

## A Study of the Relationship between Unionization and Nonprofit Social Workers

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This study examined the relationship, for nonprofit employees of the Regional Center system of the state of California, between unionization, on the one hand, and morale, salary, and relationship with management, on the other. It was conducted by means of a survey of twenty questions. Responses from one hundred seventy-two nonprofit social workers from three representative centers in the California system were received.

The results of the study supported a causal link between unionization and most of the hypothesized associations. The study found that unionization did have a positive impact on morale, salary, and relationship with management. Those working in unionized offices were more positive in regard to the income benefits achieved through unions, to their relationship and effective communication with management, and to equitable wages and increases. The only negative association was that those working in nonunion offices reported having more independence in carrying out their job tasks.