

The Benefits of Employee Care:

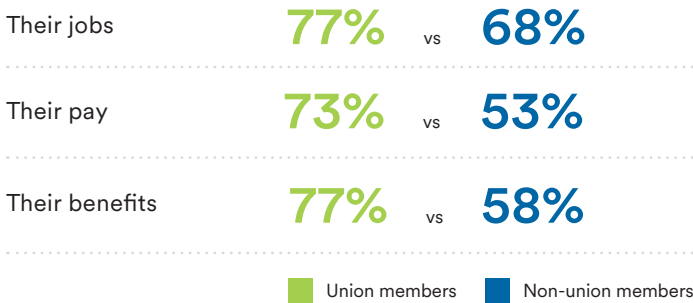
Union Member Perspectives and Employer Opportunities

As employers and employees navigate changing workforce dynamics and economic pressures, employee care has emerged as a powerful driver of holistic health and talent outcomes. MetLife's 21st Annual U.S. Employee Benefit Trends Study examines the perspectives of union workers on the types of employee care they value—and identifies opportunities for their employers to boost satisfaction and loyalty.

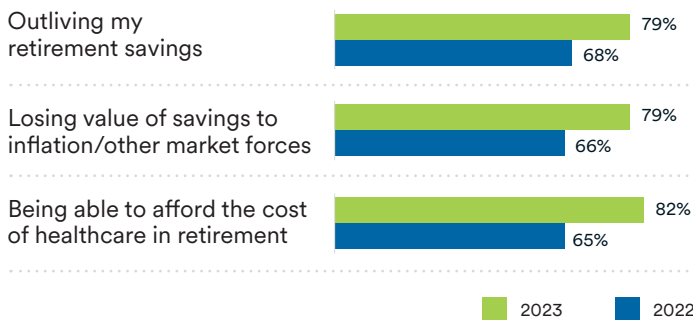


The state of union member well-being

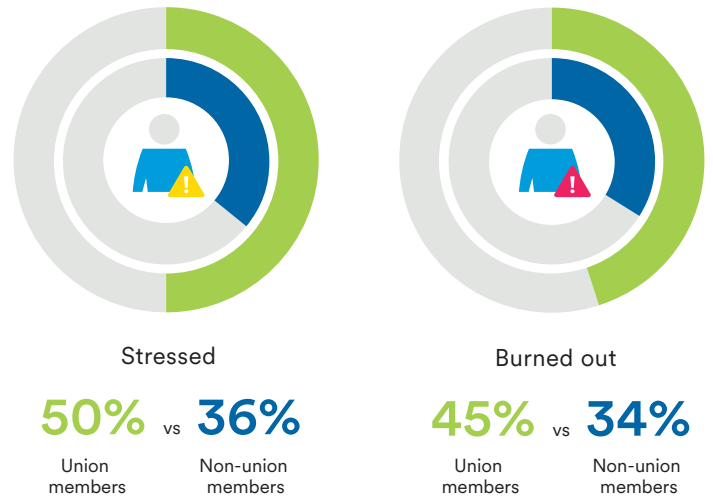
Compared to non-union employees, **union members are more satisfied with:**



But, behind the satisfaction levels, **union members express increasing financial concerns.**



Compared to non-union employees, **union members report higher levels of stress and burnout:**



THE CARE FACTOR

Employee care starts with fair compensation and a safe work environment, then extends to employees' overall well-being, both at work and outside of work.

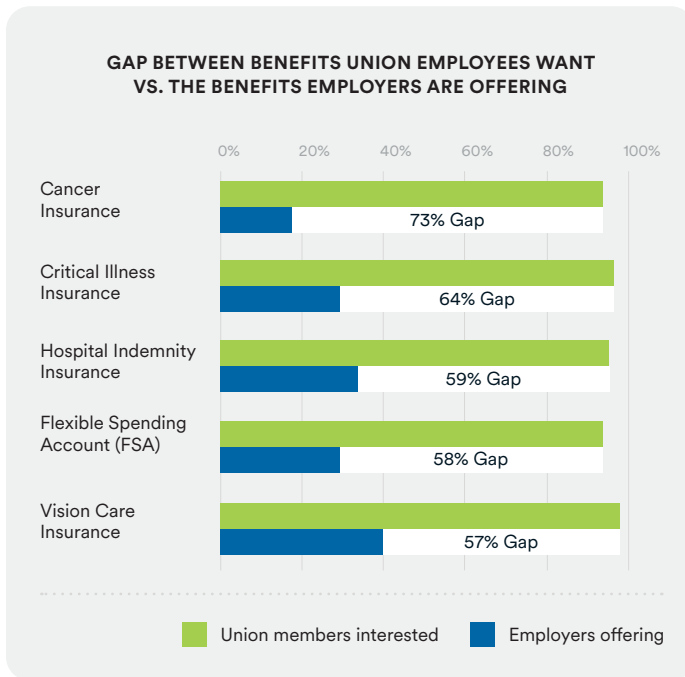
Evolving expectations of the post-pandemic union workforce

86% of union members say employers have a responsibility to care for their workforce.

59% of union members say **health and wellness programs are the #1 must-have** when deciding whether to accept a new job or stay in their current role.

▲ **+22 percentage points** since pre-pandemic 2020

Today, union members are interested in a range of non-traditional benefits:



► Expanded benefits offerings give employers a potential recruiting and retention advantage.

Source: MetLife's 21st Annual U.S. Employee Benefit Trends Study 2023.

The value of demonstrating employee care

Beyond compensation, MetLife's research identifies five elements of the employee experience that drive employee care. Employers have opportunities to demonstrate care across the employee experience:



65% of union members say support from managers is a must-have

73% of union members are highly interested in four-day workweeks

64% of union members are willing to bear more of the costs of benefits to have more choice

Employee care is the #1 reason employers are investing in their benefits program today.

WHEN EMPLOYEES FEEL CARED FOR BY THEIR EMPLOYER, THEY ARE:

- 3.4x** more holistically healthy (physical, mental, financial and social health)
- 2x** more satisfied with their jobs
- 1.4x** more loyal

Turn insights into action

We've been solving benefits challenges for union groups for decades. Put our experience to work for your organization.