

	PROFESSIONAL ASSOCIATION	UNION
Role	Empowering and supporting a particular profession, discipline, or trade, the interests of individuals engaged in that domain, and the public interest.	Promoting and protecting employees who have joined together at particular work sites and/or employers to bargain for better wages and benefits, as well as improved working and safety conditions. Once a union is certified, it has the sole authority to negotiate the terms and conditions of employment for the people it represents.
Principal activities may include:	• Academic program development • Accreditation • Advocacy • Certification • Code of conduct and ethics compliance • Continuing education and professional development • Maintaining a political action committee • Networking • Publications and resources • Public awareness and engagement • Research • Scope of practice • Standards of professional practice	• Organizing • Collective bargaining over wages, rates, benefits, and working conditions • Work stoppages and strikes (where allowed) • Advocacy • Maintaining a political action committee
Scope	State, national, international	Local, state, national, international (affiliated or independent)
Participation	Voluntary with specific qualifications and conditions	• Voluntary in “right to work” states • Required as a condition of employment (if stipulated in a collective bargaining agreement)
IRS tax status	Predominantly non-profit 501(c)(6)	Non-profit 501(c)(5)