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UNION MEMBERS IN 2008

In 2008, union members accounted for 12.4 percent of employed wage and salary workers, up from 12.1 percent a year earlier, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The number of workers belonging to a union rose by 428,000 to 16.1 million. In 1983, the first year for which comparable union data are available, the union membership rate was 20.1 percent, and there were 17.7 million union workers.

The data on union membership were collected as part of the Current Population Survey (CPS). The CPS is a monthly survey of about 60,000 households that obtains information on employment and unemployment among the nation's civilian noninstitutional population age 16 and over.

Some highlights from the 2008 data are:

- Government workers were nearly five times more likely to belong to a union than were private sector employees.
- Workers in education, training, and library occupations had the highest unionization rate at 38.7 percent.
- Black workers were more likely to be union members than were white, Asian, or Hispanic workers.
- Among states, New York had the highest union membership rate (24.9 percent) and North Carolina had the lowest rate (3.5 percent).

Membership by Industry and Occupation

The union membership rate for public sector workers (36.8 percent) was substantially higher than the rate for private industry workers (7.6 percent). Within the public sector, local government workers had the highest union membership rate, 42.2 percent. This group includes many workers in several heavily unionized occupations, such as teachers, police officers, and fire fighters. Private sector industries with high unionization rates include transportation and utilities (22.2 percent), telecommunications (19.3 percent), and construction (15.6 percent). In 2008, unionization rates were relatively low in financial activities (1.8 percent) and professional and business services (2.1 percent). (See table 3.)

Among occupational groups, education, training, and library occupations (38.7 percent) and protective service occupations (35.4 percent) had the highest unionization rates in 2008. Sales and related occupations (3.3 percent) and farming, fishing, and forestry occupations (4.3 percent) had the lowest unionization rates. (See table 3.)

Demographic Characteristics of Union Members

The union membership rate was higher for men (13.4 percent) than for women (11.4 percent) in 2008. (See table 1.) The gap between their rates has narrowed considerably since 1983, when the rate for men was about 10 percentage points higher than the rate for women. Between 1983 and 2008, the union membership rate for men declined by 11.3 percentage points, while the rate for women declined by 3.2 percentage points.

In 2008, black workers were more likely to be union members (14.5 percent) than workers who were white (12.2 percent), Asian (10.6 percent), or Hispanic (10.6 percent). Black men had the highest union membership rate (15.9 percent), while Asian men had the lowest rate (9.6 percent).

By age, union membership rates were highest among workers 55 to 64 years old (16.6 percent) and 45 to 54 years old (16.0 percent). The lowest union membership rates occurred among those ages 16 to 24 (5.0 percent). Full-time workers were about twice as likely as part-time workers to be union members, 13.7 compared with 6.7 percent. (See table 1.)

Union Representation of Nonmembers

About 1.7 million wage and salary workers were represented by a union on their main job in 2008, while not being union members themselves. (See table 1.) About half of these workers were employed in government. (See table 3.)

Earnings

In 2008, among full-time wage and salary workers, union members had median usual weekly earnings of \$886 while those who were not represented by unions had median weekly earnings of \$691. (See table 2.) The difference reflects a variety of influences in addition to coverage by a collective bargaining agreement, including variations in the distributions of union members and nonunion employees by occupation, industry, firm size, or geographic region. (For a discussion of the problem of differentiating between the influence of unionization status and the influence of other worker characteristics on employee earnings, see "Measuring union-nonunion earnings differences," *Monthly Labor Review*, June 1990.)

Union Membership by State

In 2008, 29 states and the District of Columbia had union membership rates below that of the U.S. average, 12.4 percent, while 20 states had higher rates, and 1 state had the same rate. All states in the East North Central, Middle Atlantic, and Pacific divisions reported union membership rates at or above the national average, and all states in the East South Central and West South Central divisions had rates below it. Union membership rates rose over the year in 26 states and the District of Columbia, declined in 20 states, and were unchanged in 4 states. (See table 5 and chart 1.)

Six states had union membership rates below 5.0 percent in 2008, with North Carolina having the lowest rate (3.5 percent). The next lowest rates were recorded in Georgia (3.7 percent), South Carolina (3.9 percent), Virginia (4.1 percent), Texas (4.5 percent), and Louisiana (4.6 percent). Three states had union membership rates over 20.0 percent in 2008—New York (24.9 percent), Hawaii (24.3 percent), and Alaska (23.5 percent).

The largest numbers of union members lived in California (2.7 million) and New York (2.0 million). About half (8.0 million) of the 16.1 million union members in the U.S. lived in just 6 states (California, 2.7 million; New York, 2.0 million; Illinois, 0.9 million; Pennsylvania, 0.8 million; Michigan, 0.8 million; and Ohio, 0.7 million), though these states accounted for only one-third of wage and salary employment nationally.

State union membership levels depend on both the employment level and union membership rate. Texas, with 449,000 union members in 2008, had less than one-quarter as many union members as New York, despite having over 1.8 million more wage and salary employees. Similarly, North Carolina and Hawaii had a comparable number of union members (132,000 and 136,000, respectively), though North Carolina's wage and salary employment level, at 3.8 million, was almost seven times that of Hawaii at 562,000.

Technical Note

The estimates in this release are obtained from the Current Population Survey (CPS), which provides the basic information on the labor force, employment, and unemployment. The survey is conducted monthly for the Bureau of Labor Statistics by the U.S. Census Bureau from a scientifically selected national sample of about 60,000 households. The union membership and earnings data are tabulated from one-quarter of the CPS monthly sample and are limited to wage and salary workers. All self-employed workers are excluded.

Union membership data for 2008 are not strictly comparable with data for 2007 and earlier years because of the introduction of updated population controls with the release of January data. The effect of the revised population controls on the union membership estimates is unknown. However, the effect of the new controls on the monthly CPS estimates was to decrease the December 2007 employment level by 598,000 and the unemployment level by 40,000. The updated controls had little or no effect on unemployment rates and other ratios. For additional information, see "Adjustments to Household Survey Population Estimates in January 2008" available on the BLS Web site at <http://www.bls.gov/cps/cps08adj.pdf>.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; TDD message referral phone number: 1-800-877-8339.

Reliability of the estimates

Statistics based on the CPS are subject to both sampling and nonsampling error. When a sample, rather than the entire population, is surveyed, there is a chance that the sample estimates may differ from the "true" population values they represent. The exact difference, or *sampling error*, varies depending upon the particular sample selected, and this variability is measured by the standard error of the estimate. There is about a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the "true" population value because of sampling error. BLS analyses are generally conducted at the 90-percent level of confidence. The state section of this release preserves the long-time practice of highlighting the direction of the movements in state union membership rates and levels regardless of their statistical significance.

The CPS data also are affected by *nonsampling error*. Nonsampling error can occur for many reasons, including the failure to sample a segment of the population, inability to obtain information for all respondents in the sample, inability or unwillingness of respondents to provide correct information, and errors made in the collection or processing of the data.

For a full discussion of the reliability of data from the CPS and information on estimating standard errors, see the Household Data section of the "Explanatory Notes and Estimates of Error" available on the BLS Web site at

http://www.bls.gov/cps/eetech_methods.pdf.

Definitions

The principal definitions used in this release are described briefly below.

Union members. Data refer to members of a labor union or an employee association similar to a union.

Represented by unions. Data refer to union members, as well as workers who have no union affiliation but whose jobs are covered by a union or an employee association contract.

Nonunion. Data refer to workers who are neither members of a union nor represented by a union on their job.

Usual weekly earnings. Data represent earnings before taxes and other deductions and include any overtime pay, commissions, or tips usually received (at the main job in the case of multiple jobholders). Prior to 1994, respondents were asked how much they usually earned per week. Since January 1994, respondents have been asked to identify the easiest way for them to report earnings (hourly, weekly, biweekly, twice monthly, monthly, annually, other) and how much they usually earn in the reported time period. Earnings reported on a basis other than weekly are converted to a weekly equivalent. The term "usual" is as perceived by the respondent. If the respondent asks for a definition of usual, interviewers are instructed to define the term as more than half of the weeks worked during the past 4 or 5 months.

Median earnings. The median is the amount which divides a given earnings distribution into two equal groups, one having earnings above the median and the other having earnings below the median. The estimating procedure places each reported or calculated weekly earnings value into \$50-wide intervals which are centered around multiples of \$50. The actual value is estimated through the linear interpolation of the interval in which the median lies.

Wage and salary workers. Workers who receive wages, salaries, commissions, tips, payment in kind, or piece rates. The group includes employees in both the private and public sectors, but, for the purposes of the union membership and earnings series, excludes all self-employed persons, regardless of whether or not their businesses are incorporated.

Full-time workers. Workers who usually work 35 hours or more per week at their sole or principal job.

Part-time workers. Workers who usually work fewer than 35 hours per week at their sole or principal job.

Hispanic or Latino ethnicity. Refers to persons who identified themselves in the enumeration process as being Spanish, Hispanic, or Latino. Persons whose ethnicity is identified as Hispanic or Latino may be of any race.

Table 1. Union affiliation of employed wage and salary workers by selected characteristics

(Numbers in thousands)

Characteristic	2007					2008				
	Total employed	Members of unions ¹		Represented by unions ²		Total employed	Members of unions ¹		Represented by unions ²	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
AGE AND SEX										
Total, 16 years and over	129,767	15,670	12.1	17,243	13.3	129,377	16,098	12.4	17,761	13.7
16 to 24 years	19,395	939	4.8	1,068	5.5	18,705	930	5.0	1,062	5.7
25 years and over	110,372	14,731	13.3	16,176	14.7	110,672	15,168	13.7	16,699	15.1
25 to 34 years	29,409	3,050	10.4	3,358	11.4	29,276	3,120	10.7	3,443	11.8
35 to 44 years	30,296	3,972	13.1	4,362	14.4	29,708	3,993	13.4	4,365	14.7
45 to 54 years	29,731	4,664	15.7	5,087	17.1	29,787	4,767	16.0	5,228	17.6
55 to 64 years	16,752	2,691	16.1	2,967	17.7	17,430	2,887	16.6	3,209	18.4
65 years and over	4,183	355	8.5	402	9.6	4,471	401	9.0	454	10.2
Men, 16 years and over	67,468	8,767	13.0	9,494	14.1	66,846	8,938	13.4	9,724	14.5
16 to 24 years	9,959	551	5.5	627	6.3	9,537	555	5.8	617	6.5
25 years and over	57,509	8,217	14.3	8,867	15.4	57,309	8,383	14.6	9,107	15.9
25 to 34 years	15,994	1,736	10.9	1,884	11.8	15,780	1,750	11.1	1,909	12.1
35 to 44 years	16,070	2,318	14.4	2,501	15.6	15,653	2,307	14.7	2,491	15.9
45 to 54 years	15,040	2,578	17.1	2,745	18.3	14,988	2,608	17.4	2,812	18.8
55 to 64 years	8,286	1,403	16.9	1,532	18.5	8,657	1,525	17.6	1,682	19.4
65 years and over	2,119	181	8.5	205	9.7	2,230	193	8.7	213	9.6
Women, 16 years and over	62,299	6,903	11.1	7,749	12.4	62,532	7,160	11.4	8,036	12.9
16 to 24 years	9,436	388	4.1	441	4.7	9,168	374	4.1	445	4.8
25 years and over	52,863	6,514	12.3	7,308	13.8	53,364	6,785	12.7	7,592	14.2
25 to 34 years	13,416	1,313	9.8	1,474	11.0	13,496	1,370	10.1	1,534	11.4
35 to 44 years	14,226	1,653	11.6	1,861	13.1	14,055	1,685	12.0	1,874	13.3
45 to 54 years	14,691	2,086	14.2	2,341	15.9	14,799	2,159	14.6	2,416	16.3
55 to 64 years	8,466	1,288	15.2	1,435	17.0	8,773	1,363	15.5	1,527	17.4
65 years and over	2,065	174	8.4	197	9.5	2,241	208	9.3	241	10.7
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX										
White, 16 years and over	105,515	12,487	11.8	13,715	13.0	105,052	12,863	12.2	14,222	13.5
Men	55,771	7,134	12.8	7,708	13.8	55,197	7,309	13.2	7,961	14.4
Women	49,743	5,352	10.8	6,007	12.1	49,855	5,555	11.1	6,261	12.6
Black or African American, 16 years and over	15,177	2,165	14.3	2,403	15.8	15,030	2,178	14.5	2,370	15.8
Men	6,945	1,097	15.8	1,205	17.3	6,809	1,081	15.9	1,159	17.0
Women	8,232	1,067	13.0	1,198	14.6	8,221	1,097	13.3	1,211	14.7
Asian, 16 years and over	6,016	654	10.9	720	12.0	6,157	653	10.6	714	11.6
Men	3,168	324	10.2	348	11.0	3,216	310	9.6	339	10.6
Women	2,849	330	11.6	372	13.1	2,941	344	11.7	374	12.7
Hispanic or Latino ethnicity, 16 years and over	18,778	1,837	9.8	2,026	10.8	18,572	1,960	10.6	2,168	11.7
Men	11,163	1,108	9.9	1,208	10.8	10,998	1,204	11.0	1,317	12.0
Women	7,615	728	9.6	818	10.7	7,574	756	10.0	852	11.2
FULL- OR PART-TIME STATUS ³										
Full-time workers	107,339	14,201	13.2	15,570	14.5	106,648	14,561	13.7	16,029	15.0
Part-time workers	22,172	1,437	6.5	1,635	7.4	22,497	1,505	6.7	1,697	7.5

¹ Data refer to members of a labor union or an employee association similar to a union.

² Data refer to members of a labor union or an employee association similar to a union as well as workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.

³ The distinction between full- and part-time workers is based on hours usually worked. These data will not sum to totals because full- or part-time status on the principal job is not identifiable for a small number of multiple jobholders.

NOTE: Estimates for the above race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Data refer to the sole or principal job of full- and part-time wage and salary workers. Excluded are all self-employed workers regardless of whether or not their businesses are incorporated. Updated population controls are introduced annually with the release of January data.

Table 2. Median weekly earnings of full-time wage and salary workers by union affiliation and selected characteristics

Characteristic	2007				2008			
	Total	Members of unions ¹	Repre-sented by unions ²	Non-union ³	Total	Members of unions ¹	Repre-sented by unions ²	Non-union ³
AGE AND SEX								
Total, 16 years and over	\$695	\$863	\$857	\$663	\$722	\$886	\$880	\$691
16 to 24 years	424	566	551	418	443	560	549	434
25 years and over	738	880	876	712	761	903	898	736
25 to 34 years	643	789	781	622	666	801	793	645
35 to 44 years	769	910	907	745	804	933	926	775
45 to 54 years	790	900	899	763	822	944	941	785
55 to 64 years	803	925	921	766	825	927	922	790
65 years and over	605	634	682	597	644	771	773	627
Men, 16 years and over	766	913	910	738	798	939	937	766
16 to 24 years	443	567	557	432	461	571	565	451
25 years and over	823	930	928	796	857	957	956	828
25 to 34 years	687	823	819	664	704	845	839	682
35 to 44 years	873	971	969	847	915	994	991	896
45 to 54 years	909	958	961	892	944	1,003	1,005	922
55 to 64 years	933	954	952	926	943	967	965	935
65 years and over	686	732	776	672	753	864	886	736
Women, 16 years and over	614	790	784	592	638	809	800	615
16 to 24 years	409	564	540	403	420	546	530	416
25 years and over	646	805	800	620	670	825	818	645
25 to 34 years	597	753	745	580	623	748	740	609
35 to 44 years	668	826	820	640	682	842	838	657
45 to 54 years	677	813	810	650	707	853	847	674
55 to 64 years	679	886	881	641	711	875	866	675
65 years and over	534	582	608	520	563	693	672	542
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX								
White, 16 years and over	716	889	884	684	742	914	907	712
Men	788	937	934	757	825	967	965	789
Women	626	814	807	603	654	837	828	627
Black or African American, 16 years and over	569	732	727	533	589	720	712	564
Men	600	768	763	573	620	756	751	598
Women	533	697	691	513	554	674	668	523
Asian, 16 years and over	830	853	881	823	861	902	908	852
Men	936	867	898	940	966	927	939	973
Women	731	842	871	712	753	880	880	737
Hispanic or Latino ethnicity, 16 years and over	503	736	729	487	529	733	724	512
Men	520	793	782	505	559	778	765	526
Women	473	675	672	446	501	654	656	487

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² Data refer to members of a labor union or an employee association similar to a union as well as workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.

³ Data refer to workers who are neither members of a union nor represented by a union on their job.

NOTE: Estimates for the above race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Data refer to the sole or principal job of full- and part-time wage and salary workers. Excluded are all self-employed workers regardless of whether or not their businesses are incorporated. Updated population controls are introduced annually with the release of January data.

Table 3. Union affiliation of employed wage and salary workers by occupation and industry

(Numbers in thousands)

Occupation and industry	2007					2008				
	Total employed	Members of unions ¹		Represented by unions ²		Total employed	Members of unions ¹		Represented by unions ²	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
OCCUPATION										
Management, professional, and related occupations	44,547	5,853	13.1	6,656	14.9	45,538	6,110	13.4	6,948	15.3
Management, business, and financial operations occupations	17,003	849	5.0	1,020	6.0	17,326	866	5.0	1,039	6.0
Management occupations	11,656	530	4.5	633	5.4	11,843	564	4.8	679	5.7
Business and financial operations occupations	5,348	319	6.0	386	7.2	5,483	302	5.5	360	6.6
Professional and related occupations	27,543	5,004	18.2	5,636	20.5	28,212	5,244	18.6	5,909	20.9
Computer and mathematical occupations	3,252	157	4.8	188	5.8	3,488	170	4.9	210	6.0
Architecture and engineering occupations	2,744	215	7.8	240	8.7	2,746	203	7.4	233	8.5
Life, physical, and social science occupations	1,270	113	8.9	138	10.9	1,209	106	8.8	132	10.9
Community and social services occupations	2,187	326	14.9	375	17.1	2,222	363	16.3	406	18.3
Legal occupations	1,288	71	5.5	83	6.4	1,318	74	5.6	87	6.6
Education, training, and library occupations	8,288	3,087	37.2	3,439	41.5	8,424	3,259	38.7	3,630	43.1
Arts, design, entertainment, sports, and media occupations	1,955	152	7.8	182	9.3	1,994	141	7.1	167	8.4
Healthcare practitioner and technical occupations	6,558	883	13.5	992	15.1	6,813	928	13.6	1,045	15.3
Service occupations	21,784	2,481	11.4	2,692	12.4	22,114	2,624	11.9	2,831	12.8
Healthcare support occupations	2,987	304	10.2	332	11.1	3,028	296	9.8	317	10.5
Protective service occupations	3,025	1,066	35.2	1,127	37.2	3,023	1,069	35.4	1,122	37.1
Food preparation and serving related occupations	7,500	325	4.3	371	4.9	7,694	401	5.2	444	5.8
Building and grounds cleaning and maintenance occupations	4,642	497	10.7	549	11.8	4,648	534	11.5	592	12.7
Personal care and service occupations	3,631	289	8.0	314	8.6	3,721	324	8.7	357	9.6
Sales and office occupations	32,978	2,386	7.2	2,659	8.1	32,479	2,395	7.4	2,710	8.3
Sales and related occupations	14,079	462	3.3	521	3.7	13,708	447	3.3	531	3.9
Office and administrative support occupations	18,900	1,925	10.2	2,138	11.3	18,770	1,949	10.4	2,179	11.6
Natural resources, construction, and maintenance occupations	13,325	2,252	16.9	2,363	17.7	12,444	2,208	17.7	2,303	18.5
Farming, fishing, and forestry occupations	876	23	2.7	28	3.2	901	39	4.3	46	5.1
Construction and extraction occupations	7,708	1,434	18.6	1,480	19.2	6,876	1,391	20.2	1,445	21.0
Installation, maintenance, and repair occupations	4,742	794	16.8	855	18.0	4,668	778	16.7	812	17.4
Production, transportation, and material moving occupations	17,133	2,699	15.8	2,874	16.8	16,802	2,760	16.4	2,968	17.7
Production occupations	8,903	1,243	14.0	1,314	14.8	8,601	1,269	14.8	1,370	15.9
Transportation and material moving occupations	8,231	1,456	17.7	1,560	19.0	8,202	1,491	18.2	1,599	19.5

See footnotes at end of table.

Table 3. Union affiliation of employed wage and salary workers by occupation and industry—Continued

(Numbers in thousands)

Occupation and industry	2007					2008				
	Total employed	Members of unions ¹		Represented by unions ²		Total employed	Members of unions ¹		Represented by unions ²	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
INDUSTRY										
Private sector	108,714	8,114	7.5	8,870	8.2	108,073	8,265	7.6	9,084	8.4
Agriculture and related industries	1,046	16	1.5	19	1.8	1,057	30	2.8	35	3.4
Nonagriculture and related industries	107,668	8,098	7.5	8,851	8.2	107,016	8,236	7.7	9,049	8.5
Mining	705	66	9.3	72	10.2	776	54	6.9	61	7.9
Construction	8,561	1,193	13.9	1,232	14.4	7,652	1,195	15.6	1,241	16.2
Manufacturing	15,341	1,734	11.3	1,845	12.0	15,131	1,723	11.4	1,862	12.3
Durable goods manufacturing	9,770	1,107	11.3	1,172	12.0	9,728	1,139	11.7	1,223	12.6
Nondurable goods manufacturing	5,571	628	11.3	673	12.1	5,403	584	10.8	639	11.8
Wholesale and retail trade	18,896	990	5.2	1,075	5.7	18,622	976	5.2	1,096	5.9
Wholesale trade	3,951	205	5.2	224	5.7	3,635	194	5.3	214	5.9
Retail trade	14,945	785	5.3	851	5.7	14,987	782	5.2	881	5.9
Transportation and utilities	5,488	1,211	22.1	1,282	23.4	5,544	1,231	22.2	1,298	23.4
Transportation and warehousing	4,654	974	20.9	1,037	22.3	4,639	988	21.3	1,041	22.4
Utilities	834	237	28.4	245	29.4	906	243	26.9	257	28.3
Information ³	3,211	389	12.1	420	13.1	3,056	388	12.7	420	13.7
Publishing, except Internet	850	62	7.3	65	7.7	717	52	7.2	62	8.7
Motion pictures and sound recording	309	35	11.5	39	12.5	337	38	11.4	39	11.7
Broadcasting, except Internet	588	51	8.7	62	10.6	561	53	9.5	59	10.6
Telecommunications	1,186	233	19.7	246	20.8	1,184	228	19.3	242	20.4
Financial activities	8,858	174	2.0	215	2.4	8,654	157	1.8	199	2.3
Finance and insurance	6,531	99	1.5	129	2.0	6,536	86	1.3	115	1.8
Finance	4,313	55	1.3	76	1.8	4,312	45	1.0	62	1.4
Insurance	2,218	45	2.0	53	2.4	2,224	41	1.9	53	2.4
Real estate and rental and leasing	2,327	74	3.2	86	3.7	2,118	71	3.3	84	4.0
Professional and business services	12,022	290	2.4	360	3.0	11,967	253	2.1	324	2.7
Professional and technical services	6,962	98	1.4	147	2.1	7,234	93	1.3	128	1.8
Management, administrative, and waste services	5,060	191	3.8	213	4.2	4,733	159	3.4	196	4.1
Education and health services	18,120	1,591	8.8	1,815	10.0	18,841	1,723	9.1	1,940	10.3
Educational services	3,513	444	12.6	529	15.1	3,657	504	13.8	584	16.0
Health care and social assistance	14,607	1,147	7.9	1,286	8.8	15,184	1,219	8.0	1,356	8.9
Leisure and hospitality	10,956	302	2.8	354	3.2	11,187	361	3.2	408	3.6
Arts, entertainment, and recreation	1,966	122	6.2	138	7.0	2,044	131	6.4	150	7.3
Accommodation and food services	8,990	180	2.0	217	2.4	9,144	231	2.5	258	2.8
Accommodation	1,414	109	7.7	123	8.7	1,447	115	7.9	120	8.3
Food services and drinking places	7,575	70	.9	94	1.2	7,696	116	1.5	138	1.8
Other services ³	5,510	159	2.9	181	3.3	5,585	175	3.1	200	3.6
Other services, except private households	4,727	150	3.2	172	3.6	4,785	164	3.4	185	3.9
Public sector	21,053	7,557	35.9	8,373	39.8	21,305	7,832	36.8	8,676	40.7
Federal	3,423	916	26.8	1,079	31.5	3,542	994	28.1	1,167	33.0
State	6,384	1,943	30.4	2,168	34.0	6,176	1,955	31.6	2,167	35.1
Local	11,246	4,698	41.8	5,126	45.6	11,586	4,884	42.2	5,342	46.1

¹ Data refer to members of a labor union or an employee association similar to a union.

² Data refer to members of a labor union or an employee association similar to a union as well as workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.

³ Includes other industries, not shown separately.

NOTE: Data refer to the sole or principal job of full- and part-time workers. Excluded are all self-employed workers regardless of whether or not their businesses are incorporated.

Table 4. Median weekly earnings of full-time wage and salary workers by union affiliation, occupation, and industry

Occupation and industry	2007				2008			
	Total	Members of unions ¹	Repre-sented by unions ²	Non-union ³	Total	Members of unions ¹	Repre-sented by unions ²	Non-union ³
OCCUPATION								
Management, professional, and related occupations	\$996	\$996	\$992	\$996	\$1,025	\$1,028	\$1,017	\$1,028
Management, business, and financial operations occupations	1,080	1,066	1,072	1,081	1,128	1,113	1,120	1,129
Management occupations	1,161	1,172	1,165	1,160	1,204	1,235	1,236	1,199
Business and financial operations occupations	941	934	950	940	974	925	943	978
Professional and related occupations	951	987	980	942	980	1,018	1,004	973
Computer and mathematical occupations	1,229	1,188	1,204	1,231	1,242	1,149	1,139	1,248
Architecture and engineering occupations	1,213	1,179	1,178	1,221	1,244	1,223	1,243	1,244
Life, physical, and social science occupations	1,053	1,147	1,144	1,036	1,035	1,169	1,144	1,018
Community and social services occupations	755	920	909	732	788	983	978	743
Legal occupations	1,148	1,180	1,151	1,148	1,174	1,186	1,265	1,169
Education, training, and library occupations	841	959	947	742	866	974	957	765
Arts, design, entertainment, sports, and media occupations	829	1,000	1,009	807	882	1,110	1,098	858
Healthcare practitioner and technical occupations	920	1,005	1,019	906	962	1,070	1,061	943
Service occupations	454	666	654	421	475	691	679	440
Healthcare support occupations	454	502	502	446	465	526	526	457
Protective service occupations	719	954	946	610	748	990	983	620
Food preparation and serving related occupations	385	502	495	379	402	502	496	398
Building and grounds cleaning and maintenance occupations	422	551	543	407	431	596	593	412
Personal care and service occupations	434	585	585	420	475	580	570	463
Sales and office occupations	598	717	715	587	614	741	736	603
Sales and related occupations	643	648	648	643	656	679	683	655
Office and administrative support occupations	581	726	724	560	601	749	744	585
Natural resources, construction, and maintenance occupations	670	973	961	617	702	990	984	647
Farming, fishing, and forestry occupations	372	(⁴)	(⁴)	369	420	(⁴)	(⁴)	418
Construction and extraction occupations	646	976	968	597	688	992	989	621
Installation, maintenance, and repair occupations	749	975	962	709	774	1,002	994	729
Production, transportation, and material moving occupations	577	759	753	540	594	777	770	560
Production occupations	581	761	755	552	595	765	759	567
Transportation and material moving occupations	570	757	750	523	593	789	779	550

See footnotes at end of table.

Table 4. Median weekly earnings of full-time wage and salary workers by union affiliation, occupation, and industry—Continued

Occupation and industry	2007				2008			
	Total	Members of unions ¹	Repre-sented by unions ²	Non-union ³	Total	Members of unions ¹	Repre-sented by unions ²	Non-union ³
INDUSTRY								
Private sector	\$666	\$818	\$813	\$651	\$694	\$838	\$829	\$680
Agriculture and related industries	412	(⁴)	(⁴)	411	444	(⁴)	(⁴)	446
Nonagriculture and related industries	670	819	814	654	698	840	831	683
Mining	969	960	950	975	1,007	1,024	1,032	1,003
Construction	673	1,000	993	624	712	1,014	1,012	668
Manufacturing	719	783	779	708	741	796	795	733
Durable goods manufacturing	744	818	815	732	772	829	827	763
Nondurable goods manufacturing	669	714	712	659	685	729	729	675
Wholesale and retail trade	587	639	632	584	603	643	638	601
Wholesale trade	720	756	753	717	741	775	763	739
Retail trade	538	608	601	532	564	598	596	561
Transportation and utilities	738	902	894	695	787	958	950	747
Transportation and warehousing	696	846	835	657	744	897	895	710
Utilities	994	1,056	1,052	954	1,061	1,161	1,142	1,010
Information ⁵	891	1,000	994	867	898	1,011	1,001	871
Publishing, except Internet	881	931	933	877	856	(⁴)	979	846
Motion pictures and sound recording	889	(⁴)	(⁴)	797	883	(⁴)	(⁴)	800
Broadcasting, except Internet	786	(⁴)	(⁴)	770	806	(⁴)	944	794
Telecommunications	951	1,003	1,000	927	969	1,006	1,000	953
Financial activities	782	728	738	784	814	782	782	816
Finance and insurance	820	722	746	822	857	762	774	859
Finance	835	717	773	836	864	(⁴)	829	865
Insurance	795	(⁴)	735	799	846	(⁴)	(⁴)	849
Real estate and rental and leasing	691	739	718	690	703	789	783	696
Professional and business services	783	800	822	782	835	814	817	836
Professional and technical services	1,031	991	1,041	1,031	1,065	1,129	1,140	1,064
Management, administrative, and waste services	524	733	686	519	544	682	695	538
Education and health services	671	779	781	657	685	795	798	671
Educational services	766	824	812	754	773	892	868	762
Health care and social assistance	644	752	762	632	661	756	768	652
Leisure and hospitality	440	580	572	431	470	584	575	462
Arts, entertainment, and recreation	587	633	634	581	590	651	638	586
Accommodation and food services	413	534	528	410	435	563	552	427
Accommodation	492	554	546	481	508	605	602	494
Food services and drinking places	399	476	490	398	417	497	491	416
Other services ⁵	581	803	789	574	610	878	810	606
Other services, except private households	600	822	806	593	629	893	849	622
Public sector	816	901	896	749	842	923	918	766
Federal	965	927	933	996	972	949	959	989
State	772	865	856	731	812	900	889	753
Local	787	907	899	688	814	925	917	719

¹ Data refer to members of a labor union or an employee association similar to a union.

² Data refer to members of a labor union or an employee association similar to a union as well as workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.

³ Data refer to workers who are neither members of a union nor represented

by a union on their job.

⁴ Data not shown where base is less than 50,000.

⁵ Includes other industries, not shown separately.

NOTE: Data refer to the sole or principal job of full- and part-time workers. Excluded are all self-employed workers regardless of whether or not their businesses are incorporated.

Table 5. Union affiliation of employed wage and salary workers by state

(Numbers in thousands)

State	2007					2008				
	Total employed	Members of unions ¹		Represented by unions ²		Total employed	Members of unions ¹		Represented by unions ²	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
Alabama	1,895	180	9.5	201	10.6	1,858	181	9.8	199	10.7
Alaska	284	68	23.8	70	24.7	289	68	23.5	71	24.7
Arizona	2,619	230	8.8	255	9.7	2,579	227	8.8	254	9.8
Arkansas	1,154	62	5.4	75	6.5	1,158	68	5.9	85	7.3
California	14,856	2,474	16.7	2,650	17.8	14,889	2,740	18.4	2,909	19.5
Colorado	2,204	191	8.7	202	9.2	2,254	181	8.0	208	9.2
Connecticut	1,617	253	15.6	269	16.6	1,625	275	16.9	291	17.9
Delaware	396	47	12.0	50	12.8	391	52	13.4	57	14.7
District of Columbia	278	29	10.3	38	13.6	288	35	12.2	41	14.3
Florida	7,741	455	5.9	562	7.3	7,573	482	6.4	601	7.9
Georgia	4,181	186	4.4	226	5.4	4,084	151	3.7	189	4.6
Hawaii	556	130	23.4	135	24.2	562	136	24.3	143	25.5
Idaho	635	33	5.3	41	6.4	602	42	7.1	48	8.0
Illinois	5,802	842	14.5	884	15.2	5,662	939	16.6	993	17.5
Indiana	2,779	333	12.0	359	12.9	2,811	349	12.4	386	13.7
Iowa	1,417	149	10.5	185	13.1	1,437	153	10.6	187	13.0
Kansas	1,274	89	7.0	110	8.7	1,273	89	7.0	111	8.7
Kentucky	1,734	157	9.1	192	11.1	1,703	146	8.6	163	9.6
Louisiana	1,670	94	5.6	108	6.5	1,724	80	4.6	97	5.6
Maine	574	67	11.7	79	13.8	574	71	12.3	84	14.7
Maryland	2,598	335	12.9	376	14.5	2,610	329	12.6	380	14.5
Massachusetts	2,882	379	13.2	402	14.0	2,909	458	15.7	491	16.9
Michigan	4,193	819	19.5	865	20.6	4,089	771	18.8	801	19.6
Minnesota	2,460	400	16.3	419	17.0	2,430	392	16.1	412	17.0
Mississippi	1,068	72	6.7	95	8.9	1,089	57	5.3	79	7.3
Missouri	2,585	275	10.7	308	11.9	2,543	285	11.2	327	12.8
Montana	399	54	13.5	62	15.6	389	47	12.2	61	15.7
Nebraska	836	65	7.8	81	9.7	840	70	8.3	90	10.7
Nevada	1,177	182	15.4	208	17.7	1,192	199	16.7	217	18.2
New Hampshire	631	61	9.7	70	11.2	635	67	10.6	79	12.4
New Jersey	3,897	748	19.2	802	20.6	3,843	703	18.3	731	19.0
New Mexico	800	62	7.7	91	11.4	807	58	7.2	94	11.6
New York	8,150	2,055	25.2	2,146	26.3	8,165	2,029	24.9	2,170	26.6
North Carolina	3,771	114	3.0	147	3.9	3,799	132	3.5	189	5.0
North Dakota	303	19	6.4	23	7.6	308	19	6.1	25	8.2
Ohio	5,187	730	14.1	797	15.4	5,046	716	14.2	783	15.5
Oklahoma	1,456	103	7.1	124	8.5	1,529	102	6.6	127	8.3
Oregon	1,582	227	14.3	243	15.4	1,566	259	16.6	272	17.4
Pennsylvania	5,496	830	15.1	910	16.6	5,504	847	15.4	899	16.3
Rhode Island	497	75	15.0	78	15.8	471	78	16.5	82	17.4
South Carolina	1,873	78	4.1	111	5.9	1,792	70	3.9	105	5.8
South Dakota	354	23	6.5	27	7.7	369	18	5.0	24	6.4
Tennessee	2,596	138	5.3	166	6.4	2,534	139	5.5	166	6.6
Texas	9,899	463	4.7	566	5.7	9,991	449	4.5	559	5.6
Utah	1,153	67	5.8	78	6.8	1,178	68	5.8	84	7.1
Vermont	288	30	10.4	35	12.2	284	29	10.4	36	12.8
Virginia	3,502	129	3.7	167	4.8	3,597	146	4.1	178	5.0
Washington	2,874	579	20.2	616	21.4	2,912	578	19.8	626	21.5
West Virginia	724	97	13.3	107	14.7	736	101	13.8	112	15.3
Wisconsin	2,631	376	14.3	405	15.4	2,642	396	15.0	422	16.0
Wyoming	239	19	7.9	22	9.4	241	19	7.7	21	8.9

¹ Data refer to members of a labor union or an employee association similar to a union.

² Data refer to members of a labor union or an employee association similar to a union as well as workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.

NOTE: Data refer to the sole or principal job of full- and part-time workers. Excluded are all self-employed workers regardless of whether or not their businesses are incorporated. Updated population controls are introduced annually with the release of January data.

Chart 1. Union membership rates by state, 2008 annual averages

(U.S. rate = 12.4 percent)

