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UNION MEMBERS — 2021

In 2021, the number of wage and salary workers belonging to unions continued to decline (-241,000) to 14.0 million, and the percent who were members of unions—the **union membership rate**—was 10.3 percent, the U.S. Bureau of Labor Statistics reported today. The rate is down from 10.8 percent in 2020—when the rate increased due to a disproportionately large decline in the total number of nonunion workers compared with the decline in the number of union members. The 2021 unionization rate is the same as the 2019 rate of 10.3 percent. 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.

These data on union membership are collected as part of the Current Population Survey (CPS), a monthly sample survey of about 60,000 eligible households that obtains information on employment and unemployment among the nation’s civilian noninstitutional population age 16 and over. For further information, see the Technical Note in this news release.

Highlights from the 2021 data:

- The union membership rate of public-sector workers (33.9 percent) continued to be more than five times higher than the rate of private-sector workers (6.1 percent). (See table 3.)
- The highest unionization rates were among workers in education, training, and library occupations (34.6 percent) and protective service occupations (33.3 percent). (See table 3.)
- Men continued to have a higher union membership rate (10.6 percent) than women (9.9 percent). The gap between union membership rates for men and women has narrowed considerably since 1983 (the earliest year for which comparable data are available), when rates for men and women were 24.7 percent and 14.6 percent, respectively. (See table 1.)
- Black workers remained more likely to be union members than White, Asian, or Hispanic workers. (See table 1.)
- Nonunion workers had median weekly earnings that were 83 percent of earnings for workers who were union members (\$975 versus \$1,169). (The comparisons of earnings in this news release are on a broad level and do not control for many factors that can be important in explaining earnings differences.) (See table 2.)

- Among states, Hawaii and New York continued to have the highest union membership rates (22.4 percent and 22.2 percent, respectively), while South Carolina and North Carolina continued to have the lowest (1.7 percent and 2.6 percent, respectively). (See table 5.)

Industry and Occupation of Union Members

In 2021, 7.0 million employees in the **public sector** belonged to unions, the same as in the **private sector**. (See table 3.)

Union membership decreased by 191,000 over the year in the **public sector**. The public-sector union membership rate declined by 0.9 percentage point in 2021 to 33.9 percent, following an increase of 1.2 percentage points in 2020. In 2021, the union membership rate continued to be highest in local government (40.2 percent), which employs many workers in heavily unionized occupations, such as police officers, firefighters, and teachers.

The number of union workers employed in the **private sector** changed little over the year. However, the number of private-sector nonunion workers increased in 2021. The private-sector unionization rate declined by 0.2 percentage point in 2021 to 6.1 percent, slightly lower than its 2019 rate of 6.2 percent. Industries with high unionization rates included utilities (19.7 percent), motion pictures and sound recording industries (17.3 percent), and transportation and warehousing (14.7 percent). Low unionization rates occurred in finance (1.2 percent), professional and technical services (1.2 percent), food services and drinking places (1.2 percent), and insurance (1.5 percent).

Among **occupational groups**, the highest unionization rates in 2021 were in education, training, and library occupations (34.6 percent) and protective service occupations (33.3 percent). Unionization rates were lowest in food preparation and serving related occupations (3.1 percent); sales and related occupations (3.3 percent); computer and mathematical occupations (3.7 percent); personal care and service occupations (3.9 percent); and farming, fishing, and forestry occupations (4.0 percent).

Selected Characteristics of Union Members

In 2021, the number of **men** who were union members, at 7.5 million, changed little, while the number of **women** who were union members declined by 182,000 to 6.5 million. The unionization rate for men decreased by 0.4 percentage point over the year to 10.6 percent. In 2021, women's union membership rate declined by 0.6 percentage point to 9.9 percent. The 2021 decreases in union membership rates for men and women reflect increases in the total number of nonunion workers. The rate for men is below the 2019 rate (10.8 percent), while the rate for women is above the 2019 rate (9.7 percent). (See table 1.)

Among major **race and ethnicity groups**, Black workers continued to have a higher union membership rate in 2021 (11.5 percent) than White workers (10.3 percent), Asian workers (7.7 percent), and Hispanic workers (9.0 percent). The union membership rate declined by 0.4 percentage point for White workers, by 0.8 percentage point for Black workers, by 1.2 percentage points for Asian workers, and by 0.8 percentage point for Hispanic workers. The 2021 rates for Whites, Blacks, and Hispanics are little or no different from 2019, while the rate for Asians is lower.

By **age**, workers ages 45 to 54 had the highest union membership rate in 2021, at 13.1 percent. Younger workers—those ages 16 to 24—had the lowest union membership rate, at 4.2 percent.

In 2021, the union membership rate for **full-time workers** (11.1 percent) continued to be considerably higher than that for **part-time workers** (6.1 percent).

Union Representation

In 2021, 15.8 million wage and salary workers were represented by a union, 137,000 less than in 2020. The percentage of workers represented by a union was 11.6 percent, down by 0.5 percentage point from 2020 but the same as in 2019. Workers represented by a union include both union members (14.0 million) and workers who report no union affiliation but whose jobs are covered by a union contract (1.8 million). (See table 1.)

Earnings

Among full-time wage and salary workers, union members had **median usual weekly earnings** of \$1,169 in 2021, while those who were not union members had median weekly earnings of \$975. In addition to coverage by a collective bargaining agreement, these earnings differences reflect a variety of influences, including variations in the distributions of union members and nonunion employees by occupation, industry, age, firm size, or geographic region. (See tables 2 and 4.)

Union Membership by State

In 2021, 30 states and the District of Columbia had union membership rates below that of the U.S. average, 10.3 percent, while 20 states had rates above it. All states in both the East South Central and West South Central divisions had union membership rates below the national average, while all states in both the Middle Atlantic and Pacific divisions had rates above it. (See table 5 and chart 1.)

Ten states had union membership rates below 5.0 percent in 2021. South Carolina had the lowest rate (1.7 percent), followed by North Carolina (2.6 percent) and Utah (3.5 percent). Two states had union membership rates over 20.0 percent in 2021: Hawaii (22.4 percent) and New York (22.2 percent).

In 2021, about 30 percent of the 14.0 million union members lived in just two states (California at 2.5 million and New York at 1.7 million). However, these states accounted for about 17 percent of wage and salary employment nationally.

Coronavirus (COVID-19) Pandemic Impact on 2021 Union Members Data

Union membership data for 2021 continue to reflect the impact on the labor market of the coronavirus (COVID-19) pandemic. Comparisons with union membership measures for 2020, including metrics such as the union membership rate and median usual weekly earnings, should be interpreted with caution. The onset of the pandemic in 2020 led to an increase in the unionization rate due to a disproportionately large decline in the number of nonunion workers compared with the decline in the number of union members. The decrease in the rate in 2021 reflects a large gain in the number of nonunion workers and a decrease in the number of union workers. More information on labor market developments in recent months is available at www.bls.gov/covid19/effects-of-covid-19-pandemic-and-response-on-the-employment-situation-news-release.htm.

Technical Note

The estimates in this release are obtained from the Current Population Survey (CPS), which provides 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.

Beginning in January of each year, data reflect revised population controls used in the CPS. Additional information about population controls is available on the BLS website at <https://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 on 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 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.

Information about the reliability of data from the CPS and guidance on estimating standard errors is available at <https://www.bls.gov/cps/documentation.htm#reliability>.

Union membership questions

Employed wage and salary workers are classified as union members if they answer “yes” to the following question: *On this job, are you a member of a labor union or of an employee association similar to a union?* If the response is “no” to that question, then the interviewer asks a second question: *On this job, are you covered by a union or employee association contract?* If the response is “yes,” then these persons, along with those who responded “yes” to being union members, are classified as represented by a union. If the response is “no” to both the first and second questions, then they are classified as

nonunion.

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.

Union membership rate. Data refer to the proportion of total wage and salary workers who are union members.

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, 2020-2021 annual averages
 [Numbers in thousands]

Characteristic	2020					2021				
	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.....	132,174	14,253	10.8	15,939	12.1	136,393	14,012	10.3	15,802	11.6
16 to 24 years.....	16,744	741	4.4	865	5.2	18,083	763	4.2	954	5.3
25 years and over.....	115,430	13,512	11.7	15,074	13.1	118,311	13,249	11.2	14,849	12.6
25 to 34 years.....	31,444	3,071	9.8	3,455	11.0	32,360	3,041	9.4	3,449	10.7
35 to 44 years.....	28,473	3,475	12.2	3,836	13.5	29,260	3,326	11.4	3,740	12.8
45 to 54 years.....	26,364	3,469	13.2	3,868	14.7	26,851	3,521	13.1	3,880	14.4
55 to 64 years.....	21,838	2,842	13.0	3,175	14.5	22,210	2,696	12.1	3,028	13.6
65 years and over.....	7,311	656	9.0	740	10.1	7,629	665	8.7	751	9.8
Men, 16 years and over.....	68,711	7,582	11.0	8,432	12.3	70,739	7,523	10.6	8,416	11.9
16 to 24 years.....	8,463	433	5.1	488	5.8	9,069	475	5.2	571	6.3
25 years and over.....	60,249	7,149	11.9	7,944	13.2	61,670	7,047	11.4	7,845	12.7
25 to 34 years.....	16,648	1,662	10.0	1,865	11.2	17,145	1,713	10.0	1,916	11.2
35 to 44 years.....	15,073	1,836	12.2	2,016	13.4	15,503	1,763	11.4	1,967	12.7
45 to 54 years.....	13,591	1,847	13.6	2,035	15.0	13,716	1,799	13.1	1,962	14.3
55 to 64 years.....	11,125	1,473	13.2	1,649	14.8	11,290	1,417	12.6	1,595	14.1
65 years and over.....	3,812	331	8.7	379	10.0	4,015	355	8.8	405	10.1
Women, 16 years and over.....	63,462	6,672	10.5	7,507	11.8	65,654	6,490	9.9	7,386	11.3
16 to 24 years.....	8,281	308	3.7	377	4.6	9,013	288	3.2	383	4.2
25 years and over.....	55,181	6,363	11.5	7,129	12.9	56,641	6,202	10.9	7,003	12.4
25 to 34 years.....	14,796	1,409	9.5	1,590	10.7	15,216	1,328	8.7	1,533	10.1
35 to 44 years.....	13,401	1,639	12.2	1,820	13.6	13,757	1,563	11.4	1,774	12.9
45 to 54 years.....	12,773	1,622	12.7	1,833	14.3	13,135	1,721	13.1	1,918	14.6
55 to 64 years.....	10,713	1,370	12.8	1,526	14.2	10,919	1,279	11.7	1,433	13.1
65 years and over.....	3,499	324	9.3	360	10.3	3,613	310	8.6	346	9.6
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX										
White, 16 years and over.....	102,142	10,944	10.7	12,221	12.0	104,921	10,774	10.3	12,142	11.6
Men.....	54,042	5,950	11.0	6,597	12.2	55,408	5,882	10.6	6,571	11.9
Women.....	48,100	4,994	10.4	5,624	11.7	49,513	4,892	9.9	5,572	11.3
Black or African American, 16 years and over.....	16,726	2,055	12.3	2,321	13.9	17,338	1,993	11.5	2,232	12.9
Men.....	7,704	990	12.9	1,123	14.6	8,037	1,003	12.5	1,125	14.0
Women.....	9,022	1,065	11.8	1,198	13.3	9,300	990	10.6	1,107	11.9
Asian, 16 years and over.....	8,573	766	8.9	855	10.0	9,119	706	7.7	818	9.0
Men.....	4,551	375	8.2	421	9.3	4,749	337	7.1	389	8.2
Women.....	4,021	392	9.7	434	10.8	4,369	368	8.4	429	9.8
Hispanic or Latino ethnicity, 16 years and over. . .	23,562	2,315	9.8	2,586	11.0	24,738	2,221	9.0	2,551	10.3
Men.....	13,270	1,336	10.1	1,485	11.2	13,938	1,282	9.2	1,468	10.5
Women.....	10,291	980	9.5	1,101	10.7	10,799	939	8.7	1,083	10.0
FULL- OR PART-TIME STATUS³										
Full-time workers.....	110,387	12,987	11.8	14,486	13.1	114,316	12,654	11.1	14,275	12.5
Part-time workers.....	21,616	1,247	5.8	1,430	6.6	21,877	1,336	6.1	1,502	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, 2020-2021 annual averages

Characteristic	2020				2021			
	Total	Members of unions ¹	Represented by unions ²	Non-union ³	Total	Members of unions ¹	Represented by unions ²	Non-union ³
AGE AND SEX								
Total, 16 years and over.....	\$984	\$1,144	\$1,138	\$958	\$998	\$1,169	\$1,158	\$975
16 to 24 years.....	606	717	711	601	623	757	744	617
25 years and over.....	1,029	1,160	1,155	1,007	1,057	1,192	1,180	1,030
25 to 34 years.....	904	1,008	1,003	888	931	1,049	1,038	916
35 to 44 years.....	1,106	1,241	1,232	1,073	1,131	1,264	1,252	1,107
45 to 54 years.....	1,129	1,243	1,234	1,102	1,154	1,266	1,257	1,136
55 to 64 years.....	1,096	1,167	1,168	1,072	1,132	1,224	1,224	1,111
65 years and over.....	999	1,112	1,097	987	994	1,083	1,093	980
Men, 16 years and over.....	1,082	1,216	1,210	1,051	1,097	1,227	1,217	1,069
16 to 24 years.....	622	723	724	615	650	771	750	640
25 years and over.....	1,144	1,240	1,234	1,129	1,160	1,253	1,245	1,146
25 to 34 years.....	952	1,072	1,070	934	972	1,105	1,093	959
35 to 44 years.....	1,205	1,344	1,337	1,178	1,241	1,363	1,354	1,221
45 to 54 years.....	1,260	1,325	1,320	1,248	1,295	1,339	1,337	1,281
55 to 64 years.....	1,228	1,250	1,250	1,222	1,256	1,268	1,265	1,254
65 years and over.....	1,115	1,140	1,117	1,114	1,129	1,148	1,150	1,124
Women, 16 years and over.....	891	1,067	1,057	862	912	1,104	1,086	884
16 to 24 years.....	589	711	698	583	605	745	739	599
25 years and over.....	929	1,082	1,074	905	954	1,126	1,115	930
25 to 34 years.....	852	957	949	836	881	1,008	1,003	862
35 to 44 years.....	978	1,140	1,135	945	992	1,168	1,151	967
45 to 54 years.....	977	1,151	1,139	947	1,012	1,180	1,162	981
55 to 64 years.....	955	1,079	1,082	931	976	1,157	1,164	953
65 years and over.....	897	1,086	1,078	877	867	1,012	1,016	846
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX								
White, 16 years and over.....	1,003	1,165	1,157	978	1,018	1,199	1,182	996
Men.....	1,110	1,243	1,237	1,080	1,125	1,257	1,248	1,097
Women.....	905	1,085	1,070	877	925	1,121	1,101	899
Black or African American, 16 years and over.....	794	965	971	766	801	998	987	775
Men.....	830	1,020	1,022	798	825	1,006	992	802
Women.....	764	917	923	742	776	988	980	752
Asian, 16 years and over.....	1,310	1,240	1,247	1,326	1,328	1,267	1,256	1,334
Men.....	1,447	1,247	1,237	1,477	1,453	1,307	1,326	1,459
Women.....	1,143	1,233	1,256	1,124	1,141	1,248	1,218	1,132
Hispanic or Latino ethnicity, 16 years and over.....	758	1,016	1,011	730	777	1,032	1,001	755
Men.....	797	1,076	1,064	770	820	1,091	1,048	799
Women.....	705	955	947	684	718	949	924	699

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, 2020-2021 annual averages
 [Numbers in thousands]

Occupation and industry	2020					2021				
	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.....	55,873	6,311	11.3	7,265	13.0	56,870	6,241	11.0	7,177	12.6
Management, business, and financial operations occupations.....	22,134	962	4.3	1,194	5.4	22,850	1,021	4.5	1,244	5.4
Management occupations.....	14,350	611	4.3	761	5.3	14,730	645	4.4	786	5.3
Business and financial operations occupations.....	7,785	351	4.5	433	5.6	8,120	376	4.6	458	5.6
Professional and related occupations.....	33,738	5,349	15.9	6,070	18.0	34,020	5,220	15.3	5,933	17.4
Computer and mathematical occupations.....	5,312	202	3.8	269	5.1	5,465	202	3.7	260	4.8
Architecture and engineering occupations.....	3,039	190	6.2	229	7.5	3,083	181	5.9	215	7.0
Life, physical, and social science occupations.....	1,539	148	9.6	185	12.0	1,535	153	10.0	190	12.4
Community and social service occupations.....	2,576	402	15.6	452	17.5	2,630	384	14.6	426	16.2
Legal occupations.....	1,526	105	6.9	121	7.9	1,518	89	5.8	103	6.8
Education, training, and library occupations.....	8,639	3,104	35.9	3,440	39.8	8,672	3,004	34.6	3,353	38.7
Arts, design, entertainment, sports, and media occupations.....	2,103	131	6.2	151	7.2	2,113	149	7.1	170	8.1
Healthcare practitioners and technical occupations.....	9,004	1,069	11.9	1,224	13.6	9,005	1,057	11.7	1,217	13.5
Service occupations.....	20,486	2,170	10.6	2,404	11.7	21,708	2,094	9.6	2,314	10.7
Healthcare support occupations.....	4,641	373	8.0	434	9.4	4,644	384	8.3	438	9.4
Protective service occupations.....	3,006	1,101	36.6	1,165	38.8	2,917	970	33.3	1,036	35.5
Food preparation and serving related occupations.....	6,429	219	3.4	268	4.2	7,178	222	3.1	254	3.5
Building and grounds cleaning and maintenance occupations.....	4,104	394	9.6	435	10.6	4,458	420	9.4	472	10.6
Personal care and service occupations.....	2,306	82	3.6	102	4.4	2,511	97	3.9	113	4.5
Sales and office occupations.....	27,111	1,733	6.4	1,937	7.1	27,651	1,702	6.2	1,991	7.2
Sales and related occupations.....	12,117	387	3.2	441	3.6	12,366	406	3.3	491	4.0
Office and administrative support occupations.....	14,994	1,346	9.0	1,496	10.0	15,285	1,296	8.5	1,500	9.8
Natural resources, construction, and maintenance occupations.....	11,433	1,750	15.3	1,871	16.4	11,911	1,777	14.9	1,923	16.1
Farming, fishing, and forestry occupations.....	926	24	2.6	27	2.9	931	37	4.0	43	4.7
Construction and extraction occupations.....	6,243	1,105	17.7	1,167	18.7	6,528	1,119	17.1	1,198	18.4
Installation, maintenance, and repair occupations.....	4,264	620	14.5	676	15.8	4,451	621	14.0	681	15.3
Production, transportation, and material moving occupations.....	17,270	2,290	13.3	2,463	14.3	18,253	2,198	12.0	2,398	13.1
Production occupations.....	7,324	870	11.9	943	12.9	7,647	827	10.8	912	11.9
Transportation and material moving occupations.....	9,946	1,420	14.3	1,520	15.3	10,605	1,371	12.9	1,486	14.0
INDUSTRY										
Private sector.....	111,542	7,080	6.3	8,018	7.2	115,767	7,030	6.1	8,055	7.0
Agriculture and related industries.....	1,281	21	1.7	25	1.9	1,308	37	2.9	41	3.1
Nonagricultural industries.....	110,260	7,059	6.4	7,994	7.3	114,459	6,993	6.1	8,014	7.0
Mining, quarrying, and oil and gas extraction.....	656	37	5.6	43	6.6	561	32	5.7	34	6.0
Construction.....	7,829	993	12.7	1,050	13.4	8,157	1,024	12.6	1,112	13.6
Manufacturing.....	13,887	1,181	8.5	1,289	9.3	14,134	1,082	7.7	1,203	8.5
Durable goods.....	8,705	754	8.7	821	9.4	8,986	668	7.4	749	8.3
Nondurable goods.....	5,182	427	8.2	468	9.0	5,148	414	8.0	453	8.8
Wholesale and retail trade.....	17,407	787	4.5	874	5.0	18,070	769	4.3	880	4.9
Wholesale trade.....	3,116	133	4.3	146	4.7	3,117	116	3.7	140	4.5
Retail trade.....	14,292	655	4.6	728	5.1	14,953	653	4.4	740	5.0
Transportation and utilities.....	6,441	1,135	17.6	1,213	18.8	7,057	1,086	15.4	1,183	16.8
Transportation and warehousing.....	5,377	916	17.0	979	18.2	6,055	889	14.7	974	16.1
Utilities.....	1,064	219	20.6	234	22.0	1,002	197	19.7	209	20.9
Information ³	2,160	200	9.3	222	10.3	2,274	226	10.0	253	11.1
Publishing, except Internet.....	338	8	2.4	9	2.6	311	17	5.6	22	7.2
Motion pictures and sound recording industries.....	285	40	14.0	43	15.1	352	61	17.3	64	18.3

See footnotes at end of table.

Table 3. Union affiliation of employed wage and salary workers by occupation and industry, 2020-2021 annual averages — Continued
 [Numbers in thousands]

Occupation and industry	2020					2021				
	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
Broadcasting (except internet).....	398	30	7.6	35	8.7	368	33	8.9	39	10.7
Telecommunications.....	778	111	14.3	122	15.7	843	100	11.9	109	13.0
Financial activities.....	9,107	169	1.9	244	2.7	9,101	206	2.3	278	3.1
Finance and insurance.....	6,977	96	1.4	152	2.2	6,896	91	1.3	135	2.0
Finance.....	4,492	53	1.2	92	2.0	4,387	53	1.2	77	1.8
Insurance.....	2,484	43	1.7	60	2.4	2,510	38	1.5	58	2.3
Real estate and rental and leasing.....	2,131	74	3.5	93	4.3	2,205	114	5.2	143	6.5
Professional and business services.....	14,938	323	2.2	442	3.0	15,374	334	2.2	451	2.9
Professional and technical services.....	10,153	132	1.3	208	2.1	10,506	128	1.2	204	1.9
Management, administrative, and waste services.....	4,785	191	4.0	233	4.9	4,868	206	4.2	247	5.1
Education and health services.....	22,365	1,876	8.4	2,174	9.7	22,891	1,807	7.9	2,109	9.2
Educational services.....	4,507	607	13.5	697	15.5	4,694	607	12.9	712	15.2
Health care and social assistance.....	17,858	1,269	7.1	1,478	8.3	18,197	1,200	6.6	1,397	7.7
Leisure and hospitality.....	10,127	223	2.2	280	2.8	11,208	252	2.2	304	2.7
Arts, entertainment, and recreation.....	1,810	86	4.8	106	5.9	2,004	96	4.8	111	5.5
Accommodation and food services.....	8,317	137	1.6	174	2.1	9,203	156	1.7	192	2.1
Accommodation.....	916	52	5.7	59	6.5	979	58	5.9	63	6.4
Food services and drinking places.....	7,401	85	1.2	114	1.5	8,225	98	1.2	129	1.6
Other services ³	5,344	134	2.5	162	3.0	5,632	176	3.1	208	3.7
Other services, except private households...	4,669	130	2.8	159	3.4	4,987	158	3.2	190	3.8
Public sector.....	20,632	7,173	34.8	7,921	38.4	20,626	6,982	33.9	7,747	37.6
Federal government.....	3,892	1,014	26.0	1,167	30.0	3,820	951	24.9	1,108	29.0
State government.....	6,980	2,085	29.9	2,350	33.7	6,866	2,033	29.6	2,273	33.1
Local government.....	9,760	4,074	41.7	4,404	45.1	9,940	3,999	40.2	4,367	43.9

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 Includes other industries, not shown separately.

NOTE: 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. Effective with January 2020 data, occupations reflect the introduction of the 2018 Census occupational classification system, derived from the 2018 Standard Occupational Classification (SOC). Data for 2020 are not strictly comparable with earlier years. Effective with January 2020 data, industries reflect the introduction of the 2017 Census industry classification system, derived from the 2017 North American Industry Classification System (NAICS). No historical data have been revised.

Table 4. Median weekly earnings of full-time wage and salary workers by union affiliation, occupation, and industry, 2020-2021 annual averages

Occupation and industry	2020				2021			
	Total	Members of unions ¹	Represented by unions ²	Non-union ³	Total	Members of unions ¹	Represented by unions ²	Non-union ³
OCCUPATION								
Management, professional, and related occupations.....	\$1,356	\$1,313	\$1,294	\$1,366	\$1,390	\$1,360	\$1,345	\$1,400
Management, business, and financial operations occupations.....	1,461	1,386	1,378	1,468	1,482	1,450	1,430	1,487
Management occupations.....	1,541	1,445	1,440	1,546	1,546	1,545	1,535	1,547
Business and financial operations occupations.....	1,363	1,253	1,254	1,369	1,382	1,301	1,267	1,391
Professional and related occupations.....	1,270	1,294	1,271	1,269	1,335	1,346	1,330	1,337
Computer and mathematical occupations.....	1,633	1,461	1,424	1,649	1,660	1,463	1,474	1,673
Architecture and engineering occupations.....	1,575	1,723	1,652	1,568	1,641	1,770	1,745	1,633
Life, physical, and social science occupations.....	1,336	1,378	1,417	1,327	1,407	1,336	1,348	1,416
Community and social service occupations.....	1,003	1,166	1,148	966	1,065	1,342	1,333	1,010
Legal occupations.....	1,540	1,464	1,515	1,541	1,586	1,728	1,591	1,586
Education, training, and library occupations.....	1,096	1,244	1,224	982	1,138	1,273	1,256	1,025
Arts, design, entertainment, sports, and media occupations.....	1,179	1,349	1,341	1,169	1,229	1,434	1,532	1,215
Healthcare practitioners and technical occupations.....	1,227	1,376	1,381	1,200	1,273	1,402	1,389	1,259
Service occupations.....	621	931	911	599	644	929	909	619
Healthcare support occupations.....	606	689	682	600	637	705	711	629
Protective service occupations.....	982	1,263	1,258	806	998	1,278	1,263	846
Food preparation and serving related occupations.....	530	613	607	524	573	652	645	570
Building and grounds cleaning and maintenance occupations.....	603	709	711	589	623	732	731	612
Personal care and service occupations.....	616	710	617	616	618	622	687	617
Sales and office occupations.....	809	947	944	797	826	933	929	817
Sales and related occupations.....	880	860	897	879	887	808	839	890
Office and administrative support occupations.....	781	965	956	764	806	961	951	791
Natural resources, construction, and maintenance occupations.....	905	1,227	1,215	844	919	1,262	1,237	872
Farming, fishing, and forestry occupations.....	589	-	-	583	623	-	-	615
Construction and extraction occupations.....	906	1,237	1,221	830	904	1,262	1,227	837
Installation, maintenance, and repair occupations.....	984	1,235	1,219	933	1,017	1,287	1,273	983
Production, transportation, and material moving occupations.....	746	954	938	720	774	968	954	746
Production occupations.....	775	923	911	753	809	957	944	789
Transportation and material moving occupations.....	719	979	967	691	738	976	961	713
INDUSTRY								
Private sector.....	959	1,089	1,084	948	973	1,098	1,080	965
Agriculture and related industries.....	640	-	-	638	675	-	-	673
Nonagricultural industries.....	964	1,090	1,086	954	978	1,100	1,082	969
Mining, quarrying, and oil and gas extraction.....	1,444	-	-	1,449	1,317	-	-	1,315
Construction.....	961	1,254	1,234	920	966	1,344	1,322	922
Manufacturing.....	1,008	1,016	1,012	1,008	1,033	1,016	1,015	1,036
Durable goods.....	1,049	1,076	1,081	1,043	1,061	1,041	1,051	1,062
Nondurable goods.....	946	914	900	953	995	981	976	998
Wholesale and retail trade.....	768	791	780	768	790	776	773	791
Wholesale trade.....	980	1,116	1,062	973	1,003	910	876	1,014
Retail trade.....	721	731	728	721	744	763	766	742
Transportation and utilities.....	963	1,215	1,197	912	973	1,199	1,170	934
Transportation and warehousing.....	893	1,138	1,117	849	914	1,147	1,120	883
Utilities.....	1,405	1,533	1,535	1,343	1,390	1,482	1,425	1,369
Information ⁴	1,356	1,403	1,390	1,348	1,378	1,568	1,527	1,370
Publishing, except Internet.....	1,431	-	-	1,439	1,271	-	-	1,332
Motion pictures and sound recording industries.....	1,149	-	-	1,053	1,325	1,884	1,885	1,230
Broadcasting (except internet).....	1,118	-	-	1,077	1,213	-	-	1,199
Telecommunications.....	1,321	1,388	1,350	1,306	1,367	1,302	1,297	1,374
Financial activities.....	1,187	1,012	1,112	1,194	1,233	1,017	1,019	1,239
Finance and insurance.....	1,266	1,003	1,125	1,270	1,317	1,012	1,037	1,328
Finance.....	1,337	1,108	1,138	1,340	1,367	1,022	1,072	1,372
Insurance.....	1,171	-	1,077	1,173	1,209	-	1,003	1,222
Real estate and rental and leasing.....	1,001	1,081	1,105	999	1,000	1,027	995	1,001
Professional and business services.....	1,220	960	993	1,228	1,241	1,023	1,017	1,249
Professional and technical services.....	1,487	1,394	1,362	1,492	1,515	1,527	1,365	1,518
Management, administrative, and waste services.....	\$726	\$781	\$770	\$724	\$742	\$766	\$767	\$740

See footnotes at end of table.

Table 4. Median weekly earnings of full-time wage and salary workers by union affiliation, occupation, and industry, 2020-2021 annual averages — Continued

Occupation and industry	2020				2021			
	Total	Members of unions ¹	Repre-sented by unions ²	Non-union ³	Total	Members of unions ¹	Repre-sented by unions ²	Non-union ³
Education and health services.....	968	1,129	1,130	949	982	1,140	1,134	966
Educational services.....	1,059	1,171	1,166	1,026	1,110	1,143	1,133	1,105
Health care and social assistance.....	937	1,079	1,094	923	953	1,139	1,134	939
Leisure and hospitality.....	624	741	772	620	650	752	756	645
Arts, entertainment, and recreation.....	849	850	892	845	824	904	864	818
Accommodation and food services.....	592	723	723	589	618	725	735	615
Accommodation.....	671	—	813	643	691	735	752	683
Food services and drinking places.....	582	690	660	580	609	709	725	607
Other services ⁴	823	1,174	1,143	812	858	1,200	1,166	847
Other services, except private households.....	852	1,178	1,148	838	894	1,258	1,206	885
Public sector.....	1,100	1,186	1,173	1,022	1,133	1,237	1,229	1,055
Federal government.....	1,326	1,223	1,226	1,374	1,319	1,209	1,219	1,372
State government.....	1,051	1,157	1,151	979	1,088	1,231	1,224	1,007
Local government.....	1,054	1,196	1,174	939	1,102	1,246	1,235	969

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.

NOTE: 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. Effective with January 2020 data, occupations reflect the introduction of the 2018 Census occupational classification system, derived from the 2018 Standard Occupational Classification (SOC). Data for 2020 are not strictly comparable with earlier years. Effective with January 2020 data, industries reflect the introduction of the 2017 Census industry classification system, derived from the 2017 North American Industry Classification System (NAICS). No historical data have been revised. Dash indicates no data or data that do not meet publication criteria (values not shown where base is less than 50,000).

Table 5. Union affiliation of employed wage and salary workers by state, 2020-2021 annual averages
 [Numbers in thousands]

State	2020					2021				
	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.....	1,896	151	8.0	164	8.7	1,938	115	5.9	133	6.9
Alaska.....	280	49	17.7	55	19.5	293	46	15.8	50	17.2
Arizona.....	2,909	155	5.3	207	7.1	3,116	167	5.4	208	6.7
Arkansas.....	1,158	55	4.7	69	5.9	1,167	46	3.9	51	4.4
California.....	15,069	2,441	16.2	2,655	17.6	15,497	2,468	15.9	2,757	17.8
Colorado.....	2,470	182	7.4	202	8.2	2,538	165	6.5	192	7.5
Connecticut.....	1,533	262	17.1	282	18.4	1,524	223	14.6	248	16.3
Delaware.....	424	41	9.7	44	10.3	435	42	9.7	44	10.2
District of Columbia.....	343	30	8.6	33	9.5	350	31	8.9	35	9.9
Florida.....	8,155	524	6.4	644	7.9	8,667	448	5.2	529	6.1
Georgia.....	4,173	194	4.6	271	6.5	4,404	211	4.8	256	5.8
Hawaii.....	508	120	23.7	130	25.7	541	121	22.4	131	24.1
Idaho.....	732	41	5.6	47	6.4	767	36	4.7	42	5.5
Illinois.....	5,178	739	14.3	788	15.2	5,397	752	13.9	818	15.2
Indiana.....	2,838	235	8.3	270	9.5	2,844	256	9.0	290	10.2
Iowa.....	1,401	93	6.6	128	9.1	1,428	93	6.5	118	8.3
Kansas.....	1,282	114	8.9	144	11.2	1,300	120	9.2	148	11.4
Kentucky.....	1,694	127	7.5	160	9.4	1,740	126	7.2	170	9.8
Louisiana.....	1,682	99	5.9	113	6.7	1,722	81	4.7	98	5.7
Maine.....	559	82	14.7	93	16.7	563	70	12.4	83	14.7
Maryland.....	2,690	351	13.1	380	14.1	2,689	295	11.0	332	12.3
Massachusetts.....	2,982	357	12.0	383	12.8	3,181	402	12.6	433	13.6
Michigan.....	3,974	604	15.2	661	16.6	4,047	540	13.3	620	15.3
Minnesota.....	2,515	398	15.8	427	17.0	2,608	416	16.0	446	17.1
Mississippi.....	1,034	74	7.1	86	8.3	1,080	59	5.5	74	6.9
Missouri.....	2,525	238	9.4	254	10.1	2,615	235	9.0	266	10.2
Montana.....	419	50	12.0	54	13.0	438	49	11.2	56	12.9
Nebraska.....	890	85	9.6	94	10.5	896	61	6.8	72	8.0
Nevada.....	1,208	161	13.4	186	15.4	1,249	153	12.2	176	14.1
New Hampshire.....	629	62	9.8	70	11.1	643	65	10.1	73	11.3
New Jersey.....	3,719	600	16.1	660	17.8	3,762	608	16.2	672	17.9
New Mexico.....	743	53	7.1	64	8.6	770	58	7.5	70	9.1
New York.....	7,552	1,661	22.0	1,784	23.6	7,770	1,729	22.2	1,869	24.1
North Carolina.....	4,128	129	3.1	161	3.9	4,225	108	2.6	142	3.4
North Dakota.....	338	21	6.2	25	7.4	349	19	5.4	24	6.9
Ohio.....	4,815	637	13.2	686	14.2	4,966	596	12.0	647	13.0
Oklahoma.....	1,501	90	6.0	114	7.6	1,546	87	5.6	105	6.8
Oregon.....	1,694	275	16.2	293	17.3	1,784	318	17.8	336	18.8
Pennsylvania.....	5,307	717	13.5	775	14.6	5,380	693	12.9	732	13.6
Rhode Island.....	455	81	17.8	87	19.1	474	75	15.7	83	17.4
South Carolina.....	2,036	59	2.9	77	3.8	2,070	34	1.7	42	2.0
South Dakota.....	385	17	4.3	21	5.5	393	16	4.0	20	5.0
Tennessee.....	2,678	117	4.4	137	5.1	2,820	145	5.2	166	5.9
Texas.....	11,607	563	4.9	693	6.0	12,057	454	3.8	571	4.7
Utah.....	1,403	51	3.7	75	5.4	1,465	51	3.5	96	6.5
Vermont.....	265	31	11.8	36	13.8	262	32	12.3	37	14.2
Virginia.....	3,703	164	4.4	201	5.4	3,685	176	4.8	240	6.5
Washington.....	3,201	557	17.4	596	18.6	3,308	629	19.0	661	20.0
West Virginia.....	666	71	10.7	75	11.3	693	66	9.6	73	10.5
Wisconsin.....	2,592	227	8.7	264	10.2	2,705	215	7.9	251	9.3
Wyoming.....	240	18	7.6	22	9.3	234	13	5.7	16	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.

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, 2021 annual averages

(U.S. rate = 10.3 percent)

