

# News

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## UNION MEMBERS IN 2007

In 2007, the number of workers belonging to a union rose by 311,000 to 15.7 million, the U.S. Department of Labor's Bureau of Labor Statistics reported today. Union members accounted for 12.1 percent of employed wage and salary workers, essentially unchanged from 12.0 percent in 2006. In 1983, the first year for which comparable union data are available, the union membership rate was 20.1 percent. Some highlights from the 2007 data are:

- Workers in the public sector had a union membership rate nearly five times that of private sector employees.
- Education, training, and library occupations had the highest unionization rate among all occupations, at 37.2 percent, followed closely by protective service occupations at 35.2 percent.
- Among demographic groups, the union membership rate was highest for black men and lowest for Hispanic women.
- Wage and salary workers ages 45 to 54 (15.7 percent) and ages 55 to 64 (16.1 percent) were more likely to be union members than were workers ages 16 to 24 (4.8 percent).

### Membership by Industry and Occupation

The union membership rate for public sector workers (35.9 percent) was substantially higher than for private industry workers (7.5 percent). Within the public sector, local government workers had the highest union membership rate, 41.8 percent. This group includes many workers in several heavily unionized occupations, such as teachers, police officers, and fire fighters. Private sector industries with high unionization rates include transportation and utilities (22.1 percent), telecommunications (19.7 percent), and construction (13.9 percent). In 2007, unionization rates were relatively low in agriculture and related industries (1.5 percent) and in financial activities (2.0 percent). (See table 3.)

Among occupational groups, education, training, and library occupations (37.2 percent) and protective service occupations (35.2 percent) had the highest unionization rates in 2007. Farming, fishing, and forestry occupations (2.7 percent) and sales and related occupations (3.3 percent) had the lowest unionization rates. (See table 3.)

## Demographic Characteristics of Union Members

In 2007, the union membership rate was higher for men (13.0 percent) than for women (11.1 percent). (See table 1.) The gap between their rates has narrowed considerably since 1983, when the rate for men was about 10 percentage points higher than the rate for women. The rates for both men and women declined between 1983 and 2007, but the rate for men declined much more rapidly.

Black workers were more likely to be union members (14.3 percent) than were whites (11.8 percent), Asians (10.9 percent), or Hispanics (9.8 percent). Within these major groups, black men had the highest union membership rate (15.8 percent) while Hispanic women had the lowest rate (9.6 percent).

Among age groups, union membership rates were highest among workers 55 to 64 years old (16.1 percent) and 45 to 54 years old (15.7 percent). The lowest union membership rates occurred among those ages 16 to 24 (4.8 percent). Full-time workers were about twice as likely as part-time workers to be union members, 13.2 compared with 6.5 percent. (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 2007, while not being union members themselves. (See table 1.) Slightly more than half of these workers were employed in government. (See table 3.)

## Earnings

In 2007, among full-time wage and salary workers, union members had median usual weekly earnings of \$863 while those who were not represented by unions had median weekly earnings of \$663. (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 2007, 30 states and the District of Columbia had union membership rates below that of the U.S. average, 12.1 percent, while 20 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 were down from those of 2006 in 27 states, up in 20 states, and unchanged in 3 states and the District of Columbia. (See table 5 and chart 1.)

Among the five states reporting union membership rates below 5.0 percent in 2007, North Carolina posted the lowest rate (3.0 percent). The next lowest rates were recorded in Virginia (3.7 percent), South Carolina (4.1 percent), Georgia (4.4 percent), and Texas (4.7 percent). Four states had union membership rates over 20.0 percent in 2007—New York (25.2 percent), Alaska (23.8 percent), Hawaii (23.4 percent), and Washington (20.2 percent).

The largest numbers of union members lived in California (2.5 million) and New York (2.1 million). Nearly half (7.8 million) of the 15.7 million union members in the U.S. lived in 6 states (California, 2.5 million; New York, 2.1 million; Illinois, 0.8 million; Michigan, 0.8 million; Pennsylvania, 0.8 million; and New Jersey, 0.7 million) though these states accounted for only about one-third of wage and salary employment nationally.

State union membership levels depend on both the employment level and union membership rate. Texas had less than one-quarter as many union members as New York despite having over 1.7 million more wage and salary employees. Similarly, Tennessee and Hawaii had comparable numbers of union members even though Tennessee's wage and salary employment level was more than four and one-half times that of Hawaii.

# 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 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 data in this release are annual averages.

Union membership data for 2007 are not strictly comparable with data for 2006 and earlier years because of the introduction of updated population controls with the release of January data. The effect of the revised population controls on the union membership estimates is unknown. However, the effect of the new controls on the monthly CPS estimates was to increase the December 2006 employment level by 153,000 and the unemployment level by 10,000. The updated controls had little or no effect on unemployment rates and other ratios. For additional information, see “Adjustments to Household Survey Population Estimates in January 2007” in the February 2007 issue of *Employment and Earnings*, available on the Internet at <http://www.bls.gov/cps/cps07adj.pdf>.

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

## Reliability of the estimates

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

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

For a full discussion of the reliability of data from the CPS and information on estimating standard errors, see the

Household Data section of the “Explanatory Notes and Estimates of Error” at [http://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 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	2006					2007				
	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 .....	128,237	15,359	12.0	16,860	13.1	129,767	15,670	12.1	17,243	13.3
16 to 24 years .....	19,538	857	4.4	978	5.0	19,395	939	4.8	1,068	5.5
25 years and over .....	108,699	14,502	13.3	15,883	14.6	110,372	14,731	13.3	16,176	14.7
25 to 34 years .....	28,805	2,899	10.1	3,195	11.1	29,409	3,050	10.4	3,358	11.4
35 to 44 years .....	30,526	3,997	13.1	4,356	14.3	30,296	3,972	13.1	4,362	14.4
45 to 54 years .....	29,401	4,710	16.0	5,131	17.5	29,731	4,664	15.7	5,087	17.1
55 to 64 years .....	16,095	2,568	16.0	2,832	17.6	16,752	2,691	16.1	2,967	17.7
65 years and over .....	3,872	328	8.5	370	9.5	4,183	355	8.5	402	9.6
Men, 16 years and over .....	66,811	8,657	13.0	9,360	14.0	67,468	8,767	13.0	9,494	14.1
16 to 24 years .....	10,130	543	5.4	608	6.0	9,959	551	5.5	627	6.3
25 years and over .....	56,682	8,114	14.3	8,752	15.4	57,509	8,217	14.3	8,867	15.4
25 to 34 years .....	15,677	1,650	10.5	1,793	11.4	15,994	1,736	10.9	1,884	11.8
35 to 44 years .....	16,159	2,309	14.3	2,488	15.4	16,070	2,318	14.4	2,501	15.6
45 to 54 years .....	14,867	2,617	17.6	2,807	18.9	15,040	2,578	17.1	2,745	18.3
55 to 64 years .....	7,990	1,370	17.1	1,474	18.4	8,286	1,403	16.9	1,532	18.5
65 years and over .....	1,989	167	8.4	190	9.6	2,119	181	8.5	205	9.7
Women, 16 years and over .....	61,426	6,702	10.9	7,501	12.2	62,299	6,903	11.1	7,749	12.4
16 to 24 years .....	9,408	315	3.3	370	3.9	9,436	388	4.1	441	4.7
25 years and over .....	52,018	6,388	12.3	7,131	13.7	52,863	6,514	12.3	7,308	13.8
25 to 34 years .....	13,127	1,249	9.5	1,401	10.7	13,416	1,313	9.8	1,474	11.0
35 to 44 years .....	14,368	1,687	11.7	1,867	13.0	14,226	1,653	11.6	1,861	13.1
45 to 54 years .....	14,534	2,093	14.4	2,325	16.0	14,691	2,086	14.2	2,341	15.9
55 to 64 years .....	8,106	1,198	14.8	1,358	16.8	8,466	1,288	15.2	1,435	17.0
65 years and over .....	1,883	160	8.5	180	9.5	2,065	174	8.4	197	9.5
<b>RACE, HISPANIC OR LATINO ETHNICITY, AND SEX</b>										
White, 16 years and over .....	104,668	12,259	11.7	13,424	12.8	105,515	12,487	11.8	13,715	13.0
Men .....	55,459	7,115	12.8	7,668	13.8	55,771	7,134	12.8	7,708	13.8
Women .....	49,209	5,144	10.5	5,756	11.7	49,743	5,352	10.8	6,007	12.1
Black or African American, 16 years and over .....	14,878	2,163	14.5	2,391	16.1	15,177	2,165	14.3	2,403	15.8
Men .....	6,788	1,056	15.6	1,158	17.1	6,945	1,097	15.8	1,205	17.3
Women .....	8,090	1,107	13.7	1,233	15.2	8,232	1,067	13.0	1,198	14.6
Asian, 16 years and over .....	5,703	592	10.4	657	11.5	6,016	654	10.9	720	12.0
Men .....	3,015	286	9.5	316	10.5	3,168	324	10.2	348	11.0
Women .....	2,688	306	11.4	340	12.7	2,849	330	11.6	372	13.1
Hispanic or Latino ethnicity, 16 years and over .....	18,121	1,770	9.8	1,935	10.7	18,778	1,837	9.8	2,026	10.8
Men .....	10,842	1,064	9.8	1,144	10.6	11,163	1,108	9.9	1,208	10.8
Women .....	7,279	706	9.7	791	10.9	7,615	728	9.6	818	10.7
<b>FULL- OR PART-TIME STATUS <sup>3</sup></b>										
Full-time workers .....	106,106	13,938	13.1	15,244	14.4	107,339	14,201	13.2	15,570	14.5
Part-time workers .....	21,863	1,382	6.3	1,573	7.2	22,172	1,437	6.5	1,635	7.4

<sup>1</sup> Data refer to members of a labor union or an employee association similar to a union.

<sup>2</sup> 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.

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

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

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

Characteristic	2006				2007			
	Total	Members of unions <sup>1</sup>	Repre- sented by unions <sup>2</sup>	Non- union	Total	Members of unions <sup>1</sup>	Repre- sented by unions <sup>2</sup>	Non- union
<b>AGE AND SEX</b>								
Total, 16 years and over .....	\$671	\$833	\$827	\$642	\$695	\$863	\$857	\$663
16 to 24 years .....	409	526	523	404	424	566	551	418
25 years and over .....	718	850	845	691	738	880	876	712
25 to 34 years .....	621	773	766	606	643	789	781	622
35 to 44 years .....	748	853	849	728	769	910	907	745
45 to 54 years .....	773	888	884	750	790	900	899	763
55 to 64 years .....	765	882	883	741	803	925	921	766
65 years and over .....	583	675	667	573	605	634	682	597
Men, 16 years and over .....	743	887	885	717	766	913	910	738
16 to 24 years .....	418	526	521	413	443	567	557	432
25 years and over .....	797	904	902	771	823	930	928	796
25 to 34 years .....	661	831	822	640	687	823	819	664
35 to 44 years .....	836	918	914	816	873	971	969	847
45 to 54 years .....	897	936	939	883	909	958	961	892
55 to 64 years .....	902	928	930	893	933	954	952	926
65 years and over .....	658	650	653	659	686	732	776	672
Women, 16 years and over .....	600	758	753	579	614	790	784	592
16 to 24 years .....	395	527	529	391	409	564	540	403
25 years and over .....	627	768	763	607	646	805	800	620
25 to 34 years .....	583	727	716	565	597	753	745	580
35 to 44 years .....	645	759	755	626	668	826	820	640
45 to 54 years .....	659	807	798	628	677	813	810	650
55 to 64 years .....	658	819	822	627	679	886	881	641
65 years and over .....	510	690	678	495	534	582	608	520
<b>RACE, HISPANIC OR LATINO ETHNICITY, AND SEX</b>								
White, 16 years and over .....	690	859	854	659	716	889	884	684
Men .....	761	909	907	735	788	937	934	757
Women .....	609	777	772	588	626	814	807	603
Black or African American, 16 years and over .....	554	707	694	520	569	732	727	533
Men .....	591	745	734	557	600	768	763	573
Women .....	519	665	656	502	533	697	691	513
Asian, 16 years and over .....	784	834	840	774	830	853	881	823
Men .....	882	838	852	888	936	867	898	940
Women .....	699	828	824	681	731	842	871	712
Hispanic or Latino ethnicity, 16 years and over .....	486	686	681	469	503	736	729	487
Men .....	505	732	724	490	520	793	782	505
Women .....	440	607	614	420	473	675	672	446

<sup>1</sup> Data refer to members of a labor union or an employee association similar to a union.

<sup>2</sup> 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: 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-time wage and salary workers. Excluded are all self-employed workers regardless of whether or not their businesses are incorporated. Updated population controls are introduced annually with the release of January data.

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

(Numbers in thousands)

Occupation and industry	2006					2007				
	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 .....	43,105	5,522	12.8	6,288	14.6	44,547	5,853	13.1	6,656	14.9
Management, business, and financial operations occupations .....	16,471	802	4.9	964	5.9	17,003	849	5.0	1,020	6.0
Management occupations .....	11,260	478	4.2	595	5.3	11,656	530	4.5	633	5.4
Business and financial operations occupations .....	5,210	324	6.2	369	7.1	5,348	319	6.0	386	7.2
Professional and related occupations .....	26,635	4,721	17.7	5,324	20.0	27,543	5,004	18.2	5,636	20.5
Computer and mathematical occupations .....	3,069	133	4.3	172	5.6	3,252	157	4.8	188	5.8
Architecture and engineering occupations .....	2,669	197	7.4	236	8.9	2,744	215	7.8	240	8.7
Life, physical, and social science occupations .....	1,315	130	9.9	155	11.8	1,270	113	8.9	138	10.9
Community and social services occupations .....	2,099	327	15.6	356	17.0	2,187	326	14.9	375	17.1
Legal occupations .....	1,282	68	5.3	73	5.7	1,288	71	5.5	83	6.4
Education, training, and library occupations .....	7,888	2,942	37.3	3,287	41.7	8,288	3,087	37.2	3,439	41.5
Arts, design, entertainment, sports, and media occupations .....	1,930	124	6.4	140	7.2	1,955	152	7.8	182	9.3
Healthcare practitioner and technical occupations .....	6,383	800	12.5	904	14.2	6,558	883	13.5	992	15.1
Service occupations .....	21,569	2,460	11.4	2,658	12.3	21,784	2,481	11.4	2,692	12.4
Healthcare support occupations .....	2,999	312	10.4	340	11.3	2,987	304	10.2	332	11.1
Protective service occupations .....	2,919	1,012	34.7	1,067	36.6	3,025	1,066	35.2	1,127	37.2
Food preparation and serving related occupations .....	7,478	321	4.3	353	4.7	7,500	325	4.3	371	4.9
Building and grounds cleaning and maintenance occupations .....	4,703	507	10.8	561	11.9	4,642	497	10.7	549	11.8
Personal care and service occupations .....	3,471	307	8.9	337	9.7	3,631	289	8.0	314	8.6
Sales and office occupations .....	32,986	2,319	7.0	2,573	7.8	32,978	2,386	7.2	2,659	8.1
Sales and related occupations .....	13,883	430	3.1	489	3.5	14,079	462	3.3	521	3.7
Office and administrative support occupations .....	19,103	1,889	9.9	2,084	10.9	18,900	1,925	10.2	2,138	11.3
Natural resources, construction, and maintenance occupations .....	13,366	2,138	16.0	2,248	16.8	13,325	2,252	16.9	2,363	17.7
Farming, fishing, and forestry occupations .....	880	31	3.5	33	3.7	876	23	2.7	28	3.2
Construction and extraction occupations .....	7,617	1,337	17.6	1,396	18.3	7,708	1,434	18.6	1,480	19.2
Installation, maintenance, and repair occupations .....	4,870	771	15.8	820	16.8	4,742	794	16.8	855	18.0
Production, transportation, and material moving occupations .....	17,211	2,920	17.0	3,094	18.0	17,133	2,699	15.8	2,874	16.8
Production occupations .....	8,964	1,392	15.5	1,468	16.4	8,903	1,243	14.0	1,314	14.8
Transportation and material moving occupations .....	8,247	1,528	18.5	1,626	19.7	8,231	1,456	17.7	1,560	19.0

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	2006					2007				
	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>INDUSTRY</b>										
Private sector .....	107,846	7,981	7.4	8,688	8.1	108,714	8,114	7.5	8,870	8.2
Agriculture and related industries .....	1,059	25	2.3	27	2.6	1,046	16	1.5	19	1.8
Nonagriculture and related industries .....	106,786	7,957	7.5	8,660	8.1	107,668	8,098	7.5	8,851	8.2
Mining .....	632	48	7.5	56	8.8	705	66	9.3	72	10.2
Construction .....	8,444	1,097	13.0	1,146	13.6	8,561	1,193	13.9	1,232	14.4
Manufacturing .....	15,643	1,827	11.7	1,949	12.5	15,341	1,734	11.3	1,845	12.0
Durable goods .....	10,072	1,190	11.8	1,263	12.5	9,770	1,107	11.3	1,172	12.0
Nondurable goods .....	5,571	637	11.4	686	12.3	5,571	628	11.3	673	12.1
Wholesale and retail trade .....	19,245	957	5.0	1,023	5.3	18,896	990	5.2	1,075	5.7
Wholesale trade .....	4,100	201	4.9	215	5.2	3,951	205	5.2	224	5.7
Retail trade .....	15,145	756	5.0	808	5.3	14,945	785	5.3	851	5.7
Transportation and utilities .....	5,299	1,227	23.2	1,287	24.3	5,488	1,211	22.1	1,282	23.4
Transportation and warehousing .....	4,459	991	22.2	1,042	23.4	4,654	974	20.9	1,037	22.3
Utilities .....	840	237	28.2	245	29.1	834	237	28.4	245	29.4
Information <sup>3</sup> .....	3,105	372	12.0	404	13.0	3,211	389	12.1	420	13.1
Publishing, except internet .....	833	58	7.0	63	7.5	850	62	7.3	65	7.7
Motion pictures and sound recording .....	296	30	10.3	32	10.6	309	35	11.5	39	12.5
Broadcasting, except internet .....	522	31	5.9	40	7.6	588	51	8.7	62	10.6
Telecommunications .....	1,183	245	20.7	261	22.1	1,186	233	19.7	246	20.8
Financial activities .....	8,841	168	1.9	206	2.3	8,858	174	2.0	215	2.4
Finance and insurance .....	6,503	92	1.4	123	1.9	6,531	99	1.5	129	2.0
Finance .....	4,308	52	1.2	73	1.7	4,313	55	1.3	76	1.8
Insurance .....	2,195	40	1.8	50	2.3	2,218	45	2.0	53	2.4
Real estate and rental and leasing .....	2,338	77	3.3	82	3.5	2,327	74	3.2	86	3.7
Professional and business services .....	11,398	274	2.4	329	2.9	12,022	290	2.4	360	3.0
Professional and technical services .....	6,601	90	1.4	116	1.8	6,962	98	1.4	147	2.1
Management, administrative, and waste services .....	4,798	184	3.8	213	4.4	5,060	191	3.8	213	4.2
Education and health services .....	17,853	1,483	8.3	1,694	9.5	18,120	1,591	8.8	1,815	10.0
Educational services .....	3,540	478	13.5	562	15.9	3,513	444	12.6	529	15.1
Health care and social assistance .....	14,313	1,005	7.0	1,132	7.9	14,607	1,147	7.9	1,286	8.8
Leisure and hospitality .....	10,638	326	3.1	370	3.5	10,956	302	2.8	354	3.2
Arts, entertainment, and recreation .....	1,781	112	6.3	126	7.1	1,966	122	6.2	138	7.0
Accommodation and food services .....	8,857	214	2.4	244	2.8	8,990	180	2.0	217	2.4
Accommodation .....	1,422	131	9.2	141	9.9	1,414	109	7.7	123	8.7
Food services and drinking places .....	7,436	83	1.1	103	1.4	7,575	70	.9	94	1.2
Other services <sup>3</sup> .....	5,689	177	3.1	198	3.5	5,510	159	2.9	181	3.3
Other services, except private households .....	4,873	172	3.5	191	3.9	4,727	150	3.2	172	3.6
Public sector .....	20,392	7,378	36.2	8,172	40.1	21,053	7,557	35.9	8,373	39.8
Federal government .....	3,381	960	28.4	1,139	33.7	3,423	916	26.8	1,079	31.5
State government .....	6,102	1,843	30.2	2,049	33.6	6,384	1,943	30.4	2,168	34.0
Local government .....	10,908	4,575	41.9	4,984	45.7	11,246	4,698	41.8	5,126	45.6

<sup>1</sup> Data refer to members of a labor union or an employee association similar to a union.

<sup>2</sup> 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.

<sup>3</sup> Includes other industries, not shown separately.

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



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

Occupation and industry	2006				2007			
	Total	Members of unions <sup>1</sup>	Repre- sented by unions <sup>2</sup>	Non- union	Total	Members of unions <sup>1</sup>	Repre- sented by unions <sup>2</sup>	Non- union
<b>OCCUPATION</b>								
Management, professional, and related occupations .....	\$967	\$966	\$962	\$968	\$996	\$996	\$992	\$996
Management, business, and financial operations occupations .....	1,045	1,042	1,060	1,044	1,080	1,066	1,072	1,081
Management occupations .....	1,127	1,144	1,154	1,125	1,161	1,172	1,165	1,160
Business and financial operations occupations .....	930	950	947	928	941	934	950	940
Professional and related occupations .....	928	956	948	921	951	987	980	942
Computer and mathematical occupations .....	1,166	1,057	1,103	1,170	1,229	1,188	1,204	1,231
Architecture and engineering occupations .....	1,155	1,148	1,157	1,155	1,213	1,179	1,178	1,221
Life, physical, and social science occupations .....	984	1,114	1,086	977	1,053	1,147	1,144	1,036
Community and social services occupations .....	740	886	872	707	755	920	909	732
Legal occupations .....	1,144	1,422	1,415	1,136	1,148	1,180	1,151	1,148
Education, training, and library occupations .....	819	929	917	725	841	959	947	742
Arts, design, entertainment, sports, and media occupations .....	841	968	964	823	829	1,000	1,009	807
Healthcare practitioner and technical occupations .....	905	995	979	889	920	1,005	1,019	906
Service occupations .....	422	638	629	404	454	666	654	421
Healthcare support occupations .....	423	484	481	417	454	502	502	446
Protective service occupations .....	693	918	913	585	719	954	946	610
Food preparation and serving related occupations .....	371	484	482	366	385	502	495	379
Building and grounds cleaning and maintenance occupations .....	406	524	520	393	422	551	543	407
Personal care and service occupations .....	407	530	529	397	434	585	585	420
Sales and office occupations .....	589	706	697	578	598	717	715	587
Sales and related occupations .....	628	671	656	627	643	648	648	643
Office and administrative support occupations .....	572	713	705	549	581	726	724	560
Natural resources, construction, and maintenance occupations .....	653	934	925	608	670	973	961	617
Farming, fishing, and forestry occupations .....	387	( <sup>3</sup> )	( <sup>3</sup> )	383	372	( <sup>3</sup> )	( <sup>3</sup> )	369
Construction and extraction occupations .....	619	941	933	582	646	976	968	597
Installation, maintenance, and repair occupations .....	742	931	922	709	749	975	962	709
Production, transportation, and material moving occupations .....	557	741	733	519	577	759	753	540
Production occupations .....	559	730	723	525	581	761	755	552
Transportation and material moving occupations .....	556	752	743	512	570	757	750	523

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	2006				2007			
	Total	Members of unions <sup>1</sup>	Repre-sented by unions <sup>2</sup>	Non-union	Total	Members of unions <sup>1</sup>	Repre-sented by unions <sup>2</sup>	Non-union
<b>INDUSTRY</b>								
Private sector .....	\$645	\$792	\$785	\$631	\$666	\$818	\$813	\$651
Agriculture and related industries .....	422	( <sup>3</sup> )	( <sup>3</sup> )	420	412	( <sup>3</sup> )	( <sup>3</sup> )	411
Nonagriculture and related industries .....	648	793	786	634	670	819	814	654
Mining .....	912	( <sup>3</sup> )	1,044	899	969	960	950	975
Construction .....	642	969	956	610	673	1,000	993	624
Manufacturing .....	702	755	753	692	719	783	779	708
Durable goods .....	729	785	780	719	744	818	815	732
Nondurable goods .....	650	694	697	640	669	714	712	659
Wholesale and retail trade .....	578	637	632	575	587	639	632	584
Wholesale trade .....	725	780	778	720	720	756	753	717
Retail trade .....	520	583	582	518	538	608	601	532
Transportation and utilities .....	739	876	876	697	738	902	894	695
Transportation and warehousing .....	700	831	828	661	696	846	835	657
Utilities .....	978	1,041	1,051	939	994	1,056	1,052	954
Information <sup>4</sup> .....	871	998	990	841	891	1,000	994	867
Publishing, except internet .....	848	( <sup>3</sup> )	950	830	881	931	933	877
Motion pictures and sound recording .....	813	( <sup>3</sup> )	( <sup>3</sup> )	748	889	( <sup>3</sup> )	( <sup>3</sup> )	797
Broadcasting, except internet .....	737	( <sup>3</sup> )	( <sup>3</sup> )	722	786	( <sup>3</sup> )	1,010	770
Telecommunications .....	947	986	982	928	951	1,003	1,000	927
Financial activities .....	757	674	691	759	782	728	738	784
Finance and insurance .....	794	657	674	799	820	722	746	822
Finance .....	811	( <sup>3</sup> )	673	817	835	717	773	836
Insurance .....	767	( <sup>3</sup> )	( <sup>3</sup> )	769	795	( <sup>3</sup> )	735	799
Real estate and rental and leasing .....	663	701	700	660	691	739	718	690
Professional and business services .....	749	744	752	749	783	800	822	782
Professional and technical services .....	996	940	966	996	1,031	991	1,041	1,031
Management, administrative, and waste services .....	504	653	643	499	524	733	686	519
Education and health services .....	648	751	745	635	671	779	781	657
Educational services .....	750	816	806	737	766	824	812	754
Health care and social assistance .....	620	703	700	614	644	752	762	632
Leisure and hospitality .....	417	538	533	412	440	580	572	431
Arts, entertainment, and recreation .....	545	617	604	537	587	633	634	581
Accommodation and food services .....	399	515	515	395	413	534	528	410
Accommodation .....	490	567	570	481	492	554	546	481
Food services and drinking places .....	382	480	481	381	399	476	490	398
Other services <sup>4</sup> .....	568	816	794	550	581	803	789	574
Other services, except private households .....	597	824	800	588	600	822	806	593
Public sector .....	773	871	865	717	816	901	896	749
Federal government .....	919	896	900	938	965	927	933	996
State government .....	746	835	824	699	772	865	856	731
Local government .....	754	876	868	656	787	907	899	688

<sup>1</sup> Data refer to members of a labor union or an employee association similar to a union.

<sup>2</sup> 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.

<sup>3</sup> Data not shown where base is less than 50,000.

<sup>4</sup> Includes other industries, not shown separately.

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

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

(Numbers in thousands)

State	2006					2007				
	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 .....	1,930	170	8.8	194	10.0	1,895	180	9.5	201	10.6
Alaska .....	280	62	22.2	67	23.8	284	68	23.8	70	24.7
Arizona .....	2,584	197	7.6	250	9.7	2,619	230	8.8	255	9.7
Arkansas .....	1,130	58	5.1	67	6.0	1,154	62	5.4	75	6.5
California .....	14,501	2,273	15.7	2,444	16.9	14,856	2,474	16.7	2,650	17.8
Colorado .....	2,154	165	7.7	186	8.6	2,204	191	8.7	202	9.2
Connecticut .....	1,591	247	15.6	263	16.5	1,617	253	15.6	269	16.6
Delaware .....	396	43	10.8	45	11.4	396	47	12.0	50	12.8
District of Columbia .....	246	25	10.3	30	12.2	278	29	10.3	38	13.6
Florida .....	7,676	397	5.2	497	6.5	7,741	455	5.9	562	7.3
Georgia .....	3,974	176	4.4	230	5.8	4,181	186	4.4	226	5.4
Hawaii .....	562	139	24.7	146	25.9	556	130	23.4	135	24.2
Idaho .....	620	37	6.0	45	7.2	635	33	5.3	41	6.4
Illinois .....	5,684	931	16.4	979	17.2	5,802	842	14.5	884	15.2
Indiana .....	2,787	334	12.0	362	13.0	2,779	333	12.0	359	12.9
Iowa .....	1,424	161	11.3	199	14.0	1,417	149	10.5	185	13.1
Kansas .....	1,236	99	8.0	115	9.3	1,274	89	7.0	110	8.7
Kentucky .....	1,752	172	9.8	196	11.2	1,734	157	9.1	192	11.1
Louisiana .....	1,676	107	6.4	121	7.2	1,670	94	5.6	108	6.5
Maine .....	584	69	11.9	79	13.5	574	67	11.7	79	13.8
Maryland .....	2,614	342	13.1	386	14.8	2,598	335	12.9	376	14.5
Massachusetts .....	2,859	414	14.5	438	15.3	2,882	379	13.2	402	14.0
Michigan .....	4,299	842	19.6	879	20.4	4,193	819	19.5	865	20.6
Minnesota .....	2,479	395	16.0	416	16.8	2,460	400	16.3	419	17.0
Mississippi .....	1,065	60	5.6	78	7.3	1,068	72	6.7	95	8.9
Missouri .....	2,610	284	10.9	310	11.9	2,585	275	10.7	308	11.9
Montana .....	397	48	12.2	52	13.1	399	54	13.5	62	15.6
Nebraska .....	831	66	7.9	79	9.5	836	65	7.8	81	9.7
Nevada .....	1,124	167	14.8	191	17.0	1,177	182	15.4	208	17.7
New Hampshire .....	620	63	10.1	70	11.3	631	61	9.7	70	11.2
New Jersey .....	3,827	770	20.1	825	21.6	3,897	748	19.2	802	20.6
New Mexico .....	796	62	7.8	92	11.5	800	62	7.7	91	11.4
New York .....	8,115	1,981	24.4	2,060	25.4	8,150	2,055	25.2	2,146	26.3
North Carolina .....	3,810	126	3.3	155	4.1	3,771	114	3.0	147	3.9
North Dakota .....	300	20	6.8	24	8.0	303	19	6.4	23	7.6
Ohio .....	5,170	734	14.2	801	15.5	5,187	730	14.1	797	15.4
Oklahoma .....	1,453	93	6.4	112	7.7	1,456	103	7.1	124	8.5
Oregon .....	1,527	211	13.8	225	14.7	1,582	227	14.3	243	15.4
Pennsylvania .....	5,457	745	13.6	802	14.7	5,496	830	15.1	910	16.6
Rhode Island .....	498	76	15.3	79	16.0	497	75	15.0	78	15.8
South Carolina .....	1,775	59	3.3	74	4.2	1,873	78	4.1	111	5.9
South Dakota .....	351	21	5.9	25	7.2	354	23	6.5	27	7.7
Tennessee .....	2,550	153	6.0	174	6.8	2,596	138	5.3	166	6.4
Texas .....	9,751	476	4.9	576	5.9	9,899	463	4.7	566	5.7
Utah .....	1,121	61	5.4	69	6.1	1,153	67	5.8	78	6.8
Vermont .....	305	34	11.0	39	12.9	288	30	10.4	35	12.2
Virginia .....	3,446	139	4.0	179	5.2	3,502	129	3.7	167	4.8
Washington .....	2,772	549	19.8	583	21.0	2,874	579	20.2	616	21.4
West Virginia .....	710	101	14.2	110	15.5	724	97	13.3	107	14.7
Wisconsin .....	2,587	386	14.9	415	16.1	2,631	376	14.3	405	15.4
Wyoming .....	235	19	8.3	24	10.0	239	19	7.9	22	9.4

<sup>1</sup> Data refer to members of a labor union or an employee association similar to a union.

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

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

# Chart 1. Union Membership rates by state, 2007 annual averages

(U.S. rate = 12.1 percent)

