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UNION MEMBERS IN 2004

In 2004, 12.5 percent of wage and salary workers were union members, down from 12.9 percent in 2003, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The union membership rate has steadily declined from a high of 20.1 percent in 1983, the first year for which comparable union data are available. Some highlights from the 2004 data are:

- About 36 percent of government workers were union members in 2004, compared with about 8 percent of workers in private-sector industries.
- Two occupational groups—education, training, and library occupations and protective service occupations—had the highest unionization rates in 2004, at about 37 percent each. Protective service occupations include fire fighters and police officers.
- Men were more likely to be union members than women.
- Black workers were more likely to be union members than were white, Asian, or Hispanic or Latino workers.

Membership by Industry and Occupation

In 2004, workers in the public sector had a union membership rate more than four times that of private-sector employees. At 36.4 percent, the unionization rate for government workers was down slightly from 37.2 percent a year earlier. The rate for private industry workers, at 7.9 percent in 2004, was about half what it had been in 1983. Within the public sector, local government workers had the highest union membership rate, 41.3 percent. This group includes several heavily unionized occupations, such as teachers, police officers, and fire fighters. Among major private industries, transportation and utilities had the highest union membership rate, at 24.9 percent. Construction (14.7 percent), information industries (14.2 percent), and manufacturing (12.9 percent) also had higher-than-average rates. Within the information industry, telecommunications had a 22.4 percent union membership rate. Financial activities had the lowest unionization rate in 2004—2.0 percent. (See table 3.)

Among occupational groups, education, training, and library occupations (37.6 percent) and protective service workers (37.3 percent) had the highest unionization rates in 2004. Construction and extraction occupations (19.6 percent), installation, maintenance, and repair occupations (19.4 percent), transportation and material moving occupations (18.8 percent), community and social services occupations (17.4 percent), and production occupations (16.3 percent) also had higher-than-average rates. Farming, fishing, and forestry occupations (3.1 percent) and sales and related occupations (3.6 percent) had the lowest unionization rates. (See table 3.)

Demographic Characteristics of Union Members

In 2004, the union membership rate was higher for men (13.8 percent) than for women (11.1 percent). The gap between their rates has narrowed considerably since 1983, when the rate for men was 10 percentage points higher than the rate for women. This narrowing occurred because the union membership rate for men declined more rapidly than the rate for women over the period. (See table 1.)

Blacks were more likely to be union members (15.1 percent) than were whites (12.2 percent), Asians (11.4 percent), or Hispanics or Latinos (10.1 percent). Among age groups, union membership rates were highest among workers 45 to 54 years old (17.0 percent) and were lowest among those ages 16 to 24 (4.7 percent). Full-time workers were more than twice as likely as part-time workers to be union members, 13.9 and 6.4 percent, respectively. (See table 1.)

Union Representation of Nonmembers

About 1.6 million wage and salary workers were represented by a union on their main job in 2004, while not being union members themselves. (See table 1.) About half of these workers were employed in government. (See table 3.)

Earnings

In 2004, full-time wage and salary workers who were union members had median usual weekly earnings of \$781, compared with a median of \$612 for wage and salary workers who were not represented by unions. (See table 2.) The difference reflects a variety of influences in addition to coverage by a collective bargaining agreement, including variations in the distributions of union members and nonunion employees by occupation, industry, firm size, or geographic region. (For a discussion of the problem of differentiating between the influence of unionization status and the influence of other worker characteristics on employee earnings, see “Measuring union-nonunion earnings differences,” *Monthly Labor Review*, June 1990.)

Union Membership by State

In 2004, 32 states had union membership rates below that of the U.S. average, 12.5 percent, while 17 states and the District of Columbia had higher rates. All states in the Middle Atlantic and Pacific divisions again reported union membership rates above the national average, while all states in the East South Central and West South Central divisions continued to have rates below it. The states in the Mountain division also recorded union membership rates at or below that of the U.S. (See table 5 and chart 1.)

Four states had union membership rates over 20 percent in 2004—New York (25.3 percent), Hawaii (23.7 percent), Michigan (21.6 percent), and Alaska (20.1 percent). All four states have had rates above 20 percent every year since data became regularly available in 1995. Four states reported union membership rates below 5 percent in 2004. North Carolina and South Carolina continued to record the lowest union membership rates, 2.7 and 3.0 percent, respectively. These two states have had the lowest union membership rates each year since the state series became available. Arkansas and Mississippi had the next lowest union membership rates, 4.8 percent each in 2004.

The largest numbers of union members lived in California (2.4 million) and New York (2.0 million). About half (7.8 million) of the 15.5 million union members in the U.S. lived in six states (California, New York, Michigan, Illinois, Pennsylvania, and Ohio), although these states accounted for just over one-third of wage and salary employment nationally.

The number of union members in a state depends on both its employment level and its union membership rate. Texas (the second largest state in terms of the number of wage and salary workers) had less than one-fourth as many union members as New York (the third largest), despite having nearly 1.2 million more wage and salary employees. Similarly, Florida (the fourth largest state) and Wisconsin (the sixteenth) had the same number of union members, even though Florida's wage and salary employment level was more than two and one-half times that of Wisconsin.

Technical Note

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

Union membership data for 2004 are not strictly comparable with data for 2003 and earlier years because of the introduction in January 2004 of revised population controls used in the CPS. The effect of the revised population controls on the union membership estimates is unknown. However, the effect of the new controls on the monthly CPS estimates was to decrease the January 2004 employment level by 409,000 and the unemployment level by 27,000 relative to the December 2003 level. The updated controls had little or no effect on unemployment rates and other ratios. For additional information, see “Adjustments to Household Survey Population Estimates in January 2004” in the February 2004 issue of *Employment and Earnings*, available on the Internet at <http://www.bls.gov/cps/cps04adj.pdf>.

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

Reliability of the estimates

Statistics based on the CPS are subject to both sampling and nonsampling error. When a sample, rather than the entire population, is surveyed, there is a chance that the sample estimates may differ from the “true” population values they represent. The exact difference, or *sampling error*, varies depending upon the particular sample selected, and this variability is measured by the standard error of the estimate. There is about a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the “true” population value because of sampling error. BLS analyses are generally conducted at the 90-percent level of confidence.

The 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

“Explanatory Notes and Estimates of Error” section of *Employment and Earnings*.

Definitions

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

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

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

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

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

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

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

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

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

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

(Numbers in thousands)

Characteristic	2003					2004				
	Total employed	Members of unions ¹		Represented by unions ²		Total employed	Members of unions ¹		Represented by unions ²	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
AGE AND SEX										
Total, 16 years and over	122,358	15,776	12.9	17,448	14.3	123,554	15,472	12.5	17,087	13.8
16 to 24 years	18,904	966	5.1	1,124	5.9	19,109	890	4.7	1,019	5.3
25 years and over	103,454	14,810	14.3	16,324	15.8	104,444	14,581	14.0	16,069	15.4
25 to 34 years	28,179	3,097	11.0	3,455	12.3	28,202	2,982	10.6	3,316	11.8
35 to 44 years	30,714	4,308	14.0	4,717	15.4	30,470	4,173	13.7	4,590	15.1
45 to 54 years	27,567	4,848	17.6	5,307	19.3	28,039	4,771	17.0	5,233	18.7
55 to 64 years	13,633	2,300	16.9	2,547	18.7	14,239	2,390	16.8	2,617	18.4
65 years and over	3,361	258	7.7	297	8.8	3,495	264	7.5	314	9.0
Men, 16 years and over										
16 to 24 years	63,236	9,044	14.3	9,848	15.6	64,145	8,878	13.8	9,638	15.0
25 years and over	9,683	595	6.1	685	7.1	9,835	557	5.7	627	6.4
25 to 34 years	53,553	8,450	15.8	9,163	17.1	54,310	8,321	15.3	9,010	16.6
35 to 44 years	15,263	1,826	12.0	2,005	13.1	15,391	1,722	11.2	1,873	12.2
45 to 54 years	16,080	2,535	15.8	2,735	17.0	16,035	2,449	15.3	2,658	16.6
55 to 64 years	13,723	2,684	19.6	2,891	21.1	14,026	2,699	19.2	2,903	20.7
65 years and over	6,776	1,271	18.8	1,377	20.3	7,117	1,309	18.4	1,414	19.9
65 years and over	1,710	133	7.8	155	9.0	1,741	142	8.2	163	9.4
Women, 16 years and over										
16 to 24 years	59,122	6,732	11.4	7,601	12.9	59,408	6,593	11.1	7,450	12.5
25 years and over	9,221	371	4.0	439	4.8	9,274	333	3.6	391	4.2
25 to 34 years	49,901	6,360	12.7	7,161	14.4	50,134	6,260	12.5	7,058	14.1
35 to 44 years	12,916	1,270	9.8	1,451	11.2	12,811	1,261	9.8	1,443	11.3
45 to 54 years	14,634	1,773	12.1	1,982	13.5	14,435	1,725	11.9	1,931	13.4
55 to 64 years	13,844	2,163	15.6	2,416	17.5	14,014	2,072	14.8	2,330	16.6
65 years and over	6,857	1,029	15.0	1,170	17.1	7,122	1,081	15.2	1,203	16.9
65 years and over	1,651	125	7.6	142	8.6	1,753	121	6.9	151	8.6
RACE, SEX, AND HISPANIC OR LATINO ETHNICITY										
White, 16 years and over	100,589	12,535	12.5	13,849	13.8	101,340	12,381	12.2	13,657	13.5
Men	52,827	7,378	14.0	8,016	15.2	53,432	7,260	13.6	7,854	14.7
Women	47,762	5,157	10.8	5,834	12.2	47,908	5,121	10.7	5,803	12.1
Black or African American, 16 years and over	13,928	2,298	16.5	2,540	18.2	14,090	2,130	15.1	2,355	16.7
Men	6,302	1,153	18.3	1,249	19.8	6,409	1,085	16.9	1,185	18.5
Women	7,626	1,145	15.0	1,291	16.9	7,681	1,045	13.6	1,170	15.2
Asian, 16 years and over	5,096	581	11.4	659	12.9	5,280	603	11.4	670	12.7
Men	2,699	296	11.0	346	12.8	2,815	328	11.7	371	13.2
Women	2,397	285	11.9	313	13.1	2,465	275	11.1	299	12.1
Hispanic or Latino, 16 years and over	16,068	1,712	10.7	1,913	11.9	16,533	1,676	10.1	1,888	11.4
Men	9,567	1,050	11.0	1,160	12.1	9,857	1,016	10.3	1,130	11.5
Women	6,501	662	10.2	753	11.6	6,676	661	9.9	758	11.4
FULL- OR PART-TIME STATUS³										
Full-time workers	100,302	14,263	14.2	15,732	15.7	101,224	14,029	13.9	15,463	15.3
Part-time workers	21,809	1,479	6.8	1,679	7.7	22,047	1,406	6.4	1,587	7.2

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

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

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

NOTE: Beginning in January 2004, data reflect revised population controls used in the household survey. 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. In addition, persons whose ethnicity is identified as "Hispanic or Latino" may be of any race and, therefore, are classified by ethnicity as well as race. Data refer to the sole or principal job of full- and part-time workers. Excluded are all self-employed workers regardless of whether or not their businesses are incorporated.

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

Characteristic	2003				2004			
	Total	Members of unions ¹	Repre-sented by unions ²	Non-union	Total	Members of unions ¹	Repre-sented by unions ²	Non-union
AGE AND SEX								
Total, 16 years and over	\$620	\$760	\$755	\$599	\$638	\$781	\$776	\$612
16 to 24 years	387	497	494	381	390	498	494	385
25 years and over	662	774	770	636	683	798	793	656
25 to 34 years	594	707	701	580	604	724	717	590
35 to 44 years	687	787	783	665	713	813	808	690
45 to 54 years	723	812	807	695	743	834	831	718
55 to 64 years	708	797	798	678	725	835	835	693
65 years and over	516	619	624	504	560	728	744	520
Men, 16 years and over	695	805	802	667	713	829	828	685
16 to 24 years	398	498	493	392	400	504	496	395
25 years and over	744	821	821	724	762	846	846	743
25 to 34 years	628	737	732	613	639	751	748	620
35 to 44 years	775	841	839	759	804	868	865	787
45 to 54 years	834	865	865	822	857	878	881	847
55 to 64 years	827	834	842	821	843	870	877	829
65 years and over	612	713	720	603	641	753	776	620
Women, 16 years and over	552	696	691	523	573	723	719	541
16 to 24 years	371	495	494	366	375	487	491	370
25 years and over	584	709	704	562	599	733	730	580
25 to 34 years	546	661	657	525	561	678	665	541
35 to 44 years	590	706	703	574	608	735	733	590
45 to 54 years	609	736	731	589	625	758	755	604
55 to 64 years	601	748	743	576	615	767	767	592
65 years and over	435	517	531	422	478	687	733	455
RACE, SEX, AND HISPANIC OR LATINO ETHNICITY								
White, 16 years and over	636	779	774	612	657	808	802	626
Men	715	827	825	688	732	855	854	704
Women	567	711	707	539	584	738	734	557
Black or African American, 16 years and over	514	665	654	491	525	656	651	507
Men	555	693	687	518	569	679	679	534
Women	491	633	622	467	505	629	621	490
Asian, 16 years and over	693	759	760	681	708	765	774	691
Men	772	783	775	771	802	775	786	809
Women	598	710	723	587	613	756	762	594
Hispanic or Latino, 16 years and over	440	632	622	419	456	679	670	428
Men	464	664	652	437	480	697	690	455
Women	410	586	584	394	419	623	616	401

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

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

NOTE: Beginning in January 2004, data reflect revised population controls used in the household survey. 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. In addition, persons whose ethnicity is identified as "Hispanic or Latino" may be of any race and, therefore, are classified by ethnicity as well as race. Data refer to the sole or principal job of full- and part-time workers. Excluded are all self-employed workers regardless of whether or not their businesses are incorporated.

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

(Numbers in thousands)

Occupation and industry	2003					2004				
	Total employed	Members of unions ¹		Represented by unions ²		Total employed	Members of unions ¹		Represented by unions ²	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
OCCUPATION										
Management, professional, and related occupations	40,883	5,331	13.0	6,130	15.0	41,451	5,418	13.1	6,256	15.1
Management, business, and financial operations occupations	15,465	727	4.7	882	5.7	15,758	732	4.6	895	5.7
Management occupations	10,713	436	4.1	546	5.1	10,796	441	4.1	553	5.1
Business and financial operations occupations	4,753	291	6.1	336	7.1	4,962	291	5.9	342	6.9
Professional and related occupations	25,418	4,604	18.1	5,248	20.6	25,693	4,686	18.2	5,361	20.9
Computer and mathematical occupations	2,947	154	5.2	197	6.7	2,962	128	4.3	171	5.8
Architecture and engineering occupations	2,592	202	7.8	240	9.2	2,597	209	8.0	246	9.5
Life, physical, and social science occupations	1,203	108	9.0	136	11.3	1,204	106	8.8	129	10.7
Community and social services occupations	2,118	351	16.6	395	18.6	2,132	370	17.4	422	19.8
Legal occupations	1,134	54	4.8	65	5.7	1,216	75	6.2	92	7.6
Education, training, and library occupations	7,584	2,861	37.7	3,207	42.3	7,636	2,874	37.6	3,235	42.4
Arts, design, entertainment, sports, and media occupations	1,879	140	7.5	157	8.4	1,894	162	8.6	184	9.7
Healthcare practitioner and technical occupations	5,961	733	12.3	853	14.3	6,052	762	12.6	882	14.6
Service occupations	20,183	2,318	11.5	2,562	12.7	20,724	2,371	11.4	2,552	12.3
Healthcare support occupations	2,824	312	11.0	341	12.1	2,791	290	10.4	315	11.3
Protective service occupations	2,699	974	36.1	1,038	38.5	2,840	1,059	37.3	1,118	39.4
Food preparation and serving related occupations	7,150	292	4.1	347	4.9	7,164	294	4.1	337	4.7
Building and grounds cleaning and maintenance occupations	4,426	490	11.1	550	12.4	4,597	490	10.7	529	11.5
Personal care and service occupations	3,084	251	8.1	286	9.3	3,331	238	7.1	254	7.6
Sales and office occupations	32,323	2,642	8.2	2,974	9.2	32,322	2,493	7.7	2,780	8.6
Sales and related occupations	13,378	533	4.0	599	4.5	13,527	488	3.6	548	4.1
Office and administrative support occupations	18,945	2,109	11.1	2,375	12.5	18,795	2,005	10.7	2,232	11.9
Natural resources, construction, and maintenance occupations	11,894	2,288	19.2	2,409	20.3	12,081	2,222	18.4	2,343	19.4
Farming, fishing, and forestry occupations	921	33	3.5	38	4.1	862	27	3.1	34	3.9
Construction and extraction occupations	6,412	1,394	21.7	1,457	22.7	6,680	1,312	19.6	1,370	20.5
Installation, maintenance, and repair occupations	4,560	862	18.9	913	20.0	4,540	883	19.4	939	20.7
Production, transportation, and material moving occupations	17,074	3,196	18.7	3,374	19.8	16,976	2,968	17.5	3,156	18.6
Production occupations	9,261	1,624	17.5	1,710	18.5	9,085	1,485	16.3	1,582	17.4
Transportation and material moving occupations	7,814	1,572	20.1	1,664	21.3	7,891	1,483	18.8	1,574	20.0

See footnotes at end of table.

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

(Numbers in thousands)

Occupation and industry	2003					2004				
	Total employed	Members of unions ¹		Represented by unions ²		Total employed	Members of unions ¹		Represented by unions ²	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
INDUSTRY										
Private sector	102,648	8,452	8.2	9,264	9.0	103,584	8,205	7.9	8,956	8.6
Agriculture and related industries	1,089	17	1.6	23	2.1	1,023	23	2.2	30	2.9
Nonagricultural industries	101,559	8,435	8.3	9,241	9.1	102,560	8,182	8.0	8,926	8.7
Mining	504	46	9.1	53	10.5	496	57	11.4	58	11.7
Construction	7,126	1,139	16.0	1,188	16.7	7,550	1,110	14.7	1,162	15.4
Manufacturing	16,130	2,173	13.5	2,314	14.3	15,754	2,036	12.9	2,183	13.9
Durable goods	10,049	1,411	14.0	1,497	14.9	9,885	1,316	13.3	1,407	14.2
Nondurable goods	6,081	762	12.5	817	13.4	5,869	720	12.3	776	13.2
Wholesale and retail trade	18,343	1,130	6.2	1,210	6.6	18,754	1,028	5.5	1,107	5.9
Wholesale trade	3,878	197	5.1	213	5.5	4,083	189	4.6	214	5.2
Retail trade	14,466	933	6.4	997	6.9	14,671	839	5.7	893	6.1
Transportation and utilities	4,942	1,294	26.2	1,350	27.3	4,893	1,218	24.9	1,287	26.3
Transportation and warehousing	4,081	1,051	25.8	1,094	26.8	4,043	976	24.2	1,031	25.5
Utilities	861	243	28.2	256	29.8	850	241	28.4	256	30.1
Information ³	3,297	448	13.6	481	14.6	3,058	433	14.2	470	15.4
Publishing, except Internet	781	58	7.4	60	7.7	778	52	6.7	59	7.6
Motion pictures and sound recording	333	40	12.0	46	13.8	329	52	15.7	54	16.4
Broadcasting, except Internet	489	45	9.2	48	9.7	502	47	9.3	53	10.5
Telecommunications	1,414	296	21.0	316	22.3	1,218	273	22.4	292	24.0
Financial activities	8,360	176	2.1	237	2.8	8,490	171	2.0	209	2.5
Finance and insurance	6,246	98	1.6	142	2.3	6,301	96	1.5	124	2.0
Finance	4,079	63	1.5	96	2.3	4,111	56	1.4	73	1.8
Insurance	2,167	35	1.6	47	2.1	2,191	40	1.8	51	2.3
Real estate and rental and leasing	2,114	77	3.7	95	4.5	2,188	76	3.5	85	3.9
Professional and business services	10,588	243	2.3	312	2.9	10,815	246	2.3	306	2.8
Professional and technical services	6,146	88	1.4	125	2.0	6,263	70	1.1	102	1.6
Management, administrative, and waste services	4,443	155	3.5	187	4.2	4,552	177	3.9	204	4.5
Education and health services	16,635	1,324	8.0	1,560	9.4	16,870	1,405	8.3	1,593	9.4
Educational services	3,062	371	12.1	452	14.8	3,243	421	13.0	475	14.6
Health care and social assistance	13,573	953	7.0	1,108	8.2	13,627	984	7.2	1,119	8.2
Leisure and hospitality	10,207	281	2.8	333	3.3	10,326	319	3.1	368	3.6
Arts, entertainment, and recreation	1,764	95	5.4	111	6.3	1,777	114	6.4	123	6.9
Accommodation and food services	8,443	187	2.2	222	2.6	8,548	205	2.4	245	2.9
Accommodation	1,396	116	8.3	126	9.0	1,431	117	8.2	132	9.2
Food services and drinking places	7,046	70	1.0	96	1.4	7,117	88	1.2	112	1.6
Other services ³	5,425	181	3.3	203	3.7	5,556	158	2.8	183	3.3
Other services, except private households	4,645	174	3.8	196	4.2	4,782	148	3.1	172	3.6
Public sector	19,710	7,324	37.2	8,185	41.5	19,970	7,267	36.4	8,131	40.7
Federal government	3,247	1,004	30.9	1,196	36.8	3,298	985	29.9	1,153	35.0
State government	5,636	1,706	30.3	1,929	34.2	5,712	1,751	30.7	1,961	34.3
Local government	10,827	4,614	42.6	5,060	46.7	10,961	4,532	41.3	5,017	45.8

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

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

³ Includes other industries, not shown separately.

NOTE: Beginning in January 2004, data reflect revised population controls used in the household survey. Data refer to the sole or principal job of full- and part-time workers. Excluded are all self-employed workers regardless of whether or not their businesses are incorporated.

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

Occupation and industry	2003				2004			
	Total	Members of unions ¹	Repre- sented by unions ²	Non- union	Total	Members of unions ¹	Repre- sented by unions ²	Non- union
OCCUPATION								
Management, professional, and related occupations	\$887	\$896	\$892	\$886	\$918	\$921	\$916	\$918
Management, business, and financial operations occupations	961	985	994	959	965	963	972	965
Management occupations	1,023	1,102	1,109	1,019	1,052	1,065	1,074	1,050
Business and financial operations occupations	842	864	873	839	847	880	881	844
Professional and related occupations	845	885	879	833	883	915	907	875
Computer and mathematical occupations	1,049	963	979	1,057	1,114	1,000	983	1,124
Architecture and engineering occupations	1,053	1,037	1,028	1,058	1,098	1,080	1,090	1,100
Life, physical, and social science occupations	891	944	945	876	957	949	977	955
Community and social services occupations	686	848	832	650	707	827	817	666
Legal occupations	1,051	1,362	1,317	1,032	1,070	1,174	1,155	1,058
Education, training, and library occupations	754	864	854	644	781	899	886	687
Arts, design, entertainment, sports, and media occupations	745	947	933	734	768	953	972	754
Healthcare practitioner and technical occupations	816	877	876	801	852	938	933	841
Service occupations	403	606	596	382	411	655	647	389
Healthcare support occupations	400	452	452	394	407	458	462	401
Protective service occupations	630	857	850	510	700	907	897	567
Food preparation and serving related occupations	349	415	410	344	360	445	435	355
Building and grounds cleaning and maintenance occupations	390	503	498	372	385	515	513	368
Personal care and service occupations	391	532	520	381	402	522	518	394
Sales and office occupations	545	629	624	530	558	662	658	545
Sales and related occupations	598	597	601	598	604	576	577	606
Office and administrative support occupations	523	639	632	510	535	676	671	519
Natural resources, construction, and maintenance occupations	608	851	843	558	621	867	858	581
Farming, fishing, and forestry occupations	369	(³)	(³)	365	356	(³)	(³)	352
Construction and extraction occupations	599	\$851	\$840	531	604	\$861	\$852	555
Installation, maintenance, and repair occupations	673	858	856	622	704	886	880	662
Production, transportation, and material moving occupations	519	688	684	493	523	687	681	498
Production occupations	519	670	665	495	526	681	674	503
Transportation and material moving occupations	520	710	704	490	520	695	689	491

See footnotes at end of table.

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

Occupation and industry	2003				2004			
	Total	Members of unions ¹	Represented by unions ²	Non-union	Total	Members of unions ¹	Represented by unions ²	Non-union
INDUSTRY								
Private sector	\$603	\$717	\$713	\$592	\$615	\$739	\$734	\$604
Agriculture and related industries	397	(³)	(³)	396	403	(³)	(³)	402
Nonagricultural industries	605	\$718	\$713	595	617	\$740	\$735	606
Mining	797	(³)	783	799	874	905	911	865
Construction	615	\$884	873	580	618	893	884	588
Manufacturing	637	689	689	626	662	694	692	654
Durable goods	668	714	712	655	691	707	706	687
Nondurable goods	597	635	637	590	611	670	662	602
Wholesale and retail trade	533	590	586	528	550	596	590	547
Wholesale trade	670	694	689	668	677	722	709	674
Retail trade	497	562	554	494	509	567	560	507
Transportation and utilities	704	817	816	653	711	854	850	662
Transportation and warehousing	668	782	780	620	668	819	814	619
Utilities	899	965	979	857	957	979	978	948
Information ⁴	776	868	862	758	828	893	887	808
Publishing, except Internet	690	740	747	684	720	844	829	710
Motion pictures and sound recording	704	(³)	(³)	669	805	(³)	(³)	762
Broadcasting, except Internet	724	(³)	(³)	703	763	(³)	(³)	749
Telecommunications	857	\$877	\$875	848	918	\$910	\$897	929
Financial activities	691	618	625	694	706	657	649	708
Finance and insurance	728	607	623	732	738	636	629	740
Finance	726	614	640	730	735	606	616	737
Insurance	731	(³)	(³)	734	743	(³)	(³)	744
Real estate and rental and leasing	604	\$642	\$630	603	615	\$677	\$670	613
Professional and business services	692	699	691	692	709	679	694	710
Professional and technical services	885	897	911	884	927	940	937	927
Management, administrative, and waste services	486	640	617	482	478	607	606	470
Education and health services	598	670	684	590	613	717	728	603
Educational services	681	756	760	659	716	828	831	679
Health care and social assistance	582	627	639	577	595	656	671	588
Leisure and hospitality	400	497	485	395	407	518	508	402
Arts, entertainment, and recreation	492	546	529	489	523	677	662	513
Accommodation and food services	385	478	470	381	391	477	473	387
Accommodation	435	485	482	423	432	481	490	422
Food services and drinking places	371	467	456	369	378	467	422	377
Other services ⁴	515	726	709	510	528	749	750	521
Other services, except private households	544	730	720	533	560	764	764	551
Public sector	728	801	795	656	751	832	827	683
Federal government	818	809	816	821	856	840	848	869
State government	702	764	759	652	725	788	781	681
Local government	709	814	803	606	731	844	834	627

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

³ Data not shown where base is less than 50,000.

⁴ Includes other industries, not shown separately.

NOTE: Beginning in January 2004, data reflect revised population controls used in the household survey. Data refer to the sole or principal job of full- and part-time workers. Excluded are all self-employed workers regardless of whether or not their businesses are incorporated.

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

(Numbers in thousands)

State	2003					2004				
	Total employed	Members of unions ¹		Represented by unions ²		Total employed	Members of unions ¹		Represented by unions ²	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
Alabama	1,822	147	8.1	172	9.5	1,861	181	9.7	213	11.5
Alaska	265	59	22.3	65	24.6	268	54	20.1	60	22.4
Arizona	2,191	113	5.2	140	6.4	2,323	145	6.3	183	7.9
Arkansas	1,035	50	4.8	61	5.9	1,058	51	4.8	65	6.2
California	14,350	2,414	16.8	2,647	18.4	14,414	2,385	16.5	2,588	18.0
Colorado	2,007	156	7.8	180	9.0	2,050	172	8.4	191	9.3
Connecticut	1,489	229	15.4	244	16.4	1,539	235	15.3	256	16.6
Delaware	366	42	11.4	46	12.5	373	46	12.4	49	13.2
District of Columbia	268	39	14.6	46	17.2	258	33	12.7	38	14.5
Florida	6,652	407	6.1	557	8.4	6,943	414	6.0	533	7.7
Georgia	3,703	249	6.7	298	8.0	3,773	242	6.4	282	7.5
Hawaii	511	122	23.8	127	24.8	533	126	23.7	132	24.8
Idaho	548	39	7.0	47	8.6	561	33	5.8	44	7.9
Illinois	5,399	967	17.9	1,003	18.6	5,410	908	16.8	971	17.9
Indiana	2,768	327	11.8	352	12.7	2,717	311	11.4	338	12.4
Iowa	1,365	157	11.5	196	14.4	1,345	141	10.5	171	12.7
Kansas	1,204	96	7.9	124	10.3	1,223	103	8.4	132	10.8
Kentucky	1,681	175	10.4	216	12.8	1,699	164	9.6	197	11.6
Louisiana	1,685	109	6.5	132	7.9	1,697	129	7.6	157	9.3
Maine	567	73	12.8	81	14.3	564	64	11.3	74	13.2
Maryland	2,481	354	14.3	410	16.5	2,502	272	10.9	313	12.5
Massachusetts	2,925	416	14.2	454	15.5	2,920	393	13.5	430	14.7
Michigan	4,188	919	21.9	968	23.1	4,305	930	21.6	966	22.4
Minnesota	2,435	414	17.0	441	18.1	2,429	424	17.5	443	18.3
Mississippi	1,117	55	5.0	73	6.6	1,108	53	4.8	70	6.3
Missouri	2,546	336	13.2	363	14.2	2,546	315	12.4	357	14.0
Montana	360	50	14.0	54	14.9	366	43	11.7	46	12.6
Nebraska	819	64	7.9	87	10.6	831	69	8.3	83	10.0
Nevada	943	136	14.4	149	15.8	1,006	126	12.5	144	14.3
New Hampshire	607	56	9.3	69	11.3	618	61	9.9	68	11.0
New Jersey	3,777	737	19.5	801	21.2	3,769	745	19.8	813	21.6
New Mexico	741	57	7.6	70	9.5	734	49	6.7	65	8.9
New York	7,874	1,936	24.6	2,017	25.6	7,901	1,996	25.3	2,085	26.4
North Carolina	3,576	111	3.1	135	3.8	3,549	97	2.7	127	3.6
North Dakota	284	21	7.3	26	9.0	292	22	7.7	26	9.0
Ohio	5,100	850	16.7	923	18.1	4,998	759	15.2	820	16.4
Oklahoma	1,406	96	6.8	111	7.9	1,402	86	6.1	100	7.1
Oregon	1,466	230	15.7	240	16.4	1,471	224	15.2	243	16.5
Pennsylvania	5,261	794	15.1	847	16.1	5,298	793	15.0	842	15.9
Rhode Island	494	84	17.0	86	17.5	487	79	16.3	83	17.0
South Carolina	1,689	71	4.2	90	5.3	1,765	54	3.0	74	4.2
South Dakota	353	19	5.4	23	6.4	347	21	6.0	27	7.7
Tennessee	2,384	179	7.5	218	9.2	2,465	164	6.7	191	7.7
Texas	9,072	508	5.6	621	6.8	9,072	457	5.0	573	6.3
Utah	1,015	53	5.2	69	6.8	1,001	58	5.8	67	6.7
Vermont	281	27	9.7	33	11.7	291	29	9.8	33	11.4
Virginia	3,243	210	6.5	251	7.7	3,308	176	5.3	218	6.6
Washington	2,539	502	19.7	531	20.9	2,645	510	19.3	536	20.3
West Virginia	671	88	13.1	95	14.2	700	99	14.2	110	15.7
Wisconsin	2,613	414	15.9	438	16.8	2,597	414	16.0	439	16.9
Wyoming	224	18	8.0	22	9.8	222	18	8.0	22	9.8

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

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

NOTE: Beginning in January 2004, data reflect revised population controls used in the household survey. Data refer to the sole or principal job of full- and part-time workers. Excluded are all self-employed workers regardless of whether or not their businesses are incorporated.

