first 6 quarters)	Higher of 2.7% or applicable industry average
Maximum Weekly Benefit	\$426

Source: Texas Workforce Commission.