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## UNION MEMBERS — 2012

In 2012, the **union membership rate**—the percent of wage and salary workers who were members of a union—was 11.3 percent, down from 11.8 percent in 2011, the U.S. Bureau of Labor Statistics reported today. The number of wage and salary workers belonging to unions, at 14.4 million, also declined over the year. 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), a monthly sample survey of about 60,000 households that obtains information on employment and unemployment among the nation's civilian noninstitutional population ages 16 and over. For more information, see the Technical Note.

### Highlights from the 2012 data:

- Public-sector workers had a union membership rate (35.9 percent) more than five times higher than that of private-sector workers (6.6 percent). (See table 3.)
- Workers in education, training, and library occupations and in protective service occupations had the highest unionization rates, at 35.4 and 34.8 percent, respectively. (See table 3.)
- Black workers were more likely to be union members than were white, Asian, or Hispanic workers. (See table 1.)
- Among states, New York continued to have the highest union membership rate (23.2 percent), and North Carolina again had the lowest rate (2.9 percent). (See table 5.)

### Industry and Occupation of Union Members

In 2012, 7.3 million employees in the **public sector** belonged to a union, compared with 7.0 million union workers in the **private sector**. The union membership rate for public-sector workers (35.9 percent) was substantially higher than the rate for private-sector workers (6.6 percent). Within the public sector, local government workers had the highest union membership rate, 41.7 percent. This group includes workers in heavily unionized occupations, such as teachers, police officers, and firefighters. Private-sector industries with high unionization rates included transportation and utilities (20.6 percent) and construction (13.2 percent). Low unionization rates occurred in agriculture and related industries (1.4 percent) and in financial activities (1.9 percent). (See table 3.)

Among **occupational groups**, education, training, and library occupations (35.4 percent) and protective service occupations (34.8 percent) had the highest unionization rates in 2012. Sales and related occupations (2.9 percent) and farming, fishing, and forestry occupations (3.4 percent) had the lowest unionization rates. (See table 3.)

### **Selected Characteristics of Union Members**

The union membership rate was higher for **men** (12.0 percent) than for **women** (10.5 percent) in 2012. (See table 1.) The gap between their rates has narrowed considerably since 1983, when the rate for men was 24.7 percent and the rate for women was 14.6 percent.

In 2012, among major **race and ethnicity groups**, black workers had a higher union membership rate (13.4 percent) than workers who were white (11.1 percent), Asian (9.6 percent), or Hispanic (9.8 percent). Black men had the highest union membership rate (14.8 percent), while Asian men had the lowest rate (8.9 percent).

By **age**, the union membership rate was highest among workers ages 55 to 64 (14.9 percent). The lowest union membership rate occurred among those ages 16 to 24 (4.2 percent).

**Full-time workers** were about twice as likely as **part-time workers** to be union members, 12.5 percent compared with 6.0 percent.

### **Union Representation**

In 2012, 15.9 million wage and salary workers were represented by a union. This group includes both union members (14.4 million) and workers who report no union affiliation but whose jobs are covered by a union contract (1.6 million). (See table 1.) Private-sector employees comprised about half (814,000) of the 1.6 million workers who were covered by a union contract but were not members of a union. (See table 3.)

### **Earnings**

In 2012, among full-time wage and salary workers, union members had **median usual weekly earnings** of \$943, while those who were not union members had median weekly earnings of \$742. In addition to coverage by a collective bargaining agreement, this earnings difference reflects a variety of influences, including variations in the distributions of union members and nonunion employees by occupation, industry, firm size, or geographic region. (See table 2.)

### **Union Membership by State**

In 2012, 31 states and the District of Columbia had union membership rates below that of the U.S. average, 11.3 percent, while 19 states had higher rates. All states in the Middle Atlantic and Pacific divisions reported union membership rates above the national average, and all states in the East South Central and West South Central divisions had rates below it. Union membership rates declined over the year in 34 states, rose in 14 states and the District of Columbia, and remained unchanged in 2 states. (See table 5 and chart 1.)

Eight states had union membership rates below 5.0 percent in 2012. North Carolina had the lowest rate (2.9 percent), followed by Arkansas (3.2 percent) and South Carolina (3.3 percent). Three states had union membership rates over 20.0 percent in 2012: New York (23.2 percent), Alaska (22.4 percent), and Hawaii (21.6 percent).

About half of the 14.4 million union members in the U.S. lived in just seven states (California, 2.5 million; New York, 1.8 million; Illinois, 0.8 million; Pennsylvania, 0.7 million; and Michigan, New Jersey, and Ohio, 0.6 million each), though these states accounted for only about one-third of wage and salary employment nationally.

State union membership levels depend on both the state wage and salary employment level and the union membership rate. Texas, with a union membership rate of 5.7 percent, had about one-third as many union members as New York, despite having 2.7 million more wage and salary employees. Conversely, North Carolina and Hawaii had comparable numbers of union members (112,000 and 116,000, respectively), though North Carolina's wage and salary employment level (3.8 million) was more than seven times that of Hawaii (537,000).

## 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 eligible 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.

The Census Bureau introduces adjustments to the population controls for the CPS as part of its annual update of population estimates. The effect of the revised population controls on the union affiliation data is unknown. However, the effect of the new controls on the monthly CPS estimates was to increase the December 2011 employment level by 216,000. The updated controls had little or no effect on unemployment rates and other ratios. Estimated levels, such as the number of union members for 2012, are not strictly comparable with estimated levels for 2011. These adjustments to the levels, however, should have had only negligible effects on union membership rates. Additional information is available on the BLS Web site at [www.bls.gov/cps/documentation.htm#pop](http://www.bls.gov/cps/documentation.htm#pop).

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: (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

[www.bls.gov/cps/eetech\\_methods.pdf](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 both union members and workers who report 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. Union membership and earnings data exclude all self-employed workers, both those with incorporated businesses as well as those with unincorporated businesses.

*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, 2011-2012 annual averages**  
 [Numbers in thousands]

Characteristic	2011					2012				
	Total employed	Members of unions <sup>1</sup>		Represented by unions <sup>2</sup>		Total employed	Members of unions <sup>1</sup>		Represented by unions <sup>2</sup>	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
<b>AGE AND SEX</b>										
Total, 16 years and over.....	125,187	14,764	11.8	16,290	13.0	127,577	14,366	11.3	15,922	12.5
16 to 24 years.....	16,910	737	4.4	845	5.0	17,417	731	4.2	869	5.0
25 years and over.....	108,278	14,027	13.0	15,444	14.3	110,160	13,635	12.4	15,053	13.7
25 to 34 years.....	28,682	2,829	9.9	3,155	11.0	28,875	2,755	9.5	3,083	10.7
35 to 44 years.....	27,231	3,470	12.7	3,804	14.0	27,442	3,424	12.5	3,746	13.6
45 to 54 years.....	28,693	4,286	14.9	4,707	16.4	28,765	4,032	14.0	4,437	15.4
55 to 64 years.....	18,751	2,949	15.7	3,219	17.2	19,694	2,932	14.9	3,233	16.4
65 years and over.....	4,920	494	10.0	559	11.4	5,385	491	9.1	554	10.3
Men, 16 years and over.....	64,686	8,006	12.4	8,731	13.5	65,898	7,895	12.0	8,611	13.1
16 to 24 years.....	8,636	435	5.0	486	5.6	8,830	448	5.1	521	5.9
25 years and over.....	56,050	7,571	13.5	8,246	14.7	57,067	7,448	13.1	8,090	14.2
25 to 34 years.....	15,465	1,541	10.0	1,706	11.0	15,465	1,546	10.0	1,688	10.9
35 to 44 years.....	14,412	1,946	13.5	2,114	14.7	14,481	1,919	13.3	2,085	14.4
45 to 54 years.....	14,415	2,327	16.1	2,513	17.4	14,601	2,214	15.2	2,385	16.3
55 to 64 years.....	9,212	1,497	16.2	1,623	17.6	9,728	1,521	15.6	1,655	17.0
65 years and over.....	2,547	260	10.2	290	11.4	2,792	248	8.9	277	9.9
Women, 16 years and over.....	60,502	6,758	11.2	7,558	12.5	61,679	6,470	10.5	7,311	11.9
16 to 24 years.....	8,274	302	3.6	360	4.3	8,586	283	3.3	347	4.0
25 years and over.....	52,228	6,456	12.4	7,199	13.8	53,093	6,187	11.7	6,964	13.1
25 to 34 years.....	13,218	1,288	9.7	1,449	11.0	13,410	1,209	9.0	1,396	10.4
35 to 44 years.....	12,819	1,524	11.9	1,690	13.2	12,961	1,505	11.6	1,661	12.8
45 to 54 years.....	14,278	1,959	13.7	2,195	15.4	14,164	1,819	12.8	2,052	14.5
55 to 64 years.....	9,540	1,452	15.2	1,596	16.7	9,966	1,411	14.2	1,579	15.8
65 years and over.....	2,373	233	9.8	269	11.3	2,593	244	9.4	277	10.7
<b>RACE, HISPANIC OR LATINO ETHNICITY, AND SEX</b>										
White, 16 years and over.....	101,768	11,853	11.6	13,061	12.8	101,851	11,306	11.1	12,517	12.3
Men.....	53,418	6,568	12.3	7,156	13.4	53,542	6,359	11.9	6,933	12.9
Women.....	48,351	5,285	10.9	5,905	12.2	48,309	4,947	10.2	5,584	11.6
Black or African American, 16 years and over.....	14,249	1,927	13.5	2,140	15.0	14,975	2,009	13.4	2,220	14.8
Men.....	6,440	940	14.6	1,020	15.8	6,753	999	14.8	1,078	16.0
Women.....	7,808	987	12.6	1,119	14.3	8,222	1,009	12.3	1,142	13.9
Asian, 16 years and over.....	6,153	623	10.1	690	11.2	6,953	668	9.6	758	10.9
Men.....	3,269	296	9.1	331	10.1	3,650	323	8.9	369	10.1
Women.....	2,884	327	11.4	359	12.4	3,303	345	10.4	388	11.8
Hispanic or Latino ethnicity, 16 years and over.....	18,733	1,826	9.7	2,015	10.8	20,144	1,982	9.8	2,197	10.9
Men.....	10,980	1,078	9.8	1,186	10.8	11,415	1,148	10.1	1,266	11.1
Women.....	7,754	748	9.6	829	10.7	8,730	834	9.6	931	10.7
<b>FULL- OR PART-TIME STATUS<sup>3</sup></b>										
Full-time workers.....	100,457	13,177	13.1	14,487	14.4	102,749	12,847	12.5	14,173	13.8
Part-time workers.....	24,502	1,557	6.4	1,769	7.2	24,614	1,483	6.0	1,710	6.9

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

2 Data refer to both union members and 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. All self-employed workers are excluded, both those with incorporated businesses as well as those with unincorporated businesses. 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, 2011-2012 annual averages**

Characteristic	2011				2012			
	Total	Members of unions <sup>1</sup>	Repre-sented by unions <sup>2</sup>	Non-union <sup>3</sup>	Total	Members of unions <sup>1</sup>	Repre-sented by unions <sup>2</sup>	Non-union <sup>3</sup>
<b>AGE AND SEX</b>								
Total, 16 years and over.....	\$756	\$ 938	\$ 934	\$729	\$ 768	\$ 943	\$ 933	\$ 742
16 to 24 years.....	440	552	550	432	444	545	551	434
25 years and over.....	797	954	950	766	815	960	950	786
25 to 34 years.....	693	852	848	671	707	871	863	686
35 to 44 years.....	837	992	983	805	858	983	974	831
45 to 54 years.....	866	988	987	832	878	997	985	850
55 to 64 years.....	881	992	992	845	897	1,005	997	870
65 years and over.....	742	849	855	728	757	839	832	748
Men, 16 years and over.....	832	982	981	798	854	997	990	821
16 to 24 years.....	455	577	575	447	468	572	576	459
25 years and over.....	886	1,000	999	857	910	1,015	1,010	887
25 to 34 years.....	717	876	876	699	738	910	903	718
35 to 44 years.....	935	1,030	1,022	912	957	1,035	1,029	941
45 to 54 years.....	979	1,036	1,038	964	994	1,061	1,055	979
55 to 64 years.....	997	1,062	1,066	977	1,005	1,049	1,044	994
65 years and over.....	821	897	910	813	860	911	926	849
Women, 16 years and over.....	684	879	871	653	691	877	865	663
16 to 24 years.....	421	520	518	416	416	510	513	412
25 years and over.....	718	895	888	688	727	891	880	701
25 to 34 years.....	662	829	823	637	666	817	809	647
35 to 44 years.....	734	936	925	702	747	915	906	722
45 to 54 years.....	744	925	922	715	746	913	900	719
55 to 64 years.....	749	917	916	724	766	938	918	743
65 years and over.....	664	820	819	645	667	766	735	653
<b>RACE, HISPANIC OR LATINO ETHNICITY, AND SEX</b>								
White, 16 years and over.....	775	961	956	747	792	973	960	762
Men.....	856	1,004	1,001	821	879	1,025	1,017	845
Women.....	703	903	897	670	710	902	890	681
Black or African American, 16 years and over.....	615	771	768	595	621	784	774	599
Men.....	653	802	803	619	665	819	811	624
Women.....	595	744	741	577	599	755	747	582
Asian, 16 years and over.....	866	961	962	846	920	977	986	907
Men.....	970	964	983	969	1,055	1,010	1,022	1,062
Women.....	751	959	943	727	770	946	951	747
Hispanic or Latino ethnicity, 16 years and over.....	549	811	804	520	568	840	823	530
Men.....	571	859	856	538	592	881	868	563
Women.....	518	743	733	501	521	767	750	503

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

2 Data refer to both union members and 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: Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Data refer to the sole or principal job of full-time wage and salary workers. All self-employed workers are excluded, both those with incorporated businesses as well as those with unincorporated businesses. 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, 2011-2012 annual averages**  
 [Numbers in thousands]

Occupation and industry	2011					2012				
	Total employed	Members of unions <sup>1</sup>		Represented by unions <sup>2</sup>		Total employed	Members of unions <sup>1</sup>		Represented by unions <sup>2</sup>	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
<b>OCCUPATION</b>										
Management, professional, and related occupations.....	45,520	5,896	13.0	6,693	14.7	46,897	5,751	12.3	6,514	13.9
Management, business, and financial operations occupations.....	17,196	851	4.9	1,039	6.0	18,153	844	4.6	1,009	5.6
Management occupations.....	11,593	538	4.6	668	5.8	12,259	500	4.1	610	5.0
Business and financial operations occupations.....	5,603	313	5.6	371	6.6	5,894	344	5.8	399	6.8
Professional and related occupations.....	28,324	5,045	17.8	5,654	20.0	28,743	4,907	17.1	5,505	19.2
Computer and mathematical occupations.....	3,438	136	4.0	167	4.9	3,578	134	3.7	173	4.8
Architecture and engineering occupations.....	2,615	191	7.3	227	8.7	2,701	206	7.6	240	8.9
Life, physical, and social science occupations...	1,174	139	11.8	164	13.9	1,219	132	10.8	150	12.3
Community and social service occupations.....	2,268	374	16.5	418	18.4	2,239	361	16.1	406	18.1
Legal occupations.....	1,378	69	5.0	93	6.7	1,428	70	4.9	87	6.1
Education, training, and library occupations. ...	8,343	3,067	36.8	3,381	40.5	8,325	2,944	35.4	3,267	39.2
Arts, design, entertainment, sports, and media occupations.....	1,904	132	6.9	146	7.7	1,943	144	7.4	159	8.2
Healthcare practitioner and technical occupations.....	7,204	938	13.0	1,058	14.7	7,309	916	12.5	1,023	14.0
Service occupations.....	22,508	2,429	10.8	2,653	11.8	23,095	2,406	10.4	2,630	11.4
Healthcare support occupations.....	3,178	268	8.4	297	9.3	3,340	277	8.3	321	9.6
Protective service occupations.....	3,207	1,107	34.5	1,180	36.8	3,078	1,071	34.8	1,122	36.5
Food preparation and serving related occupations.....	7,677	305	4.0	351	4.6	7,966	298	3.7	358	4.5
Building and grounds cleaning and maintenance occupations.....	4,603	489	10.6	532	11.6	4,729	498	10.5	540	11.4
Personal care and service occupations.....	3,843	260	6.8	294	7.6	3,983	263	6.6	289	7.3
Sales and office occupations.....	30,580	2,114	6.9	2,362	7.7	30,685	2,070	6.7	2,357	7.7
Sales and related occupations.....	13,189	401	3.0	455	3.4	13,366	389	2.9	465	3.5
Office and administrative support occupations. ...	17,390	1,714	9.9	1,908	11.0	17,319	1,681	9.7	1,892	10.9
Natural resources, construction, and maintenance occupations.....	10,955	1,838	16.8	1,959	17.9	10,863	1,775	16.3	1,876	17.3
Farming, fishing, and forestry occupations.....	940	32	3.4	38	4.0	949	32	3.4	38	4.1
Construction and extraction occupations.....	5,575	1,064	19.1	1,120	20.1	5,567	1,054	18.9	1,108	19.9
Installation, maintenance, and repair occupations.....	4,440	742	16.7	801	18.0	4,347	689	15.8	729	16.8
Production, transportation, and material moving occupations.....	15,625	2,487	15.9	2,622	16.8	16,038	2,365	14.7	2,546	15.9
Production occupations.....	7,739	1,104	14.3	1,159	15.0	8,116	1,002	12.3	1,084	13.4
Transportation and material moving occupations..	7,886	1,383	17.5	1,463	18.6	7,922	1,363	17.2	1,462	18.5
<b>INDUSTRY</b>										
Private sector.....	104,737	7,202	6.9	7,969	7.6	107,191	7,037	6.6	7,851	7.3
Agriculture and related industries.....	1,183	16	1.4	21	1.8	1,172	16	1.4	21	1.8
Nonagricultural industries.....	103,554	7,186	6.9	7,948	7.7	106,019	7,021	6.6	7,830	7.4
Mining, quarrying, and oil and gas extraction. ...	780	56	7.2	61	7.8	923	66	7.2	72	7.7
Construction.....	6,244	874	14.0	928	14.9	6,205	820	13.2	850	13.7
Manufacturing.....	13,599	1,424	10.5	1,521	11.2	13,941	1,338	9.6	1,468	10.5
Durable goods.....	8,530	871	10.2	924	10.8	8,787	830	9.4	906	10.3
Nondurable goods.....	5,070	553	10.9	596	11.8	5,154	507	9.8	563	10.9
Wholesale and retail trade.....	18,002	859	4.8	959	5.3	18,174	854	4.7	960	5.3
Wholesale trade.....	3,419	150	4.4	165	4.8	3,341	169	5.1	186	5.6
Retail trade.....	14,582	709	4.9	794	5.4	14,833	686	4.6	774	5.2
Transportation and utilities.....	5,239	1,108	21.1	1,159	22.1	5,359	1,105	20.6	1,174	21.9
Transportation and warehousing.....	4,355	887	20.4	932	21.4	4,520	898	19.9	948	21.0
Utilities.....	884	221	25.0	228	25.7	839	207	24.7	226	26.9
Information <sup>3</sup> .....	2,756	279	10.1	298	10.8	2,575	251	9.7	273	10.6
Publishing, except Internet.....	554	25	4.5	26	4.7	548	20	3.7	24	4.3
Motion pictures and sound recording industries.....	337	47	13.8	48	14.1	293	33	11.4	36	12.2
Radio and television broadcasting and cable subscription programming.....	576	34	5.9	40	7.0	546	37	6.7	42	7.6
Telecommunications.....	1,064	166	15.6	175	16.4	956	149	15.6	160	16.8

See footnotes at end of table.

**Table 3. Union affiliation of employed wage and salary workers by occupation and industry, 2011-2012 annual averages — Continued**  
 [Numbers in thousands]

Occupation and industry	2011					2012				
	Total employed	Members of unions <sup>1</sup>		Represented by unions <sup>2</sup>		Total employed	Members of unions <sup>1</sup>		Represented by unions <sup>2</sup>	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
Financial activities.....	8,086	132	1.6	165	2.0	8,196	156	1.9	203	2.5
Finance and insurance.....	6,111	64	1.1	86	1.4	6,195	73	1.2	102	1.7
Finance.....	3,932	37	1.0	53	1.3	4,054	45	1.1	62	1.5
Insurance.....	2,179	27	1.2	33	1.5	2,141	28	1.3	40	1.9
Real estate and rental and leasing.....	1,976	67	3.4	79	4.0	2,001	83	4.1	101	5.0
Professional and business services.....	12,171	250	2.1	322	2.6	12,726	310	2.4	388	3.0
Professional and technical services.....	7,244	90	1.2	131	1.8	7,630	93	1.2	140	1.8
Management, administrative, and waste services.....	4,927	160	3.3	191	3.9	5,096	217	4.3	248	4.9
Education and health services.....	19,855	1,715	8.6	1,982	10.0	20,394	1,658	8.1	1,891	9.3
Educational services.....	4,020	523	13.0	621	15.5	4,190	520	12.4	592	14.1
Health care and social assistance.....	15,835	1,192	7.5	1,361	8.6	16,204	1,138	7.0	1,299	8.0
Leisure and hospitality.....	11,355	305	2.7	344	3.0	11,775	321	2.7	377	3.2
Arts, entertainment, and recreation.....	2,107	111	5.3	121	5.7	2,127	136	6.4	148	7.0
Accommodation and food services.....	9,247	194	2.1	224	2.4	9,648	185	1.9	229	2.4
Accommodation.....	1,350	96	7.1	105	7.8	1,354	89	6.5	101	7.5
Food services and drinking places.....	7,898	98	1.2	119	1.5	8,295	97	1.2	128	1.5
Other services <sup>3</sup> .....	5,467	184	3.4	209	3.8	5,750	143	2.5	174	3.0
Other services, except private households. ...	4,723	167	3.5	189	4.0	5,028	133	2.6	163	3.2
Public sector.....	20,450	7,562	37.0	8,321	40.7	20,385	7,328	35.9	8,072	39.6
Federal government.....	3,568	1,004	28.1	1,185	33.2	3,552	956	26.9	1,114	31.4
State government.....	6,261	1,973	31.5	2,189	35.0	6,279	1,968	31.3	2,190	34.9
Local government.....	10,621	4,586	43.2	4,947	46.6	10,554	4,404	41.7	4,768	45.2

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

2 Data refer to both union members and 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 wage and salary workers. All self-employed workers are excluded, both those with incorporated businesses as well as those with unincorporated businesses. Updated population controls are introduced annually with the release of January data. Effective with January 2011 data, occupations reflect the introduction of the 2010 Census occupational classification system into the Current Population Survey, or household survey. This classification system is derived from the 2010 Standard Occupational Classification (SOC). No historical data have been revised.



**Table 4. Median weekly earnings of full-time wage and salary workers by union affiliation, occupation, and industry, 2011-2012 annual averages**

Occupation and industry	2011				2012			
	Total	Members of unions <sup>1</sup>	Repre-sented by unions <sup>2</sup>	Non-union <sup>3</sup>	Total	Members of unions <sup>1</sup>	Repre-sented by unions <sup>2</sup>	Non-union <sup>3</sup>
<b>OCCUPATION</b>								
Management, professional, and related occupations.....	\$1,082	\$1,090	\$1,082	\$1,082	\$1,108	\$1,108	\$1,092	\$1,111
Management, business, and financial operations occupations.....	1,160	1,169	1,171	1,159	1,171	1,159	1,161	1,172
Management occupations.....	1,237	1,287	1,300	1,232	1,248	1,261	1,274	1,247
Business and financial operations occupations.....	1,038	999	999	1,042	1,058	1,060	1,024	1,060
Professional and related occupations.....	1,029	1,074	1,064	1,017	1,053	1,098	1,077	1,046
Computer and mathematical occupations.....	1,305	1,156	1,169	1,324	1,349	1,157	1,158	1,359
Architecture and engineering occupations.....	1,315	1,304	1,325	1,314	1,337	1,368	1,350	1,335
Life, physical, and social science occupations.....	1,108	1,229	1,218	1,085	1,134	1,209	1,177	1,127
Community and social service occupations.....	813	993	1,000	771	838	1,007	1,003	783
Legal occupations.....	1,277	1,222	1,376	1,273	1,328	1,174	1,173	1,342
Education, training, and library occupations.....	919	1,038	1,020	814	915	1,050	1,028	814
Arts, design, entertainment, sports, and media occupations.....	929	1,179	1,152	910	969	1,107	1,097	957
Healthcare practitioner and technical occupations.....	995	1,132	1,125	975	1,028	1,151	1,142	1,010
Service occupations.....	486	742	732	455	485	754	735	458
Healthcare support occupations.....	487	519	518	484	482	527	522	477
Protective service occupations.....	757	1,008	1,004	627	791	1,071	1,056	649
Food preparation and serving related occupations.....	409	504	500	405	410	509	505	405
Building and grounds cleaning and maintenance occupations.....	465	635	626	431	465	621	614	440
Personal care and service occupations.....	453	534	527	444	468	524	515	462
Sales and office occupations.....	638	775	771	624	655	789	776	642
Sales and related occupations.....	670	660	669	670	689	689	668	691
Office and administrative support occupations.....	623	803	791	608	643	808	796	624
Natural resources, construction, and maintenance occupations.....	732	1,016	1,008	676	740	1,026	1,018	688
Farming, fishing, and forestry occupations.....	430	—	—	426	435	—	—	430
Construction and extraction occupations.....	717	1,017	1,010	647	740	1,040	1,026	682
Installation, maintenance, and repair occupations.....	806	1,036	1,021	767	808	1,032	1,021	768
Production, transportation, and material moving occupations.....	609	798	794	582	624	823	811	597
Production occupations.....	605	781	778	583	627	816	807	605
Transportation and material moving occupations.....	614	813	808	580	621	833	816	586
<b>INDUSTRY</b>								
Private sector.....	729	878	875	716	742	887	877	731
Agriculture and related industries.....	483	—	—	481	470	—	—	469
Nonagricultural industries.....	732	879	875	721	746	888	878	735
Mining, quarrying, and oil and gas extraction.....	1,064	1,030	1,005	1,069	1,112	1,119	1,112	1,113
Construction.....	746	1,059	1,037	698	768	1,086	1,069	722
Manufacturing.....	787	836	835	780	797	872	863	786
Durable goods.....	818	889	887	809	827	891	884	819
Nondurable goods.....	737	771	771	729	737	827	817	722
Wholesale and retail trade.....	613	622	622	612	630	650	637	629
Wholesale trade.....	759	798	773	758	821	821	801	823
Retail trade.....	578	591	592	577	592	609	598	592
Transportation and utilities.....	805	987	985	762	828	998	989	789
Transportation and warehousing.....	763	941	939	726	778	948	934	746
Utilities.....	1,081	1,132	1,132	1,027	1,132	1,216	1,204	1,086
Information <sup>4</sup> .....	940	1,122	1,117	916	978	1,103	1,087	966
Publishing, except Internet.....	910	—	—	902	934	—	—	921
Motion pictures and sound recording industries.....	965	—	—	926	854	—	—	798
Radio and television broadcasting and cable subscription programming.....	834	—	—	834	890	—	—	903
Telecommunications.....	987	1,113	1,109	950	1,064	1,162	1,163	1,039
Financial activities.....	866	824	822	866	889	795	779	893
Finance and insurance.....	907	819	826	908	941	852	831	944
Finance.....	910	—	820	911	952	—	762	955
Insurance.....	899	—	—	900	922	—	—	924
Real estate and rental and leasing.....	736	836	815	734	731	773	759	727
Professional and business services.....	880	872	883	880	910	826	843	912
Professional and technical services.....	1,149	1,193	1,211	1,149	1,165	1,183	1,133	1,165
Management, administrative, and waste services.....	569	706	693	562	582	699	708	577

See footnotes at end of table.

**Table 4. Median weekly earnings of full-time wage and salary workers by union affiliation, occupation, and industry, 2011-2012 annual averages — Continued**

Occupation and industry	2011				2012			
	Total	Members of unions <sup>1</sup>	Repre-sented by unions <sup>2</sup>	Non-union <sup>3</sup>	Total	Members of unions <sup>1</sup>	Repre-sented by unions <sup>2</sup>	Non-union <sup>3</sup>
Education and health services.....	\$ 736	\$ 870	\$ 878	\$ 722	\$ 748	\$ 879	\$ 876	\$ 736
Educational services.....	858	938	942	833	864	918	922	844
Health care and social assistance.....	706	801	809	697	720	835	824	711
Leisure and hospitality.....	479	607	605	473	481	611	604	475
Arts, entertainment, and recreation.....	612	632	625	611	641	675	668	640
Accommodation and food services.....	447	594	594	441	445	596	588	438
Accommodation.....	515	598	596	508	542	613	609	527
Food services and drinking places.....	427	585	592	424	421	536	534	419
Other services <sup>4</sup> .....	626	917	901	619	622	807	763	618
Other services, except private households.....	654	960	919	643	649	828	774	645
Public sector.....	895	981	977	810	898	990	980	829
Federal government.....	1,063	1,038	1,043	1,092	1,072	1,035	1,045	1,113
State government.....	852	956	946	785	854	948	933	794
Local government.....	861	973	967	743	866	989	975	756

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

2 Data refer to both union members and 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 Includes other industries, not shown separately.

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

NOTE: Data refer to the sole or principal job of full- and part-time wage and salary workers. All self-employed workers are excluded, both those with incorporated businesses as well as those with unincorporated businesses. Updated population controls are introduced annually with the release of January data. Effective with January 2011 data, occupations reflect the introduction of the 2010 Census occupational classification system into the Current Population Survey, or household survey. This classification system is derived from the 2010 Standard Occupational Classification (SOC). No historical data have been revised.

**Table 5. Union affiliation of employed wage and salary workers by state, 2011-2012 annual averages**  
 [Numbers in thousands]

State	2011					2012				
	Total employed	Members of unions <sup>1</sup>		Represented by unions <sup>2</sup>		Total employed	Members of unions <sup>1</sup>		Represented by unions <sup>2</sup>	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
Alabama.....	1,781	178	10.0	193	10.8	1,807	166	9.2	190	10.5
Alaska.....	306	68	22.1	73	23.7	298	67	22.4	71	23.9
Arizona.....	2,493	149	6.0	183	7.3	2,434	125	5.1	159	6.5
Arkansas.....	1,116	47	4.2	57	5.1	1,157	37	3.2	43	3.7
California.....	13,931	2,379	17.1	2,532	18.2	14,483	2,489	17.2	2,666	18.4
Colorado.....	2,186	179	8.2	203	9.3	2,165	169	7.8	190	8.8
Connecticut.....	1,542	259	16.8	272	17.7	1,541	216	14.0	232	15.1
Delaware.....	370	39	10.5	42	11.2	377	39	10.4	44	11.8
District of Columbia.....	281	23	8.3	28	9.9	309	27	8.6	32	10.3
Florida.....	7,283	460	6.3	557	7.6	7,602	440	5.8	555	7.3
Georgia.....	3,876	153	3.9	185	4.8	3,914	171	4.4	210	5.4
Hawaii.....	525	113	21.5	118	22.5	537	116	21.6	124	23.2
Idaho.....	594	31	5.1	36	6.1	613	29	4.8	36	5.8
Illinois.....	5,408	876	16.2	929	17.2	5,486	801	14.6	852	15.5
Indiana.....	2,681	302	11.3	333	12.4	2,702	246	9.1	269	10.0
Iowa.....	1,386	155	11.2	187	13.5	1,390	145	10.4	172	12.4
Kansas.....	1,268	97	7.6	128	10.1	1,248	85	6.8	105	8.4
Kentucky.....	1,678	150	8.9	173	10.3	1,742	174	10.0	198	11.4
Louisiana.....	1,717	77	4.5	91	5.3	1,733	107	6.2	130	7.5
Maine.....	554	63	11.3	74	13.4	559	64	11.5	78	13.9
Maryland.....	2,549	316	12.4	348	13.7	2,636	280	10.6	325	12.3
Massachusetts.....	2,882	422	14.6	445	15.4	2,896	417	14.4	470	16.2
Michigan.....	3,838	671	17.5	703	18.3	3,785	629	16.6	648	17.1
Minnesota.....	2,461	371	15.1	390	15.8	2,465	351	14.2	368	14.9
Mississippi.....	1,081	54	5.0	73	6.8	1,113	48	4.3	64	5.7
Missouri.....	2,531	275	10.9	316	12.5	2,507	224	8.9	253	10.1
Montana.....	377	49	13.0	55	14.6	392	54	13.9	65	16.5
Nebraska.....	828	65	7.9	83	10.0	864	52	6.0	70	8.1
Nevada.....	1,050	154	14.6	175	16.6	1,101	162	14.7	181	16.4
New Hampshire.....	617	68	11.1	77	12.5	621	65	10.5	74	12.0
New Jersey.....	3,816	615	16.1	641	16.8	3,796	611	16.1	636	16.8
New Mexico.....	726	49	6.8	65	9.0	780	50	6.5	68	8.7
New York.....	7,920	1,906	24.1	2,068	26.1	7,936	1,841	23.2	1,975	24.9
North Carolina.....	3,589	105	2.9	149	4.1	3,805	112	2.9	162	4.3
North Dakota.....	318	20	6.3	27	8.6	329	20	6.1	27	8.2
Ohio.....	4,813	647	13.4	706	14.7	4,800	604	12.6	665	13.9
Oklahoma.....	1,458	94	6.4	113	7.7	1,531	115	7.5	140	9.1
Oregon.....	1,574	270	17.1	286	18.1	1,526	240	15.7	250	16.4
Pennsylvania.....	5,348	779	14.6	846	15.8	5,452	734	13.5	787	14.4
Rhode Island.....	453	79	17.4	81	17.9	455	81	17.8	84	18.4
South Carolina.....	1,726	59	3.4	86	5.0	1,773	58	3.3	82	4.6
South Dakota.....	359	18	5.1	23	6.5	351	20	5.6	24	6.7
Tennessee.....	2,504	115	4.6	139	5.6	2,586	124	4.8	152	5.9
Texas.....	10,214	534	5.2	643	6.3	10,590	599	5.7	721	6.8
Utah.....	1,150	67	5.8	82	7.1	1,179	61	5.2	77	6.6
Vermont.....	290	35	12.0	39	13.5	288	31	10.7	38	13.1
Virginia.....	3,550	163	4.6	198	5.6	3,592	159	4.4	197	5.5
Washington.....	2,727	517	19.0	557	20.4	2,776	513	18.5	541	19.5
West Virginia.....	672	93	13.8	102	15.2	697	84	12.1	91	13.1
Wisconsin.....	2,538	339	13.3	358	14.1	2,605	293	11.2	312	12.0
Wyoming.....	250	18	7.2	21	8.4	252	17	6.7	20	8.1

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

2 Data refer to both union members and 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 wage and salary workers. All self-employed workers are excluded, both those with incorporated businesses as well as those with unincorporated businesses. Updated population controls are introduced annually with the release of January data.

# Chart 1. Union membership rates by state, 2012 annual averages

(U.S. rate = 11.3 percent)

