

**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>All workers</b> .....	\$20.62	0.7%	\$24.74	0.7%	\$19.89	0.8%
<b>Management occupations</b> .....	43.51	1.4	42.93	3.8	43.53	1.4
Chief executives .....	106.53	18.5	–	–	107.16	18.7
General and operations managers .....	47.88	2.4	40.11	14.4	47.96	2.4
Legislators .....	30.09	11.3	–	–	30.25	12.0
Advertising and promotions managers .....	36.60	7.1	–	–	36.60	7.1
Marketing and sales managers .....	47.64	2.4	–	–	47.64	2.4
Marketing managers .....	49.68	2.6	–	–	49.68	2.6
Sales managers .....	45.48	4.5	–	–	45.48	4.5
Public relations managers .....	41.56	14.2	–	–	41.95	14.4
Administrative services managers .....	33.78	3.5	33.72	5.0	33.78	3.6
Computer and information systems managers .....	54.01	2.0	–	–	54.28	2.0
Financial managers .....	44.98	2.0	45.46	12.2	44.98	2.1
Human resources managers .....	41.08	3.6	–	–	41.13	3.6
Compensation and benefits managers .....	36.29	5.3	–	–	36.29	5.3
Training and development managers .....	40.81	9.2	–	–	41.37	9.3
Industrial production managers .....	42.29	2.5	–	–	42.38	2.5
Purchasing managers .....	43.67	4.1	–	–	43.73	4.2
Transportation, storage, and distribution managers .....	38.41	4.4	–	–	38.38	4.4
Agricultural managers .....	29.63	26.9	–	–	31.30	27.7
Farm, ranch, and other agricultural managers .....	31.30	27.7	–	–	31.30	27.7
Construction managers .....	37.01	3.2	38.04	5.8	36.98	3.3
Education administrators .....	39.35	2.2	48.49	5.4	37.98	2.5
Education administrators, preschool and child care center/program .....	23.26	9.5	–	–	23.12	9.8
Education administrators, elementary and secondary school .....	45.72	2.3	48.95	6.4	44.75	2.3
Education administrators, postsecondary .....	40.11	4.3	49.10	12.5	39.54	4.5
Engineering managers .....	55.79	2.3	53.87	2.0	55.84	2.4
Food service managers .....	25.64	5.0	–	–	25.59	5.1
Funeral directors .....	24.39	15.9	–	–	24.39	15.9
Lodging managers .....	24.94	15.7	–	–	24.94	15.7
Medical and health services managers .....	39.49	5.9	50.17	12.2	39.32	6.0
Natural sciences managers .....	44.71	8.7	–	–	44.71	8.7

See footnotes at end of table.

**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Management occupations –Continued</b>						
Property, real estate, and community association managers .....	\$25.99	5.3%	–	–	\$25.97	5.4%
Social and community service managers .....	27.24	4.4	\$35.19	9.1%	26.97	4.6
<b>Business and financial operations occupations</b> .....						
Buyers and purchasing agents .....	28.21	2.1	24.92	10.0	28.28	2.1
Purchasing agents and buyers, farm products .....	32.39	12.8	–	–	32.39	12.8
Wholesale and retail buyers, except farm products .....	27.47	3.8	–	–	27.65	3.9
Purchasing agents, except wholesale, retail, and farm products .....	28.40	3.3	28.33	10.3	28.40	3.3
Claims adjusters, appraisers, examiners, and investigators .....	26.62	2.1	24.37	4.9	26.93	2.1
Claims adjusters, examiners, and investigators .....	26.51	2.2	24.37	4.9	26.82	2.2
Insurance appraisers, auto damage	28.81	10.9	–	–	28.81	10.9
Compliance officers, except agriculture, construction, health and safety, and transportation .....	27.49	6.7	26.30	6.8	27.74	8.2
Cost estimators .....	31.03	3.7	–	–	31.04	3.7
Emergency management specialists ..	34.27	21.6	–	–	22.99	10.2
Human resources, training, and labor relations specialists .....	28.08	2.2	30.42	7.4	27.83	2.3
Employment, recruitment, and placement specialists .....	25.26	3.8	28.04	3.9	25.21	3.8
Compensation, benefits, and job analysis specialists .....	26.93	3.2	29.27	11.7	26.81	3.3
Training and development specialists .....	28.67	3.7	29.04	11.0	28.65	3.9
Logisticians .....	31.82	5.9	–	–	31.98	6.0
Management analysts .....	36.01	3.1	31.34	4.9	36.32	3.2
Meeting and convention planners .....	23.57	4.9	–	–	23.57	4.9
Accountants and auditors .....	29.12	1.9	27.77	3.8	29.20	2.0
Appraisers and assessors of real estate .....	24.29	9.7	28.14	8.7	23.41	12.6
Budget analysts .....	30.04	2.8	26.76	3.4	30.80	3.1
Credit analysts .....	28.84	5.0	–	–	28.84	5.0
Financial analysts and advisors .....	36.10	4.2	–	–	36.22	4.3
Financial analysts .....	37.99	3.5	–	–	38.00	3.6

See footnotes at end of table.

**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Business and financial operations occupations –Continued</b>						
Personal financial advisors .....	\$34.61	17.2%	–	–	\$34.61	17.2%
Insurance underwriters .....	32.46	5.5	–	–	32.81	5.6
Financial examiners .....	27.64	5.0	–	–	27.81	5.5
Loan counselors and officers .....	33.16	10.8	\$28.08	9.3%	33.24	10.9
Loan counselors .....	26.61	10.3	25.01	6.8	26.89	11.9
Loan officers .....	33.62	11.4	–	–	33.62	11.4
Tax examiners, collectors, preparers, and revenue agents .....	20.71	9.4	26.79	9.2	16.75	9.2
Tax examiners, collectors, and revenue agents .....	22.25	8.7	26.79	9.2	17.88	7.5
Tax preparers .....	14.36	23.6	–	–	14.36	23.6
<b>Computer and mathematical science occupations .....</b>						
Computer and information scientists, research .....	49.76	8.8	–	–	49.76	8.8
Computer programmers .....	34.75	3.0	33.51	12.2	34.77	3.1
Computer software engineers .....	42.86	1.5	37.64	6.0	42.96	1.5
Computer software engineers, applications .....	41.80	2.6	35.86	3.8	41.97	2.7
Computer software engineers, systems software .....	44.00	1.9	–	–	44.02	1.9
Computer support specialists .....	25.93	3.0	26.20	3.7	25.91	3.2
Computer systems analysts .....	38.71	2.1	33.84	2.9	38.91	2.2
Database administrators .....	35.35	4.6	–	–	35.32	4.7
Network and computer systems administrators .....	31.55	1.8	29.05	4.5	31.73	1.9
Network systems and data communications analysts .....	34.21	3.4	29.78	6.1	34.40	3.5
Actuaries .....	42.02	5.6	–	–	41.95	5.7
Operations research analysts .....	34.13	4.8	–	–	34.18	4.8
Statisticians .....	36.89	9.7	–	–	36.89	9.7
<b>Architecture and engineering occupations .....</b>						
Architects, except naval .....	32.54	5.1	–	–	32.42	5.2
Architects, except landscape and naval .....	33.32	5.3	–	–	33.20	5.4
Landscape architects .....	26.76	5.6	–	–	26.76	5.6
Surveyors, cartographers, and photogrammetrists .....	29.31	10.9	–	–	29.29	11.4
Surveyors .....	32.29	10.2	–	–	32.50	10.9

See footnotes at end of table.

**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Architecture and engineering occupations –Continued</b>						
Engineers .....	\$40.37	1.3%	\$37.74	2.2%	\$40.49	1.4%
Aerospace engineers .....	51.08	4.2	–	–	51.28	4.4
Chemical engineers .....	44.09	6.3	–	–	44.15	6.4
Civil engineers .....	35.45	2.4	36.30	4.6	35.36	2.7
Computer hardware engineers .....	45.72	4.9	–	–	45.72	4.9
Electrical and electronics engineers .....	40.42	2.4	40.83	7.5	40.41	2.5
Electrical engineers .....	39.62	4.6	–	–	39.79	4.6
Electronics engineers, except computer .....	41.19	2.8	–	–	41.00	3.0
Environmental engineers .....	38.09	7.5	36.73	11.9	38.24	8.0
Industrial engineers, including health and safety .....	37.13	2.6	39.07	5.2	37.05	2.7
Health and safety engineers, except mining safety engineers and inspectors .....	42.12	9.8	–	–	41.98	10.1
Industrial engineers .....	35.95	2.2	–	–	35.88	2.3
Materials engineers .....	38.59	8.5	–	–	38.59	8.5
Mechanical engineers .....	36.32	2.0	–	–	36.52	1.9
Mining and geological engineers, including mining safety engineers .....	47.14	12.8	–	–	–	–
Nuclear engineers .....	43.28	5.9	–	–	43.31	6.0
Petroleum engineers .....	55.88	15.5	–	–	55.88	15.5
Drafters .....	24.91	3.6	28.60	5.1	24.72	3.7
Architectural and civil drafters .....	24.00	5.1	–	–	23.85	5.3
Electrical and electronics drafters .....	21.53	6.7	–	–	20.52	6.5
Mechanical drafters .....	24.50	3.6	–	–	24.13	3.4
Engineering technicians, except drafters .....	24.87	4.2	23.53	15.6	25.18	3.2
Aerospace engineering and operations technicians .....	28.47	4.4	–	–	28.50	4.9
Civil engineering technicians .....	19.54	9.8	25.32	3.0	18.57	10.6
Electrical and electronic engineering technicians .....	24.02	6.5	21.81	23.4	24.89	2.6
Electro-mechanical technicians .....	26.11	4.0	–	–	25.47	4.1
Environmental engineering technicians .....	22.01	14.7	–	–	20.68	16.1
Industrial engineering technicians .....	25.68	4.7	–	–	25.01	5.2
Mechanical engineering technicians .....	27.54	11.5	22.48	12.6	28.27	11.7
Surveying and mapping technicians ..	22.25	13.5	28.73	6.9	21.94	14.3

See footnotes at end of table.

**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Life, physical, and social science occupations</b> .....	\$31.06	2.3%	\$32.02	3.3%	\$30.91	2.7%
Life scientists .....	34.54	6.2	27.14	7.9	35.30	6.6
Agricultural and food scientists .....	27.26	19.8	—	—	27.26	19.8
Soil and plant scientists .....	26.23	13.7	—	—	26.23	13.7
Biological scientists .....	35.26	11.6	25.19	13.9	36.64	12.3
Biochemists and biophysicists ...	41.13	16.9	—	—	41.13	16.9
Microbiologists .....	32.68	11.1	—	—	—	—
Zoologists and wildlife biologists .....	24.53	5.0	—	—	24.91	5.6
Conservation scientists and foresters .....	26.76	6.0	25.71	5.8	28.00	10.4
Conservation scientists .....	25.17	4.7	25.67	6.3	24.18	4.8
Foresters .....	31.54	14.4	—	—	32.70	17.0
Medical scientists .....	36.12	8.7	—	—	36.12	9.0
Physical scientists .....	34.90	2.7	31.72	15.2	35.27	3.1
Astronomers and physicists .....	53.11	12.8	—	—	53.11	12.8
Physicists .....	54.55	13.4	—	—	54.55	13.4
Chemists and materials scientists ..	35.03	6.5	28.54	10.4	35.83	7.3
Chemists .....	33.29	6.1	28.54	10.4	33.98	7.1
Materials scientists .....	46.47	6.3	—	—	46.47	6.3
Environmental scientists and geoscientists .....	33.08	4.2	35.66	12.4	32.73	5.2
Environmental scientists and specialists, including health geoscientists, except hydrologists and geographers .....	31.08	4.0	36.21	12.9	30.08	5.5
Hydrologists .....	26.82	8.9	—	—	—	—
Geographers .....	38.08	9.6	—	—	38.08	9.6
Economists .....	41.15	23.8	—	—	41.19	24.1
Market and survey researchers .....	34.75	5.3	—	—	34.75	5.3
Market research analysts .....	35.71	5.0	—	—	35.71	5.0
Psychologists .....	34.95	6.1	42.14	4.0	30.73	7.9
Clinical, counseling, and school psychologists .....	35.62	5.8	42.23	4.2	31.66	7.6
Urban and regional planners .....	33.19	5.4	35.73	7.9	30.72	6.0
Miscellaneous social scientists and related workers .....	32.51	7.5	—	—	32.62	8.0
Agricultural and food science technicians .....	18.38	7.9	—	—	17.54	7.9
Biological technicians .....	20.13	3.7	21.13	5.2	20.06	4.0
Chemical technicians .....	22.14	4.1	—	—	22.03	4.6
Geological and petroleum technicians .....	28.33	15.7	—	—	28.33	15.7
Nuclear technicians .....	36.70	4.0	37.81	1.0	30.73	7.9

See footnotes at end of table.

**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Life, physical, and social science occupations –Continued</b>						
Social science research assistants .....	\$18.34	13.3%	–	–	\$20.43	8.1%
Miscellaneous life, physical, and social science technicians .....	21.83	6.6	\$28.82	7.5%	20.01	3.9
Environmental science and protection technicians, including health .....	25.31	10.9	29.69	7.2	21.44	8.0
Forensic science technicians .....	26.78	7.7	–	–	24.66	10.9
Forest and conservation technicians .....	17.17	12.0	–	–	17.19	13.3
<b>Community and social services occupations .....</b>	21.06	1.6	27.92	4.9	19.14	2.0
Counselors .....	23.67	3.7	33.41	4.3	21.08	4.7
Substance abuse and behavioral disorder counselors .....	20.62	6.0	28.94	14.8	18.51	5.2
Educational, vocational, and school counselors .....	30.00	4.4	38.34	3.8	26.58	6.9
Mental health counselors .....	20.07	5.0	–	–	19.67	4.5
Rehabilitation counselors .....	17.41	4.0	22.86	7.9	16.61	4.5
Social workers .....	21.81	3.0	28.33	7.8	19.82	1.9
Child, family, and school social workers .....	22.18	5.3	29.92	12.3	18.23	2.5
Medical and public health social workers .....	23.12	3.5	26.18	5.6	22.75	4.0
Mental health and substance abuse social workers .....	20.37	4.4	27.39	10.8	19.24	4.4
Miscellaneous community and social service specialists .....	17.85	3.0	22.87	6.4	16.28	3.2
Health educators .....	30.46	13.8	–	–	30.95	15.1
Probation officers and correctional treatment specialists .....	24.21	4.9	27.05	6.3	20.65	3.4
Social and human service assistants .....	14.30	2.8	17.05	7.2	13.70	3.2
Clergy .....	17.08	12.4	–	–	16.98	12.5
Directors, religious activities and education .....	25.94	12.2	–	–	25.94	12.2
<b>Legal occupations .....</b>	39.36	6.7	35.98	10.6	39.60	7.1
Lawyers .....	55.22	4.6	46.23	4.4	55.79	4.8
Judges, magistrates, and other judicial workers .....	47.61	10.2	46.98	17.8	47.79	12.1

See footnotes at end of table.

**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Legal occupations –Continued</b>						
Administrative law judges, adjudicators, and hearing officers .....	\$36.88	9.6%	–	–	\$39.13	11.9%
Judges, magistrate judges, and magistrates .....	54.00	8.7	–	–	51.59	10.7
Paralegals and legal assistants .....	23.61	7.1	\$22.14	4.8%	23.69	7.4
Miscellaneous legal support workers	22.73	3.5	26.49	13.2	22.28	3.6
Court reporters .....	25.85	8.1	23.77	13.4	27.08	9.8
Law clerks .....	24.67	11.1	–	–	23.38	13.7
Title examiners, abstractors, and searchers .....	21.83	4.5	–	–	21.83	4.5
<b>Education, training, and library occupations</b>						
Postsecondary teachers .....	32.01	1.5	36.99	1.2	28.21	2.6
Business teachers, postsecondary ..	47.65	3.5	50.58	3.8	46.97	4.2
Math and computer teachers, postsecondary .....	56.50	10.9	55.75	6.7	56.56	11.8
Computer science teachers, postsecondary .....	45.92	5.4	54.79	10.3	42.87	6.0
Mathematical science teachers, postsecondary .....	53.81	12.6	80.46	10.3	45.06	13.2
Engineering and architecture teachers, postsecondary .....	43.00	4.4	45.72	6.7	42.04	5.3
Architecture teachers, postsecondary .....	61.38	10.2	69.93	5.9	59.80	12.2
Engineering teachers, postsecondary .....	53.15	13.9	–	–	–	–
Life sciences teachers, postsecondary .....	61.79	10.7	70.83	6.4	60.33	12.5
Biological science teachers, postsecondary .....	50.70	14.3	50.91	5.8	50.67	15.6
Physical sciences teachers, postsecondary .....	50.70	15.5	50.93	6.0	50.68	17.0
Atmospheric, earth, marine, and space sciences teachers, postsecondary .....	50.88	5.4	56.43	6.6	49.55	6.6
Chemistry teachers, postsecondary .....	39.47	26.2	–	–	35.01	31.6
Environmental science teachers, postsecondary .....	51.20	5.3	53.37	7.9	50.52	6.9
Physics teachers, postsecondary	54.30	13.5	–	–	–	–
	53.52	10.8	–	–	52.27	11.8

See footnotes at end of table.

**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Education, training, and library occupations –Continued</b>						
Social sciences teachers, postsecondary .....	\$48.03	4.0%	\$47.18	8.4%	\$48.26	4.7%
Area, ethnic, and cultural studies teachers, postsecondary .....	36.92	8.5	–	–	–	–
Economics teachers, postsecondary .....	59.12	9.2	48.75	15.7	66.31	6.8
Political science teachers, postsecondary .....	41.30	7.4	–	–	42.93	9.0
Psychology teachers, postsecondary .....	43.42	5.8	–	–	43.47	6.1
Sociology teachers, postsecondary .....	54.53	7.9	46.89	6.0	57.17	9.9
Health teachers, postsecondary .....	60.93	8.0	53.98	8.7	61.80	8.7
Health specialties teachers, postsecondary .....	71.08	7.4	59.26	12.7	72.58	7.8
Nursing instructors and teachers, postsecondary .....	35.47	4.4	–	–	34.91	4.7
Education and library science teachers, postsecondary .....	36.61	4.1	34.27	6.3	36.82	4.3
Education teachers, postsecondary .....	36.56	4.1	–	–	36.81	4.3
Law, criminal justice, and social work teachers, postsecondary ..	81.29	12.7	–	–	76.09	14.3
Criminal justice and law enforcement teachers, postsecondary .....	45.31	14.4	–	–	42.06	18.5
Law teachers, postsecondary .....	96.17	8.4	–	–	89.33	8.6
Social work teachers, postsecondary .....	36.90	5.6	–	–	36.42	6.3
Arts, communications, and humanities teachers, postsecondary .....	43.52	3.3	53.64	5.6	41.74	3.2
Art, drama, and music teachers, postsecondary .....	41.45	5.5	67.20	8.7	38.52	4.6
Communications teachers, postsecondary .....	42.14	14.5	34.50	16.4	46.57	17.0
English language and literature teachers, postsecondary .....	41.80	6.7	51.07	8.9	38.72	7.9
Foreign language and literature teachers, postsecondary .....	47.48	7.2	49.82	10.1	47.12	7.6
History teachers, postsecondary	48.56	6.7	–	–	48.31	7.0

See footnotes at end of table.



**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Education, training, and library occupations –Continued</b>						
Philosophy and religion teachers, postsecondary .....	\$41.73	7.6%	–	–	\$38.74	7.9%
Miscellaneous postsecondary teachers .....	38.51	3.6	\$45.42	5.6%	35.69	4.6
Graduate teaching assistants .....	15.21	7.3	–	–	15.21	7.3
Recreation and fitness studies teachers, postsecondary .....	32.16	8.9	–	–	30.44	9.1
Vocational education teachers, postsecondary .....	30.35	8.4	37.68	20.9	27.83	7.6
Primary, secondary, and special education school teachers .....	34.44	1.0	39.60	1.1	27.98	1.6
Preschool and kindergarten teachers .....	20.21	4.4	32.68	6.7	17.09	5.2
Preschool teachers, except special education .....	16.15	5.7	26.09	13.2	15.21	6.5
Kindergarten teachers, except special education .....	33.29	3.1	35.92	5.9	29.86	3.1
Elementary and middle school teachers .....	35.82	1.0	39.83	1.2	29.68	2.1
Elementary school teachers, except special education .....	35.68	1.2	39.91	1.4	29.22	1.6
Middle school teachers, except special and vocational education .....	36.30	2.0	39.52	2.0	31.30	4.4
Secondary school teachers .....	36.71	1.2	39.90	1.4	32.38	2.0
Secondary school teachers, except special and vocational education .....	36.82	1.3	40.07	1.5	32.51	2.1
Vocational education teachers, secondary school .....	35.23	3.8	37.93	3.8	30.33	6.4
Special education teachers .....	36.72	1.8	40.11	2.2	30.60	2.9
Special education teachers, preschool, kindergarten, and elementary school .....	35.99	1.9	39.84	2.2	29.90	3.6
Special education teachers, middle school .....	36.64	3.0	39.71	3.5	30.83	5.1
Special education teachers, secondary school .....	38.29	4.4	40.77	5.5	32.40	9.5
Other teachers and instructors .....	30.70	3.4	45.66	3.1	21.05	5.5
Adult literacy, remedial education, and GED teachers and instructors .....	27.09	7.3	36.69	7.1	21.02	6.3

See footnotes at end of table.

**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Education, training, and library occupations –Continued</b>						
Self-enrichment education teachers	\$24.85	7.2%	\$43.31	7.9%	\$22.23	7.8%
Archivists, curators, and museum technicians .....	25.04	8.6	–	–	25.63	7.5
Archivists .....	23.35	17.7	–	–	24.29	18.0
Curators .....	27.30	5.9	–	–	27.26	6.2
Librarians .....	29.89	4.6	32.08	6.6	29.16	5.3
Library technicians .....	16.41	3.7	18.74	4.2	15.03	5.3
Farm and home management advisors .....	18.95	2.8	–	–	18.78	3.0
Instructional coordinators .....	33.10	4.8	38.37	7.7	31.25	5.6
Teacher assistants .....	12.48	1.5	14.72	2.0	11.36	1.2
<b>Arts, design, entertainment, sports, and media occupations .....</b>	26.09	3.1	38.80	12.3	24.52	2.7
Artists and related workers .....	28.85	9.4	–	–	28.84	9.6
Art directors .....	32.37	11.2	–	–	32.37	11.2
Multi-media artists and animators	30.04	15.7	–	–	30.07	16.6
Designers .....	23.73	4.8	32.37	24.2	23.29	4.9
Commercial and industrial designers .....	34.11	4.9	–	–	34.11	4.9
Fashion designers .....	35.38	17.5	–	–	35.38	17.5
Floral designers .....	10.97	6.0	–	–	10.97	6.0
Graphic designers .....	22.78	3.8	37.84	8.5	21.83	4.2
Interior designers .....	26.82	6.4	–	–	26.82	6.4
Merchandise displayers and window trimmers .....	16.34	4.8	–	–	18.41	19.3
Set and exhibit designers .....	33.45	27.2	–	–	26.93	19.3
Actors, producers, and directors .....	37.68	25.4	–	–	37.31	27.9
Producers and directors .....	38.26	25.6	–	–	37.71	28.1
Athletes, coaches, umpires, and related workers .....	21.89	8.2	38.89	16.7	21.58	8.3
Coaches and scouts .....	22.41	8.5	43.24	9.4	22.06	8.6
Umpires, referees, and other sports officials .....	14.93	25.9	–	–	14.67	27.9
Dancers and choreographers .....	17.85	23.6	–	–	17.85	23.6
Dancers .....	16.29	42.4	–	–	16.29	42.4
Choreographers .....	19.21	13.3	–	–	19.21	13.3
Musicians, singers, and related workers .....	33.34	10.5	38.87	12.8	28.64	17.2
Music directors and composers .....	24.08	9.9	–	–	24.08	9.9
Musicians and singers .....	38.43	13.9	38.87	12.8	37.33	37.5
Announcers .....	31.58	24.7	–	–	32.31	24.8

See footnotes at end of table.

**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Arts, design, entertainment, sports, and media occupations</b>						
–Continued						
Radio and television announcers ...	\$32.61	25.8%	–	–	\$32.61	25.8%
News analysts, reporters and correspondents .....	31.48	10.0	\$63.01	15.6%	21.58	8.0
Reporters and correspondents .....	28.33	6.1	53.54	5.4	20.38	7.3
Public relations specialists .....	28.33	6.0	30.75	5.8	28.21	6.6
Writers and editors .....	28.56	4.6	29.56	11.9	28.48	4.5
Editors .....	27.21	6.5	34.38	7.4	26.68	6.8
Technical writers .....	31.23	6.6	–	–	31.14	6.7
Writers and authors .....	27.33	12.5	–	–	29.79	12.9
Miscellaneous media and communication workers .....	22.43	4.5	–	–	21.88	7.4
Interpreters and translators .....	22.38	10.1	28.89	14.8	21.16	12.4
Broadcast and sound engineering technicians and radio operators ...	23.04	7.8	31.12	10.4	19.16	6.7
Audio and video equipment technicians .....	22.06	11.7	33.53	11.6	17.39	5.2
Broadcast technicians .....	21.84	8.7	25.27	12.2	20.54	12.5
Photographers .....	13.80	8.5	–	–	13.20	8.0
Television, video, and motion picture camera operators and editors .....	23.33	8.5	32.78	18.4	22.09	9.4
Camera operators, television, video, and motion picture .....	22.30	10.8	–	–	20.45	10.9
<b>Healthcare practitioner and technical occupations</b> .....	30.26	1.6	33.14	1.8	29.84	1.9
Dentists .....	63.53	11.1	–	–	63.26	11.5
Dentists, general .....	62.20	12.0	–	–	61.83	12.6
Dietitians and nutritionists .....	23.58	4.2	–	–	23.53	4.3
Optometrists .....	52.75	7.5	–	–	52.75	7.5
Pharmacists .....	50.19	1.4	50.11	5.7	50.20	1.4
Physicians and surgeons .....	78.90	5.8	48.64	8.4	81.35	6.0
Anesthesiologists .....	124.43	19.6	–	–	127.07	19.5
Family and general practitioners ...	82.00	14.4	66.68	13.2	83.15	15.1
Internists, general .....	74.01	19.5	–	–	78.15	18.5
Pediatricians, general .....	53.51	23.1	–	–	53.51	23.1
Psychiatrists .....	75.20	6.4	63.55	15.8	79.98	4.3
Surgeons .....	85.43	42.3	–	–	85.43	42.3
Physician assistants .....	42.66	5.0	–	–	42.16	5.3
Registered nurses .....	31.84	.9	37.48	2.0	30.67	1.0
Therapists .....	31.52	2.7	38.10	3.7	30.71	2.9
Audiologists .....	30.85	9.1	–	–	29.01	11.0

See footnotes at end of table.

**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Healthcare practitioner and technical occupations –Continued</b>						
Occupational therapists .....	\$35.05	4.4%	\$39.56	4.9%	\$34.12	5.1%
Physical therapists .....	34.16	5.2	40.00	6.5	34.01	5.3
Radiation therapists .....	39.78	9.3	–	–	39.93	9.3
Recreational therapists .....	19.05	6.2	–	–	18.73	6.5
Respiratory therapists .....	25.07	1.7	30.22	3.6	24.73	1.8
Speech-language pathologists .....	36.82	5.2	40.55	5.2	34.59	7.3
Veterinarians .....	43.59	3.6	–	–	43.59	3.6
Clinical laboratory technologists and technicians .....	20.46	1.9	23.30	4.8	20.14	2.1
Medical and clinical laboratory technologists .....	24.72	3.1	27.45	9.6	24.43	3.2
Medical and clinical laboratory technicians .....	17.52	2.3	20.59	3.9	17.16	2.5
Dental hygienists .....	33.19	4.9	–	–	33.19	4.9
Diagnostic related technologists and technicians .....	27.09	2.5	26.74	7.5	27.14	2.6
Cardiovascular technologists and technicians .....	25.00	9.1	23.13	11.1	25.19	9.8
Diagnostic medical sonographers ..	32.53	3.8	–	–	32.64	4.3
Nuclear medicine technologists .....	36.16	4.6	–	–	36.26	4.6
Radiologic technologists and technicians .....	25.95	2.3	26.36	9.9	25.89	2.3
Emergency medical technicians and paramedics .....	15.35	3.9	19.98	9.9	14.65	4.1
Health diagnosing and treating practitioner support technicians ...	16.29	1.7	19.53	3.4	15.72	1.7
Dietetic technicians .....	10.82	9.0	–	–	10.62	9.2
Pharmacy technicians .....	14.53	1.8	18.29	3.8	13.92	1.8
Psychiatric technicians .....	16.75	7.0	21.26	5.4	12.97	4.5
Respiratory therapy technicians ....	22.11	2.7	–	–	22.33	2.2
Surgical technologists .....	19.25	2.3	20.08	12.7	19.21	2.4
Veterinary technologists and technicians .....	14.18	5.6	–	–	13.93	6.4
Licensed practical and licensed vocational nurses .....	19.16	1.1	21.81	2.6	18.86	1.2
Medical records and health information technicians .....	16.25	3.8	18.66	7.0	16.08	4.2
Opticians, dispensing .....	18.14	10.5	–	–	18.14	10.5
Miscellaneous health technologists and technicians .....	18.18	4.3	21.79	16.5	17.82	4.3
Occupational health and safety specialists and technicians .....	27.07	3.7	27.63	3.8	26.95	4.5

See footnotes at end of table.

**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Healthcare practitioner and technical occupations –Continued</b>						
Occupational health and safety specialists .....	\$26.85	4.7%	\$27.80	4.6%	\$26.63	5.7%
Miscellaneous healthcare practitioner and technical workers .....	20.18	13.1	–	–	19.94	13.0
Athletic trainers .....	18.35	6.1	–	–	18.02	4.1
<b>Healthcare support occupations .....</b>	12.58	1.2	14.35	2.2	12.31	1.3
Nursing, psychiatric, and home health aides .....	11.22	1.0	13.67	2.6	10.71	1.0
Home health aides .....	9.63	3.0	10.66	2.3	9.47	3.0
Nursing aides, orderlies, and attendants .....	11.62	1.1	14.06	1.9	11.15	1.0
Psychiatric aides .....	12.36	3.2	15.47	4.2	10.71	2.8
Occupational therapist assistants and aides .....	18.92	12.1	18.06	4.7	19.13	14.8
Occupational therapist assistants ...	22.41	12.2	–	–	22.72	14.0
Occupational therapist aides .....	13.60	9.7	–	–	12.84	12.3
Physical therapist assistants and aides	18.57	10.0	16.98	8.6	18.66	10.5
Physical therapist assistants .....	23.81	12.4	–	–	23.91	12.7
Physical therapist aides .....	12.03	6.0	16.04	10.8	11.64	6.4
Massage therapists .....	19.70	12.4	–	–	19.70	12.4
Miscellaneous healthcare support occupations .....	14.24	1.3	16.85	3.1	14.04	1.4
Dental assistants .....	16.94	2.3	16.37	10.8	16.95	2.3
Medical assistants .....	13.70	2.1	17.68	6.2	13.43	2.3
Medical equipment preparers .....	14.64	3.1	16.04	4.7	14.27	3.8
Medical transcriptionists .....	15.28	3.8	18.52	7.4	15.09	3.8
Pharmacy aides .....	11.47	3.6	14.51	13.3	11.20	3.4
Veterinary assistants and laboratory animal caretakers ....	11.54	5.6	–	–	11.48	5.7
<b>Protective service occupations .....</b>	18.59	2.1	26.03	1.6	14.42	2.4
First-line supervisors/managers, law enforcement workers .....	32.43	3.0	38.46	2.1	27.97	4.6
First-line supervisors/managers of correctional officers .....	23.77	10.1	29.44	5.6	21.93	13.4
First-line supervisors/managers of police and detectives .....	35.66	2.4	40.14	2.0	31.32	3.9
First-line supervisors/managers of fire fighting and prevention workers .....	27.35	3.7	29.48	5.0	24.38	5.1
Fire fighters .....	20.66	3.0	23.00	3.3	15.22	3.2

See footnotes at end of table.

**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Protective service occupations</b>						
–Continued						
Fire inspectors .....	\$22.95	7.8%	\$24.47	11.2%	\$21.60	11.6%
Fire inspectors and investigators ...	22.95	7.9	24.57	11.9	21.60	11.6
Bailiffs, correctional officers, and jailers .....	18.77	3.6	22.80	3.4	14.69	4.0
Bailiffs .....	24.91	7.8	27.65	5.4	18.33	10.1
Correctional officers and jailers ....	18.64	3.5	22.65	3.4	14.64	4.0
Detectives and criminal investigators	27.92	3.6	34.13	3.1	20.88	4.5
Fish and game wardens .....	21.65	6.7	–	–	–	–
Parking enforcement workers .....	14.70	8.4	17.96	10.4	12.43	3.9
Police officers .....	26.07	1.6	29.35	1.4	20.49	2.6
Police and sheriff’s patrol officers	26.07	1.6	29.35	1.4	20.49	2.6
Animal control workers .....	14.21	5.6	–	–	13.52	3.8
Private detectives and investigators ...	14.66	5.0	–	–	14.66	5.0
Security guards and gaming surveillance officers .....	11.69	2.0	16.59	3.5	11.28	1.9
Security guards .....	11.65	2.1	16.65	3.5	11.23	2.0
Miscellaneous protective service workers .....	11.66	4.3	18.01	7.0	10.16	3.9
Crossing guards .....	10.90	7.5	15.68	9.1	9.98	6.5
Lifeguards, ski patrol, and other recreational protective service workers .....	9.49	5.4	20.58	7.0	8.61	2.0
<b>Food preparation and serving related occupations</b> .....	8.53	.9	12.29	2.1	8.31	.8
First-line supervisors/managers, food preparation and serving workers	15.62	1.7	17.76	8.4	15.56	1.7
Chefs and head cooks .....	17.71	6.1	17.38	12.9	17.73	6.3
First-line supervisors/managers of food preparation and serving workers .....	15.39	1.6	17.85	10.5	15.32	1.7
Cooks .....	10.36	1.1	14.55	2.4	10.12	1.1
Cooks, fast food .....	8.13	1.6	–	–	8.05	1.6
Cooks, institution and cafeteria .....	11.63	1.7	14.41	3.2	11.07	1.7
Cooks, restaurant .....	10.78	1.4	14.96	3.4	10.65	1.5
Cooks, short order .....	9.46	2.6	–	–	9.40	2.8
Food preparation workers .....	9.30	1.4	11.80	3.4	8.89	1.3
Food service, tipped .....	5.65	2.0	10.26	6.2	5.44	1.9
Bartenders .....	7.12	2.3	10.12	11.0	6.95	2.5
Waiters and waitresses .....	4.87	2.6	9.72	9.0	4.73	2.6

See footnotes at end of table.

**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Food preparation and serving related occupations –Continued</b>						
Dining room and cafeteria attendants and bartender helpers .....	\$7.60	2.7%	\$10.96	7.3%	\$7.19	2.1%
Fast food and counter workers .....	8.17	.7	12.21	2.6	8.02	.8
Combined food preparation and serving workers, including fast food .....	8.08	.8	12.41	3.0	7.92	.7
Counter attendants, cafeteria, food concession, and coffee shop ....	8.59	2.5	11.47	4.8	8.46	2.8
Food servers, nonrestaurant .....	8.97	5.5	12.61	5.8	8.18	5.5
Dishwashers .....	8.56	1.8	11.16	12.5	8.33	1.1
Hosts and hostesses, restaurant, lounge, and coffee shop .....	7.90	4.0	10.93	5.3	7.82	4.0
<b>Building and grounds cleaning and maintenance occupations .....</b>						
First-line supervisors/managers, building and grounds cleaning and maintenance workers .....	11.96	2.1	15.03	2.9	10.97	1.3
First-line supervisors/managers of housekeeping and janitorial workers .....	18.28	3.8	24.12	3.2	17.72	4.1
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers .....	17.41	3.1	24.22	3.2	16.58	3.5
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers .....	20.33	8.9	–	–	20.21	9.2
Building cleaning workers .....	11.34	2.4	14.58	3.5	10.10	1.3
Janitors and cleaners, except maids and housekeeping cleaners .....	11.87	2.5	14.71	3.6	10.54	1.2
Maids and housekeeping cleaners .....	9.55	2.3	12.65	6.0	9.06	1.5
Pest control workers .....	15.94	5.1	–	–	15.84	5.2
Grounds maintenance workers .....	12.26	2.4	17.31	4.5	11.41	2.4
Landscaping and groundskeeping workers .....	12.00	2.8	16.94	5.6	11.20	2.4
Pesticide handlers, sprayers, and applicators, vegetation .....	15.35	2.3	–	–	15.35	2.3
Tree trimmers and pruners .....	17.80	7.1	24.30	4.5	16.69	6.4
<b>Personal care and service occupations .....</b>						
First-line supervisors/managers of gaming workers .....	11.13	4.6	17.53	3.2	10.43	4.3
Gaming supervisors .....	14.89	3.0	–	–	14.93	3.3
Gaming supervisors .....	17.11	6.7	–	–	17.11	6.7

See footnotes at end of table.

**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Personal care and service occupations –Continued</b>						
Slot key persons .....	\$11.56	1.7%	–	–	\$11.59	2.0%
First-line supervisors/managers of personal service workers .....	15.85	2.9	–	–	15.57	3.2
Nonfarm animal caretakers .....	9.41	5.6	–	–	9.20	5.4
Gaming services workers .....	6.82	6.7	\$10.84	10.2%	6.77	6.2
Gaming dealers .....	6.55	2.7	–	–	6.55	2.7
Gaming and sports book writers and runners .....	10.62	18.6	–	–	10.62	18.6
Motion picture projectionists .....	13.77	36.9	–	–	8.36	7.6
Ushers, lobby attendants, and ticket takers .....	10.53	9.6	12.45	9.6	8.32	5.2
Miscellaneous entertainment attendants and related workers ....	9.15	4.4	12.83	6.1	8.83	4.7
Amusement and recreation attendants .....	8.81	5.7	–	–	8.50	6.0
Locker room, coatroom, and dressing room attendants .....	10.45	6.3	–	–	10.08	6.1
Funeral attendants .....	11.24	8.9	–	–	11.24	8.9
Barbers and cosmetologists .....	14.29	6.3	–	–	14.39	6.5
Hairdressers, hairstylists, and cosmetologists .....	14.45	6.4	–	–	14.56	6.5
Miscellaneous personal appearance workers .....	14.38	11.5	–	–	13.44	11.4
Manicurists and pedicurists .....	11.15	7.0	–	–	11.15	7.0
Shampooers .....	8.29	6.0	–	–	8.29	6.0
Skin care specialists .....	19.27	12.3	–	–	19.27	12.3
Baggage porters, bellhops, and concierges .....	10.31	10.9	12.57	27.9	9.68	3.9
Baggage porters and bellhops .....	8.21	4.3	7.24	10.7	8.43	4.2
Concierges .....	14.11	11.1	–	–	12.23	6.6
Tour and travel guides .....	12.85	7.2	–	–	12.74	8.1
Tour guides and escorts .....	12.24	7.8	–	–	12.06	8.9
Transportation attendants .....	32.56	3.7	34.57	2.2	26.66	11.8
Flight attendants .....	36.37	2.8	35.71	1.5	–	–
Transportation attendants, except flight attendants and baggage porters .....	11.85	7.8	15.04	12.6	10.69	9.4
Child care workers .....	9.59	1.3	12.61	5.0	9.25	1.4
Personal and home care aides .....	9.42	4.6	9.73	6.0	9.38	5.3
Recreation and fitness workers .....	12.77	3.9	15.71	6.4	12.59	3.9
Fitness trainers and aerobics instructors .....	15.22	7.0	–	–	15.22	7.0

See footnotes at end of table.



**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Personal care and service occupations –Continued</b>						
Recreation workers .....	\$11.85	3.3%	\$15.71	6.4%	\$11.51	3.5%
Residential advisors .....	11.51	19.4	–	–	10.39	21.0
<b>Sales and related occupations .....</b>	17.34	1.3	14.86	2.7	17.44	1.3
First-line supervisors/managers, sales workers .....	20.53	2.8	20.76	4.6	20.53	2.8
First-line supervisors/managers of retail sales workers .....	18.32	2.4	20.61	4.9	18.29	2.4
First-line supervisors/managers of non-retail sales workers .....	28.72	6.4	–	–	28.72	6.4
Retail sales workers .....	11.43	1.3	13.11	3.4	11.35	1.3
Cashiers, all workers .....	9.52	1.3	12.91	3.7	9.15	1.4
Cashiers .....	9.40	.8	12.91	3.8	9.02	.6
Gaming change persons and booth cashiers .....	12.71	7.1	–	–	12.70	7.6
Counter and rental clerks and parts salespersons .....	12.86	2.9	16.85	8.3	12.76	3.1
Counter and rental clerks .....	10.26	3.0	17.31	9.9	10.04	3.3
Parts salespersons .....	15.38	3.2	–	–	15.37	3.2
Retail salespersons .....	12.80	1.9	13.13	9.1	12.80	1.9
Advertising sales agents .....	23.77	6.6	–	–	23.76	6.8
Insurance sales agents .....	28.63	6.9	–	–	28.63	6.9
Securities, commodities, and financial services sales agents .....	58.82	9.0	–	–	58.82	9.0
Travel agents .....	15.23	10.2	–	–	15.31	10.5
Sales representatives, wholesale and manufacturing .....	31.52	3.9	19.83	16.4	31.79	3.9
Sales representatives, wholesale and manufacturing, technical and scientific products .....	40.79	8.4	–	–	40.79	8.4
Sales representatives, wholesale and manufacturing, except technical and scientific products .....	28.08	2.4	19.83	16.4	28.34	2.5
Models, demonstrators, and product promoters .....	16.47	8.0	–	–	16.52	8.2
Demonstrators and product promoters .....	16.47	8.0	–	–	16.52	8.2
Real estate brokers and sales agents ..	20.32	10.8	–	–	20.32	10.8
Real estate brokers .....	19.78	17.2	–	–	19.78	17.2
Real estate sales agents .....	20.40	11.8	–	–	20.40	11.8
Sales engineers .....	34.37	6.2	–	–	34.47	6.4

See footnotes at end of table.

**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Sales and related occupations</b>						
–Continued						
Telemarketers .....	\$12.21	7.2%	–	–	\$11.88	6.8%
Miscellaneous sales and related workers .....	17.27	5.6	\$19.06	15.9%	17.22	5.7
Door-to-door sales workers, news and street vendors, and related workers .....	12.03	12.9	–	–	12.03	12.9
<b>Office and administrative support occupations</b> .....	15.74	.5	18.85	1.7	15.40	.5
First-line supervisors/managers of office and administrative support workers .....	22.37	1.4	23.36	4.1	22.33	1.4
Switchboard operators, including answering service .....	12.09	4.3	17.20	7.1	11.66	4.6
Telephone operators .....	14.11	10.6	19.03	3.4	11.85	8.7
Financial clerks .....	15.24	.9	19.41	1.9	15.00	1.0
Bill and account collectors .....	15.25	4.5	21.75	3.0	14.84	4.8
Billing and posting clerks and machine operators .....	15.32	1.4	18.84	6.6	15.10	1.5
Bookkeeping, accounting, and auditing clerks .....	16.33	1.0	19.35	2.4	16.11	1.0
Gaming cage workers .....	10.45	4.5	–	–	10.47	4.7
Payroll and timekeeping clerks .....	17.99	1.3	20.64	3.9	17.82	1.3
Procurement clerks .....	16.51	2.9	22.30	11.0	16.18	3.0
Tellers .....	11.83	.9	14.15	4.5	11.80	.9
Brokerage clerks .....	18.46	5.2	–	–	18.38	5.1
Correspondence clerks .....	16.78	4.2	–	–	16.33	4.1
Court, municipal, and license clerks ..	16.97	3.2	19.94	5.1	15.48	3.5
Credit authorizers, checkers, and clerks .....	15.90	4.8	–	–	15.85	4.9
Customer service representatives .....	15.77	1.7	23.07	5.0	15.07	1.5
Eligibility interviewers, government programs .....	17.39	2.4	19.08	3.6	16.22	3.1
File clerks .....	12.44	3.8	15.87	5.8	12.29	4.1
Hotel, motel, and resort desk clerks ..	9.73	1.7	18.42	.0	9.70	1.7
Interviewers, except eligibility and loan .....	12.74	3.8	17.63	4.4	12.36	4.0
Library assistants, clerical .....	12.70	2.5	15.16	4.6	11.59	2.3
Loan interviewers and clerks .....	16.14	2.2	–	–	16.08	2.2
New accounts clerks .....	14.61	3.4	–	–	14.61	3.4
Order clerks .....	15.26	3.0	21.53	2.9	14.86	3.0

See footnotes at end of table.

**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Office and administrative support occupations –Continued</b>						
Human resources assistants, except payroll and timekeeping .....	\$17.80	2.3%	\$18.54	8.2%	\$17.73	2.4%
Receptionists and information clerks .....	12.82	1.2	15.95	3.3	12.73	1.2
Reservation and transportation ticket agents and travel clerks .....	15.13	3.4	17.27	3.3	13.88	4.5
Cargo and freight agents .....	21.42	18.0	–	–	16.96	5.1
Couriers and messengers .....	11.16	5.2	–	–	10.80	4.1
Dispatchers .....	17.80	2.5	24.48	3.6	16.13	2.9
Police, fire, and ambulance dispatchers .....	16.90	3.8	21.08	4.0	14.21	4.1
Dispatchers, except police, fire, and ambulance .....	18.22	3.2	29.88	4.3	16.73	3.3
Meter readers, utilities .....	16.57	4.8	19.77	4.2	13.60	6.6
Production, planning, and expediting clerks .....	19.34	2.5	21.76	4.8	18.94	2.9
Shipping, receiving, and traffic clerks .....	13.41	1.3	17.23	3.3	13.09	1.4
Stock clerks and order fillers .....	11.94	1.6	13.94	2.7	11.42	1.9
Weighers, measurers, checkers, and samplers, recordkeeping .....	14.24	5.3	18.02	7.9	13.67	5.9
Secretaries and administrative assistants .....	18.81	.8	19.28	2.8	18.76	.9
Executive secretaries and administrative assistants .....	21.45	1.3	21.46	4.1	21.45	1.3
Legal secretaries .....	22.38	2.4	24.13	7.1	22.33	2.4
Medical secretaries .....	15.20	2.9	16.98	4.7	15.11	3.1
Secretaries, except legal, medical, and executive .....	16.47	1.3	18.38	4.3	16.08	1.1
Computer operators .....	16.01	5.8	20.64	4.1	15.75	6.0
Data entry and information processing workers .....	14.30	1.6	16.36	2.2	13.84	1.9
Data entry keyers .....	13.39	1.5	15.67	5.4	13.20	1.5
Word processors and typists .....	16.62	3.8	16.68	2.6	16.57	6.5
Desktop publishers .....	19.53	6.6	–	–	18.68	7.5
Insurance claims and policy processing clerks .....	16.47	2.1	19.89	3.3	16.33	2.1
Mail clerks and mail machine operators, except postal service ...	12.62	4.5	18.93	11.0	12.14	4.2
Office clerks, general .....	14.58	1.1	17.62	2.0	14.11	1.3
Office machine operators, except computer .....	13.42	4.5	–	–	13.46	4.6
Proofreaders and copy markers .....	12.95	10.2	–	–	12.95	10.2
Statistical assistants .....	19.63	5.8	–	–	19.23	7.0

See footnotes at end of table.

**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Farming, fishing, and forestry occupations</b> .....	\$13.07	5.9%	\$19.07	6.7%	\$11.87	6.5%
First-line supervisors/managers of farming, fishing, and forestry workers .....	20.74	11.7	—	—	20.07	14.4
Agricultural inspectors .....	19.18	4.6	—	—	—	—
Graders and sorters, agricultural products .....	10.44	11.7	—	—	10.42	13.0
Miscellaneous agricultural workers ...	10.98	9.8	16.60	7.2	10.11	6.0
Farmworkers and laborers, crop, nursery, and greenhouse .....	11.28	12.9	—	—	10.48	7.5
Farmworkers, farm and ranch animals .....	10.03	18.1	—	—	8.57	13.3
Forest and conservation workers .....	14.75	19.8	—	—	—	—
Logging workers .....	17.70	11.7	—	—	15.01	14.5
<b>Construction and extraction occupations</b> .....	20.91	1.6	29.03	1.5	17.72	1.5
First-line supervisors/managers of construction trades and extraction workers .....	29.06	3.6	33.93	3.5	27.46	4.2
Boilermakers .....	19.31	17.5	—	—	—	—
Brickmasons, blockmasons, and stonemasons .....	25.04	3.8	29.84	3.2	21.97	5.3
Brickmasons and blockmasons .....	25.58	3.7	30.01	3.4	22.40	5.5
Carpenters .....	22.13	3.2	30.33	3.9	19.51	2.4
Carpet, floor, and tile installers and finishers .....	20.95	10.3	32.51	10.5	18.07	4.8
Carpet installers .....	23.54	10.4	—	—	—	—
Tile and marble setters .....	19.14	6.5	—	—	17.78	6.3
Cement masons, concrete finishers, and terrazzo workers .....	19.78	3.8	28.18	3.9	17.56	3.9
Cement masons and concrete finishers .....	19.74	3.7	28.22	4.1	17.56	3.9
Construction laborers .....	16.33	4.0	25.23	2.8	13.70	4.1
Construction equipment operators .....	18.97	3.3	25.83	4.5	16.71	3.3
Paving, surfacing, and tamping equipment operators .....	16.35	5.7	26.09	6.3	15.48	6.0
Operating engineers and other construction equipment operators .....	19.69	3.8	25.81	4.8	17.15	3.8
Drywall installers, ceiling tile installers, and tapers .....	22.00	8.4	30.68	4.8	18.05	3.1
Drywall and ceiling tile installers ..	22.11	9.4	31.05	5.4	17.95	3.4

See footnotes at end of table.

**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Construction and extraction occupations –Continued</b>						
Tapers .....	\$21.76	10.6%	\$29.79	7.1%	\$18.26	4.6%
Electricians .....	24.27	4.6	30.41	5.0	18.33	2.7
Glaziers .....	18.99	14.1	–	–	15.71	17.3
Insulation workers .....	18.08	6.6	22.29	9.4	15.63	8.5
Insulation workers, floor, ceiling, and wall .....	16.02	14.9	–	–	14.39	19.6
Insulation workers, mechanical .....	19.06	8.3	21.96	11.1	–	–
Painters and paperhangers .....	17.18	5.4	27.48	8.5	15.58	3.5
Painters, construction and maintenance .....	17.20	5.6	27.48	8.5	15.53	3.6
Pipelayers, plumbers, pipefitters, and steamfitters .....	24.28	6.0	30.86	6.4	18.45	3.3
Pipelayers .....	17.68	9.5	23.87	14.3	13.97	9.6
Plumbers, pipefitters, and steamfitters .....	24.82	6.3	31.31	6.2	18.89	3.2
Plasterers and stucco masons .....	16.83	6.1	–	–	16.38	6.0
Reinforcing iron and rebar workers ...	18.70	17.2	–	–	15.47	9.6
Roofers .....	17.65	7.7	27.02	4.8	16.57	8.3
Sheet metal workers .....	21.51	6.9	29.63	7.7	16.31	3.8
Structural iron and steel workers .....	28.55	15.8	33.23	15.2	17.31	9.1
Helpers, construction trades .....	13.88	2.8	21.45	8.0	12.95	2.6
Helpers--brickmasons, blockmasons, stonemasons, and tile and marble setters .....	16.55	12.5	24.60	5.4	12.19	7.5
Helpers--carpenters .....	13.74	4.8	–	–	13.64	4.9
Helpers--electricians .....	11.63	2.9	–	–	11.31	3.3
Helpers--painters, paperhangers, plasterers, and stucco masons ..	10.89	4.2	–	–	10.89	4.2
Helpers--pipelayers, plumbers, pipefitters, and steamfitters .....	13.10	3.4	–	–	13.03	3.5
Helpers--roofers .....	12.81	13.2	–	–	12.81	13.2
Construction and building inspectors	25.07	3.9	28.62	3.3	23.46	5.4
Elevator installers and repairers .....	41.37	13.5	41.37	13.5	–	–
Hazardous materials removal workers .....	18.29	18.0	–	–	15.19	11.2
Highway maintenance workers .....	17.13	2.5	20.58	2.9	15.02	2.9
Septic tank servicers and sewer pipe cleaners .....	19.82	8.1	22.54	9.1	19.36	10.9
Miscellaneous construction and related workers .....	17.32	5.5	26.15	12.3	15.45	3.7
Derrick, rotary drill, and service unit operators, oil, gas, and mining .....	23.45	19.5	–	–	23.18	19.8

See footnotes at end of table.

**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Construction and extraction occupations –Continued</b>						
Service unit operators, oil, gas, and mining .....	\$24.41	10.9%	–	–	\$23.27	17.4%
Earth drillers, except oil and gas .....	17.78	7.4	–	–	17.78	7.4
Mining machine operators .....	23.30	9.2	–	–	23.65	10.4
Continuous mining machine operators .....	24.52	10.9	–	–	–	–
Roustabouts, oil and gas .....	19.68	4.6	–	–	19.68	4.6
Helpers--extraction workers .....	17.27	7.2	\$20.99	4.1%	16.90	8.1
<b>Installation, maintenance, and repair occupations .....</b>						
First-line supervisors/managers of mechanics, installers, and repairers .....	20.84	1.1	26.50	2.0	18.91	1.1
Computer, automated teller, and office machine repairers .....	27.28	3.2	35.93	7.5	26.31	3.2
Radio and telecommunications equipment installers and repairers .....	17.70	4.5	–	–	17.62	4.9
Telecommunications equipment installers and repairers, except line installers .....	27.55	2.8	30.30	1.5	20.63	6.6
Miscellaneous electrical and electronic equipment mechanics, installers, and repairers .....	27.55	2.8	30.32	1.5	20.63	6.7
Avionics technicians .....	20.96	4.1	28.56	4.1	18.44	5.4
Electric motor, power tool, and related repairers .....	15.35	24.7	29.47	3.2	12.83	21.9
Electrical and electronics installers and repairers, transportation equipment .....	14.60	9.9	–	–	13.87	9.6
Electrical and electronics repairers, commercial and industrial equipment .....	26.02	6.6	–	–	–	–
Electrical and electronics repairers, powerhouse, substation, and relay .....	23.17	5.1	27.10	5.7	21.05	4.6
Electronic equipment installers and repairers, motor vehicles .....	31.72	5.8	32.67	6.7	28.71	14.6
Electronic home entertainment equipment installers and repairers .....	16.30	7.6	–	–	16.29	7.9
Electronic home entertainment equipment installers and repairers .....	14.93	7.0	–	–	14.93	7.0

See footnotes at end of table.

**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Installation, maintenance, and repair occupations –Continued</b>						
Security and fire alarm systems installers .....	\$20.99	5.0%	–	–	\$20.85	5.5%
Aircraft mechanics and service technicians .....	27.18	5.1	\$27.80	2.6%	26.66	9.5
Automotive technicians and repairers	18.73	2.1	20.61	4.3	18.58	2.2
Automotive body and related repairers .....	18.38	7.9	20.17	8.8	18.31	8.2
Automotive glass installers and repairers .....	19.31	7.9	–	–	19.31	7.9
Automotive service technicians and mechanics .....	18.82	2.6	20.67	5.1	18.65	2.8
Bus and truck mechanics and diesel engine specialists .....	20.40	2.2	23.91	3.0	19.06	2.6
Heavy vehicle and mobile equipment service technicians and mechanics .....	20.04	2.7	23.93	5.2	18.69	2.7
Farm equipment mechanics .....	15.59	6.4	–	–	15.55	6.5
Mobile heavy equipment mechanics, except engines .....	21.26	2.4	25.03	5.4	20.00	2.5
Rail car repairers .....	20.87	9.6	21.64	11.6	–	–
Small engine mechanics .....	16.88	5.7	–	–	16.88	5.7
Motorboat mechanics .....	16.55	9.7	–	–	16.55	9.7
Motorcycle mechanics .....	18.96	14.9	–	–	18.96	14.9
Outdoor power equipment and other small engine mechanics ..	15.74	6.3	–	–	15.74	6.3
Miscellaneous vehicle and mobile equipment mechanic, installers, and repairers .....	10.94	5.2	–	–	10.91	5.2
Tire repairers and changers .....	10.63	5.0	–	–	10.59	5.0
Control and valve installers and repairers .....	20.63	5.9	25.49	5.5	17.68	7.9
Control and valve installers and repairers, except mechanical door .....	21.96	4.7	25.49	5.5	19.11	7.2
Heating, air conditioning, and refrigeration mechanics and installers .....	21.92	6.4	31.68	12.1	18.93	4.3
Home appliance repairers .....	19.16	5.3	31.09	3.0	18.52	6.1
Industrial machinery installation, repair, and maintenance workers	20.03	1.4	24.49	2.3	18.29	1.5
Industrial machinery mechanics ....	23.10	1.7	25.50	2.5	21.54	1.9

See footnotes at end of table.

**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Installation, maintenance, and repair occupations –Continued</b>						
Maintenance and repair workers, general .....	\$18.01	1.9%	\$22.86	3.0%	\$16.69	2.1%
Maintenance workers, machinery ..	18.44	3.7	22.88	7.9	17.19	2.6
Millwrights .....	25.40	6.5	29.50	8.7	22.58	6.0
Line installers and repairers .....	26.75	2.3	29.21	1.8	20.91	4.6
Electrical power-line installers and repairers .....	28.49	3.3	30.17	3.9	24.12	5.7
Telecommunications line installers and repairers .....	25.72	3.3	28.61	1.5	19.20	6.0
Precision instrument and equipment repairers .....	22.36	7.3	30.51	3.9	20.99	8.1
Medical equipment repairers .....	19.28	9.6	–	–	19.28	9.6
Musical instrument repairers and tuners .....	18.20	9.1	–	–	18.20	9.1
Miscellaneous installation, maintenance, and repair workers	16.02	2.2	19.82	6.0	15.06	2.5
Coin, vending, and amusement machine servicers and repairers	15.64	8.3	19.20	8.8	15.00	8.9
Locksmiths and safe repairers .....	17.36	13.1	–	–	–	–
Manufactured building and mobile home installers .....	11.61	15.2	–	–	11.61	15.2
Riggers .....	18.86	17.8	–	–	18.18	19.5
Signal and track switch repairers ...	24.99	5.0	24.99	5.0	–	–
Helpers--installation, maintenance, and repair workers .....	12.68	2.4	15.04	4.9	12.16	3.2
<b>Production occupations .....</b>	15.92	.9	20.22	1.9	14.81	1.0
First-line supervisors/managers of production and operating workers	24.26	2.0	24.86	6.6	24.24	2.1
Aircraft structure, surfaces, rigging, and systems assemblers .....	23.41	5.2	25.06	4.0	21.64	16.6
Electrical, electronics, and electromechanical assemblers .....	13.60	3.0	16.30	6.0	13.10	3.5
Coil winders, tapers, and finishers	12.70	6.8	–	–	12.10	6.3
Electrical and electronic equipment assemblers .....	13.34	3.5	16.07	6.4	12.81	4.1
Electromechanical equipment assemblers .....	14.48	5.8	16.76	11.5	14.11	7.0
Engine and other machine assemblers	19.33	10.5	21.98	11.0	16.72	13.3
Structural metal fabricators and fitters .....	17.55	6.4	20.36	9.0	16.76	7.3

See footnotes at end of table.



**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Production occupations –Continued</b>						
Miscellaneous assemblers and fabricators .....	\$15.48	2.7%	\$23.47	2.7%	\$12.60	2.2%
Fiberglass laminators and fabricators .....	13.65	8.3	–	–	13.60	8.6
Team assemblers .....	16.80	7.8	25.07	5.3	12.94	4.6
Bakers .....	12.74	7.2	14.85	6.1	12.49	8.3
Butchers and other meat, poultry, and fish processing workers .....	12.35	3.9	12.51	8.9	12.24	2.7
Butchers and meat cutters .....	15.21	3.7	19.01	4.3	13.93	3.7
Meat, poultry, and fish cutters and trimmers .....	9.61	4.8	9.63	8.2	9.60	3.2
Slaughterers and meat packers .....	12.09	2.9	12.13	4.9	12.06	3.9
Miscellaneous food processing workers .....	13.36	3.4	16.09	6.0	12.09	4.1
Food and tobacco roasting, baking, and drying machine operators and tenders .....	13.28	7.4	15.91	6.6	12.25	10.5
Food batchmakers .....	14.21	4.2	16.37	7.9	12.88	4.6
Food cooking machine operators and tenders .....	11.25	7.1	14.82	11.0	10.46	6.6
Computer control programmers and operators .....	18.31	4.4	21.49	5.0	17.93	4.9
Computer-controlled machine tool operators, metal and plastic .....	17.36	4.3	21.19	4.6	16.89	4.7
Numerical tool and process control programmers .....	24.67	6.3	–	–	24.70	6.6
Forming machine setters, operators, and tenders, metal and plastic .....	16.15	3.9	17.92	3.5	15.29	4.9
Extruding and drawing machine setters, operators, and tenders, metal and plastic .....	15.91	3.5	17.38	5.6	15.17	4.5
Forging machine setters, operators, and tenders, metal and plastic ..	15.69	10.9	18.25	6.6	15.01	13.6
Rolling machine setters, operators, and tenders, metal and plastic ..	17.07	7.8	18.78	3.9	15.87	13.3
Machine tool cutting setters, operators, and tenders, metal and plastic .....	15.20	2.3	19.47	3.7	14.28	2.4
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	14.63	2.7	18.36	5.0	13.65	2.5

See footnotes at end of table.

**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Production occupations –Continued</b>						
Drilling and boring machine tool setters, operators, and tenders, metal and plastic .....	\$15.34	9.3%	\$23.11	5.9%	\$13.23	8.8%
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic .....	14.87	4.2	19.59	6.3	14.50	4.5
Lathe and turning machine tool setters, operators, and tenders, metal and plastic .....	17.08	4.9	21.01	7.7	16.05	5.1
Milling and planing machine setters, operators, and tenders, metal and plastic .....	17.90	8.5	–	–	17.00	9.8
Machinists .....	21.27	1.9	24.62	3.9	20.51	2.1
Metal furnace and kiln operators and tenders .....	17.98	7.1	20.29	2.3	16.52	11.3
Metal-refining furnace operators and tenders .....	18.95	10.5	21.16	2.7	17.24	18.6
Pourers and casters, metal .....	16.77	9.2	–	–	–	–
Model makers and patternmakers, metal and plastic .....	22.48	8.0	26.15	11.4	18.84	8.9
Model makers, metal and plastic ...	23.70	8.9	27.79	11.2	19.32	11.3
Patternmakers, metal and plastic ...	17.85	13.7	–	–	–	–
Molders and molding machine setters, operators, and tenders, metal and plastic .....	13.45	3.4	18.16	5.7	12.48	3.5
Foundry mold and coremakers .....	17.45	8.2	18.74	15.6	16.10	2.5
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic .....	13.15	3.5	18.01	6.1	12.32	3.6
Multiple machine tool setters, operators, and tenders, metal and plastic .....	15.78	3.3	21.21	5.6	14.25	3.3
Tool and die makers .....	24.32	2.1	27.97	2.8	22.64	3.3
Welding, soldering, and brazing workers .....	17.20	2.1	21.57	4.5	15.99	2.3
Welders, cutters, solderers, and brazers .....	17.31	2.4	22.31	4.9	16.05	2.5
Welding, soldering, and brazing machine setters, operators, and tenders .....	16.57	4.1	18.82	8.2	15.60	4.4
Miscellaneous metalworkers and plastic workers .....	15.27	5.4	16.90	16.8	14.64	4.1

See footnotes at end of table.

**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Production occupations –Continued</b>						
Heat treating equipment setters, operators, and tenders, metal and plastic .....	\$16.04	9.6%	\$19.97	7.3%	\$14.00	12.8%
Lay-out workers, metal and plastic .....	18.80	12.9	–	–	16.45	5.1
Plating and coating machine setters, operators, and tenders, metal and plastic .....	15.17	7.2	22.06	8.9	13.86	6.6
Tool grinders, filers, and sharpeners .....	17.39	6.5	21.23	14.5	16.32	6.7
Bookbinders and bindery workers .....	13.61	3.7	–	–	12.84	6.1
Bindery workers .....	13.61	3.7	–	–	12.84	6.1
Printers .....	16.90	3.5	22.45	6.3	16.37	3.8
Job printers .....	17.71	6.5	20.76	6.7	16.74	6.7
Prepress technicians and workers ..	18.42	5.7	–	–	18.39	6.0
Printing machine operators .....	16.32	4.1	23.89	5.4	15.67	4.2
Laundry and dry-cleaning workers ....	9.88	2.7	12.89	5.7	9.40	2.8
Pressers, textile, garment, and related materials .....	9.28	5.0	10.38	9.3	9.18	5.4
Sewing machine operators .....	11.54	7.5	–	–	10.32	4.3
Tailors, dressmakers, and sewers .....	15.06	7.5	–	–	14.63	10.6
Tailors, dressmakers, and custom sewers .....	14.93	6.8	–	–	14.40	10.1
Textile machine setters, operators, and tenders .....	12.43	5.4	–	–	12.19	3.6
Textile bleaching and dyeing machine operators and tenders .....	11.14	3.3	–	–	10.98	3.5
Textile cutting machine setters, operators, and tenders .....	11.29	5.0	–	–	11.27	5.3
Textile knitting and weaving machine setters, operators, and tenders .....	13.56	4.7	–	–	13.56	4.7
Textile winding, twisting, and drawing out machine setters, operators, and tenders .....	12.44	10.6	–	–	11.84	5.9
Miscellaneous textile, apparel, and furnishings workers .....	13.89	6.6	17.49	6.2	13.33	7.1
Extruding and forming machine setters, operators, and tenders, synthetic and glass fibers .....	15.66	9.1	–	–	14.91	10.5
Fabric and apparel patternmakers ..	21.60	13.3	–	–	22.94	14.7
Upholsterers .....	15.71	9.4	–	–	15.53	11.8
Cabinetmakers and bench carpenters ..	14.76	3.5	–	–	14.58	3.7
Furniture finishers .....	13.78	7.8	–	–	13.31	7.3

See footnotes at end of table.

**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Production occupations –Continued</b>						
Woodworking machine setters, operators, and tenders .....	\$12.92	3.5%	\$13.91	13.2%	\$12.87	3.6%
Sawing machine setters, operators, and tenders, wood .....	12.27	4.3	–	–	12.24	4.6
Woodworking machine setters, operators, and tenders, except sawing .....	13.56	4.9	14.34	15.0	13.51	5.2
Power plant operators, distributors, and dispatchers .....	30.41	4.0	31.65	3.7	27.74	9.1
Power distributors and dispatchers .....	35.28	6.9	–	–	34.98	9.6
Power plant operators .....	28.02	4.7	29.75	3.7	25.24	10.1
Stationary engineers and boiler operators .....	26.42	5.3	29.02	5.3	23.21	9.3
Water and liquid waste treatment plant and system operators .....	19.48	3.0	22.78	5.4	18.07	3.5
Miscellaneous plant and system operators .....	26.54	5.4	26.37	6.4	26.62	7.1
Chemical plant and system operators .....	24.63	5.5	22.30	11.0	25.46	5.9
Gas plant operators .....	30.71	6.4	–	–	30.81	6.6
Petroleum pump system operators, refinery operators, and gaugers .....	27.54	6.6	31.05	1.5	23.13	16.0
Chemical processing machine setters, operators, and tenders .....	21.38	8.6	24.69	6.7	20.38	12.4
Chemical equipment operators and tenders .....	19.19	8.6	24.45	5.0	17.63	8.9
Separating, filtering, clarifying, precipitating, and still machine setters, operators, and tenders ..	23.34	13.6	24.91	11.7	22.86	18.4
Crushing, grinding, polishing, mixing, and blending workers .....	16.32	3.4	19.02	4.4	15.24	3.8
Crushing, grinding, and polishing machine setters, operators, and tenders .....	17.07	7.8	21.22	10.3	14.42	5.1
Grinding and polishing workers, hand .....	13.57	6.1	–	–	13.81	6.3
Mixing and blending machine setters, operators, and tenders ..	17.17	4.0	19.19	4.8	16.18	5.0
Cutting workers .....	14.41	3.4	16.81	4.0	13.87	3.9
Cutters and trimmers, hand .....	13.35	4.7	15.18	3.5	13.05	5.9
Cutting and slicing machine setters, operators, and tenders ..	14.78	4.0	17.22	4.7	14.18	4.9

See footnotes at end of table.

**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Production occupations –Continued</b>						
Extruding, forming, pressing, and compacting machine setters, operators, and tenders .....	\$14.58	8.5%	\$18.79	8.7%	\$13.12	8.9%
Furnace, kiln, oven, drier, and kettle operators and tenders .....	16.40	11.7	22.08	10.7	13.18	6.5
Inspectors, testers, sorters, samplers, and weighers .....	16.19	2.1	21.76	3.6	15.05	2.2
Jewelers and precious stone and metal workers .....	19.43	13.5	–	–	–	–
Medical, dental, and ophthalmic laboratory technicians .....	15.15	6.2	–	–	15.16	6.3
Dental laboratory technicians .....	15.92	7.5	–	–	15.92	7.5
Ophthalmic laboratory technicians .....	12.74	5.0	–	–	–	–
Packaging and filling machine operators and tenders .....	14.84	4.9	18.05	6.9	13.27	3.9
Painting workers .....	15.03	4.0	19.79	5.6	14.40	4.3
Coating, painting, and spraying machine setters, operators, and tenders .....	13.99	3.4	18.66	7.0	13.29	3.1
Painters, transportation equipment	19.90	6.6	23.54	9.1	19.43	7.0
Painting, coating, and decorating workers .....	11.83	7.7	–	–	11.38	7.9
Photographic process workers and processing machine operators .....	12.41	8.2	–	–	11.70	6.9
Photographic process workers .....	14.70	17.6	–	–	13.23	13.9
Photographic processing machine operators .....	11.32	7.1	–	–	11.02	7.0
Semiconductor processors .....	17.48	6.4	–	–	17.48	6.4
Miscellaneous production workers ....	13.55	2.8	18.36	5.3	12.24	2.7
Cementing and gluing machine operators and tenders .....	14.69	7.8	18.71	17.0	13.94	8.3
Cleaning, washing, and metal pickling equipment operators and tenders .....	17.60	18.9	–	–	–	–
Cooling and freezing equipment operators and tenders .....	14.99	18.1	–	–	–	–
Etchers and engravers .....	15.72	11.0	–	–	14.35	8.2
Molders, shapers, and casters, except metal and plastic .....	14.67	11.9	17.24	10.8	14.43	13.3
Paper goods machine setters, operators, and tenders .....	16.79	9.5	22.34	7.7	13.28	9.5
Tire builders .....	16.22	9.4	–	–	16.13	10.2
Helpers--production workers .....	11.67	1.7	15.48	3.2	10.53	1.9

See footnotes at end of table.

**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Transportation and material moving occupations</b> .....	\$15.11	1.1%	\$21.19	2.1%	\$13.27	0.9%
First-line supervisors/managers of helpers, laborers, and material movers, hand .....	20.94	3.6	21.49	13.6	20.90	3.7
First-line supervisors/managers of transportation and material-moving machine and vehicle operators .....	23.78	3.2	33.35	7.3	22.81	2.9
Aircraft pilots and flight engineers ....	88.65	11.9	120.66	5.7	35.29	11.5
Airline pilots, copilots, and flight engineers .....	108.69	9.3	122.63	5.5	—	—
Commercial pilots .....	30.98	6.3	—	—	30.84	6.7
Ambulance drivers and attendants, except emergency medical technicians .....	12.59	9.0	—	—	12.29	8.6
Bus drivers .....	16.17	3.4	18.50	2.7	13.76	2.2
Bus drivers, transit and intercity ....	17.28	7.7	19.79	5.3	12.61	3.5
Bus drivers, school .....	15.33	2.1	16.94	3.0	14.26	2.5
Driver/sales workers and truck drivers .....	16.66	1.2	22.72	1.6	15.11	1.2
Driver/sales workers .....	12.79	5.6	20.56	14.5	11.88	5.2
Truck drivers, heavy and tractor-trailer .....	18.14	1.5	22.24	1.9	16.93	1.5
Truck drivers, light or delivery services .....	15.28	2.4	24.13	2.5	13.14	2.3
Taxi drivers and chauffeurs .....	11.02	6.1	16.44	11.2	10.59	5.5
Locomotive engineers and operators	27.70	24.9	29.31	28.7	—	—
Locomotive engineers .....	28.17	26.5	29.44	29.8	—	—
Railroad brake, signal, and switch operators .....	24.70	15.4	29.05	9.9	—	—
Railroad conductors and yardmasters	24.33	17.0	23.83	19.3	—	—
Subway and streetcar operators .....	25.62	4.9	25.62	4.9	—	—
Sailors and marine oilers .....	12.82	5.1	—	—	12.20	5.4
Ship and boat captains and operators	25.63	10.1	—	—	24.62	11.2
Captains, mates, and pilots of water vessels .....	25.85	10.2	—	—	24.86	11.3
Ship engineers .....	34.23	14.8	—	—	—	—
Parking lot attendants .....	9.09	6.3	9.91	13.5	9.02	6.7
Service station attendants .....	11.27	10.1	17.82	17.2	10.16	8.4
Transportation inspectors .....	25.44	7.4	25.97	8.5	24.56	15.6
Conveyor operators and tenders .....	13.25	8.3	—	—	12.53	9.6
Crane and tower operators .....	21.25	6.3	24.96	6.3	18.81	8.0

See footnotes at end of table.

**Table 13 Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued**

Occupation <sup>2</sup> and level	Civilian workers		Union Workers		Nonunion workers	
	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>	Mean	Relative error <sup>3</sup>
<b>Transportation and material moving occupations –Continued</b>						
Dredge, excavating, and loading machine operators .....	\$16.73	3.7%	\$21.22	6.8%	\$15.46	4.0%
Excavating and loading machine and dragline operators .....	16.63	3.8	21.28	7.2	15.39	4.0
Hoist and winch operators .....	21.25	18.7	–	–	–	–
Industrial truck and tractor operators	14.50	2.1	18.03	4.0	13.28	1.6
Laborers and material movers, hand	11.32	1.0	14.34	2.6	10.53	.9
Cleaners of vehicles and equipment .....	11.02	3.0	15.15	5.3	10.18	3.3
Laborers and freight, stock, and material movers, hand .....	11.78	1.1	14.90	3.0	10.89	1.1
Machine feeders and offbearers .....	11.73	2.8	14.45	6.0	10.70	2.9
Packers and packagers, hand .....	10.07	1.8	11.84	5.5	9.70	1.6
Pumping station operators .....	21.87	5.8	–	–	–	–
Refuse and recyclable material collectors .....	13.59	9.3	22.46	8.1	11.14	4.8
Tank car, truck, and ship loaders .....	19.88	10.0	–	–	19.94	17.2

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighed by hours.

<sup>2</sup> A classification system including about 800 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

<sup>3</sup> The relative standard error (RSE) is the standard error expressed as a percent of

the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.