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UNION MEMBERS — 2022

The **union membership rate**—the percent of wage and salary workers who were members of unions—was 10.1 percent in 2022, down from 10.3 percent in 2021, the U.S. Bureau of Labor Statistics reported today. The number of wage and salary workers belonging to unions, at 14.3 million in 2022, increased by 273,000, or 1.9 percent, from 2021. However, the total number of wage and salary workers grew by 5.3 million (mostly among nonunion workers), or 3.9 percent. This disproportionately large increase in the number of total wage and salary employment compared with the increase in the number of union members led to a decrease in the union membership rate. The 2022 unionization rate (10.1 percent) is the lowest on record. In 1983, the first year where 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 2022 data:

- The union membership rate of public-sector workers (33.1 percent) continued to be more than five times higher than the rate of private-sector workers (6.0 percent). (See table 3.)
- The highest unionization rates were among workers in protective service occupations (34.6 percent) and in education, training, and library occupations (33.7 percent). (See table 3.)
- Men continued to have a higher union membership rate (10.5 percent) than women (9.6 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 85 percent of earnings for workers who were union members (\$1,029 versus \$1,216). (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 had the highest union membership rates (21.9 percent and 20.7 percent, respectively), while South Carolina and North Carolina had the lowest (1.7 percent and 2.8 percent, respectively). (See table 5.)

Industry and Occupation of Union Members

In 2022, 7.1 million employees in the **public sector** belonged to unions, about the same as in the **private sector** (7.2 million). (See table 3.)

Union membership was little changed over the year (+80,000) in the **public sector**, after a decline the prior year (-191,000). The public-sector union membership rate continued to decline in 2022; the rate went down by 0.8 percentage point to 33.1 percent. In 2022, the union membership rate continued to be highest in local government (38.8 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** increased by 193,000 to 7.2 million over the year. The private-sector unionization rate edged down by 0.1 percentage point in 2022 to 6.0 percent. Industries with high unionization rates included utilities (19.6 percent), motion pictures and sound recording industries (17.3 percent), and transportation and warehousing (14.5 percent). Low unionization rates occurred in insurance (1.2 percent), finance (1.3 percent), professional and technical services (1.3 percent), and food services and drinking places (1.4 percent).

Among **occupational groups**, the highest unionization rates in 2022 were in protective service occupations (34.6 percent) and in education, training, and library occupations (33.7 percent). Unionization rates were lowest in sales and related occupations (3.0 percent); computer and mathematical occupations (3.3 percent); food preparation and serving related occupations (3.6 percent); and management occupations (3.8 percent).

Selected Characteristics of Union Members

In 2022, the unionization rate for **women** decreased by 0.3 percentage point over the year to 9.6 percent while the rate for **men** was little changed at 10.5 percent. The number of women who were union members, at 6.5 million, changed little over the year, while the number of men who were union members increased by 248,000 to 7.8 million. (See table 1.)

Among major **race and ethnicity groups**, Black workers continued to have a higher union membership rate in 2022 (11.6 percent) than White workers (10.0 percent), Asian workers (8.3 percent), and Hispanic workers (8.8 percent). The union membership rate declined by 0.3 percentage point for White workers, while it increased by 0.6 percentage point for Asian workers. The union membership rates for Black workers and Hispanic workers were little different from 2021.

By **age**, workers ages 45 to 54 had the highest union membership rate in 2022, at 12.6 percent. Younger workers—those ages 16 to 24—had the lowest union membership rate, at 4.4 percent.

In 2022, the union membership rate for **full-time workers** (11.0 percent) was double than that for **part-time workers** (5.5 percent).

Union Representation

In 2022, 16.0 million wage and salary workers were represented by a union, up slightly (+200,000) from 2021. The percentage of workers represented by a union was 11.3 percent in 2022, down by 0.3 percentage point from a year ago. Workers represented by a union include both union members (14.3 million) and workers who report no union affiliation but whose jobs are covered by a union contract (1.7 million). (See table 1.)

Earnings

Among full-time wage and salary workers, union members had **median usual weekly earnings** of \$1,216 in 2022, while nonunion workers had median weekly earnings of \$1,029. 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 2022, 30 states and the District of Columbia had union membership rates below that of the U.S. average, 10.1 percent, while 19 states had rates above it and 1 state (New Hampshire) had the same rate. 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.)

Eleven states had union membership rates below 5.0 percent in 2022. South Carolina had the lowest rate (1.7 percent), followed by North Carolina (2.8 percent) and South Dakota (3.1 percent). Two states had union membership rates over 20.0 percent in 2022: Hawaii (21.9 percent) and New York (20.7 percent).

In 2022, 30 percent of the 14.3 million union members lived in just two states (California at 2.6 million and New York at 1.7 million). However, these states accounted for about 17 percent of wage and salary employment nationally.

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 www.bls.gov/cps/documentation.htm#pop.

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.

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 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, 2021-2022 annual averages

[Numbers in thousands]

Characteristic	2021					2022				
	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.....	136,393	14,012	10.3	15,802	11.6	141,673	14,285	10.1	16,002	11.3
16 to 24 years.....	18,083	763	4.2	954	5.3	18,811	830	4.4	984	5.2
25 years and over.....	118,311	13,249	11.2	14,849	12.6	122,863	13,456	11.0	15,018	12.2
25 to 34 years.....	32,360	3,041	9.4	3,449	10.7	33,030	2,965	9.0	3,343	10.1
35 to 44 years.....	29,260	3,326	11.4	3,740	12.8	30,955	3,460	11.2	3,848	12.4
45 to 54 years.....	26,851	3,521	13.1	3,880	14.4	27,753	3,502	12.6	3,904	14.1
55 to 64 years.....	22,210	2,696	12.1	3,028	13.6	23,130	2,799	12.1	3,097	13.4
65 years and over.....	7,629	665	8.7	751	9.8	7,995	731	9.1	826	10.3
Men, 16 years and over.....	70,739	7,523	10.6	8,416	11.9	73,672	7,771	10.5	8,551	11.6
16 to 24 years.....	9,069	475	5.2	571	6.3	9,481	504	5.3	583	6.1
25 years and over.....	61,670	7,047	11.4	7,845	12.7	64,192	7,267	11.3	7,968	12.4
25 to 34 years.....	17,145	1,713	10.0	1,916	11.2	17,370	1,654	9.5	1,827	10.5
35 to 44 years.....	15,503	1,763	11.4	1,967	12.7	16,350	1,895	11.6	2,085	12.8
45 to 54 years.....	13,716	1,799	13.1	1,962	14.3	14,313	1,819	12.7	1,989	13.9
55 to 64 years.....	11,290	1,417	12.6	1,595	14.1	11,931	1,497	12.5	1,621	13.6
65 years and over.....	4,015	355	8.8	405	10.1	4,228	402	9.5	446	10.5
Women, 16 years and over.....	65,654	6,490	9.9	7,386	11.3	68,001	6,515	9.6	7,451	11.0
16 to 24 years.....	9,013	288	3.2	383	4.2	9,330	326	3.5	401	4.3
25 years and over.....	56,641	6,202	10.9	7,003	12.4	58,671	6,189	10.5	7,050	12.0
25 to 34 years.....	15,216	1,328	8.7	1,533	10.1	15,660	1,311	8.4	1,516	9.7
35 to 44 years.....	13,757	1,563	11.4	1,774	12.9	14,605	1,565	10.7	1,764	12.1
45 to 54 years.....	13,135	1,721	13.1	1,918	14.6	13,441	1,683	12.5	1,915	14.2
55 to 64 years.....	10,919	1,279	11.7	1,433	13.1	11,199	1,302	11.6	1,475	13.2
65 years and over.....	3,613	310	8.6	346	9.6	3,767	328	8.7	380	10.1
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX										
White, 16 years and over.....	104,921	10,774	10.3	12,142	11.6	108,230	10,792	10.0	12,111	11.2
Men.....	55,408	5,882	10.6	6,571	11.9	57,186	5,947	10.4	6,530	11.4
Women.....	49,513	4,892	9.9	5,572	11.3	51,044	4,846	9.5	5,581	10.9
Black or African American, 16 years and over.....	17,338	1,993	11.5	2,232	12.9	18,499	2,140	11.6	2,374	12.8
Men.....	8,037	1,003	12.5	1,125	14.0	8,725	1,138	13.0	1,246	14.3
Women.....	9,300	990	10.6	1,107	11.9	9,774	1,002	10.3	1,128	11.5
Asian, 16 years and over.....	9,119	706	7.7	818	9.0	9,615	800	8.3	882	9.2
Men.....	4,749	337	7.1	389	8.2	5,025	384	7.6	426	8.5
Women.....	4,369	368	8.4	429	9.8	4,590	416	9.1	455	9.9
Hispanic or Latino ethnicity, 16 years and over. . .	24,738	2,221	9.0	2,551	10.3	26,386	2,335	8.8	2,652	10.0
Men.....	13,938	1,282	9.2	1,468	10.5	14,669	1,336	9.1	1,506	10.3
Women.....	10,799	939	8.7	1,083	10.0	11,717	999	8.5	1,146	9.8
FULL- OR PART-TIME STATUS³										
Full-time workers.....	114,316	12,654	11.1	14,275	12.5	118,869	13,021	11.0	14,552	12.2
Part-time workers.....	21,877	1,336	6.1	1,502	6.9	22,628	1,247	5.5	1,432	6.3

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, 2021-2022 annual averages

Characteristic	2021				2022			
	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.....	\$998	\$1,169	\$1,158	\$975	\$1,059	\$1,216	\$1,203	\$1,029
16 to 24 years.....	623	757	744	617	691	795	798	685
25 years and over.....	1,057	1,192	1,180	1,030	1,123	1,242	1,233	1,100
25 to 34 years.....	931	1,049	1,038	916	992	1,115	1,104	979
35 to 44 years.....	1,131	1,264	1,252	1,107	1,181	1,329	1,320	1,161
45 to 54 years.....	1,154	1,266	1,257	1,136	1,194	1,350	1,327	1,167
55 to 64 years.....	1,132	1,224	1,224	1,111	1,154	1,225	1,223	1,144
65 years and over.....	994	1,083	1,093	980	1,031	1,157	1,179	1,010
Men, 16 years and over.....	1,097	1,227	1,217	1,069	1,154	1,273	1,266	1,137
16 to 24 years.....	650	771	750	640	713	801	805	707
25 years and over.....	1,160	1,253	1,245	1,146	1,219	1,314	1,305	1,201
25 to 34 years.....	972	1,105	1,093	959	1,040	1,147	1,144	1,023
35 to 44 years.....	1,241	1,363	1,354	1,221	1,297	1,409	1,397	1,270
45 to 54 years.....	1,295	1,339	1,337	1,281	1,336	1,405	1,378	1,324
55 to 64 years.....	1,256	1,268	1,265	1,254	1,294	1,303	1,301	1,293
65 years and over.....	1,129	1,148	1,150	1,124	1,196	1,234	1,264	1,179
Women, 16 years and over.....	912	1,104	1,086	884	958	1,146	1,135	932
16 to 24 years.....	605	745	739	599	656	778	779	649
25 years and over.....	954	1,126	1,115	930	1,002	1,160	1,151	979
25 to 34 years.....	881	1,008	1,003	862	938	1,069	1,049	923
35 to 44 years.....	992	1,168	1,151	967	1,065	1,202	1,192	1,036
45 to 54 years.....	1,012	1,180	1,162	981	1,058	1,262	1,238	1,018
55 to 64 years.....	976	1,157	1,164	953	1,007	1,146	1,145	987
65 years and over.....	867	1,012	1,016	846	874	968	973	857
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX								
White, 16 years and over.....	1,018	1,199	1,182	996	1,085	1,246	1,234	1,056
Men.....	1,125	1,257	1,248	1,097	1,172	1,301	1,294	1,156
Women.....	925	1,121	1,101	899	973	1,169	1,156	946
Black or African American, 16 years and over.....	801	998	987	775	878	1,022	1,010	849
Men.....	825	1,006	992	802	921	1,089	1,065	893
Women.....	776	988	980	752	835	969	958	812
Asian, 16 years and over.....	1,328	1,267	1,256	1,334	1,401	1,402	1,408	1,400
Men.....	1,453	1,307	1,326	1,459	1,559	1,493	1,504	1,566
Women.....	1,141	1,248	1,218	1,132	1,234	1,337	1,344	1,220
Hispanic or Latino ethnicity, 16 years and over.....	777	1,032	1,001	755	823	1,087	1,084	804
Men.....	820	1,091	1,048	799	887	1,133	1,133	858
Women.....	718	949	924	699	761	1,008	993	740

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, 2021-2022 annual averages
 [Numbers in thousands]

Occupation and industry	2021					2022				
	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.....	56,870	6,241	11.0	7,177	12.6	59,979	6,268	10.5	7,202	12.0
Management, business, and financial operations occupations.....	22,850	1,021	4.5	1,244	5.4	24,013	933	3.9	1,168	4.9
Management occupations.....	14,730	645	4.4	786	5.3	15,693	603	3.8	747	4.8
Business and financial operations occupations.....	8,120	376	4.6	458	5.6	8,319	329	4.0	421	5.1
Professional and related occupations.....	34,020	5,220	15.3	5,933	17.4	35,966	5,335	14.8	6,034	16.8
Computer and mathematical occupations.....	5,465	202	3.7	260	4.8	5,948	195	3.3	248	4.2
Architecture and engineering occupations.....	3,083	181	5.9	215	7.0	3,335	200	6.0	231	6.9
Life, physical, and social science occupations.....	1,535	153	10.0	190	12.4	1,679	152	9.1	180	10.7
Community and social service occupations.....	2,630	384	14.6	426	16.2	2,749	436	15.9	495	18.0
Legal occupations.....	1,518	89	5.8	103	6.8	1,547	80	5.1	102	6.6
Education, training, and library occupations.....	8,672	3,004	34.6	3,353	38.7	8,976	3,027	33.7	3,347	37.3
Arts, design, entertainment, sports, and media occupations.....	2,113	149	7.1	170	8.1	2,352	187	8.0	215	9.2
Healthcare practitioners and technical occupations.....	9,005	1,057	11.7	1,217	13.5	9,381	1,058	11.3	1,216	13.0
Service occupations.....	21,708	2,094	9.6	2,314	10.7	22,968	2,293	10.0	2,502	10.9
Healthcare support occupations.....	4,644	384	8.3	438	9.4	4,777	395	8.3	442	9.3
Protective service occupations.....	2,917	970	33.3	1,036	35.5	3,071	1,062	34.6	1,126	36.7
Food preparation and serving related occupations.....	7,178	222	3.1	254	3.5	7,749	279	3.6	316	4.1
Building and grounds cleaning and maintenance occupations.....	4,458	420	9.4	472	10.6	4,595	438	9.5	484	10.5
Personal care and service occupations.....	2,511	97	3.9	113	4.5	2,776	118	4.3	133	4.8
Sales and office occupations.....	27,651	1,702	6.2	1,991	7.2	27,804	1,674	6.0	1,924	6.9
Sales and related occupations.....	12,366	406	3.3	491	4.0	12,183	361	3.0	434	3.6
Office and administrative support occupations.....	15,285	1,296	8.5	1,500	9.8	15,621	1,313	8.4	1,490	9.5
Natural resources, construction, and maintenance occupations.....	11,911	1,777	14.9	1,923	16.1	12,180	1,736	14.3	1,864	15.3
Farming, fishing, and forestry occupations.....	931	37	4.0	43	4.7	910	39	4.3	43	4.7
Construction and extraction occupations.....	6,528	1,119	17.1	1,198	18.4	6,831	1,120	16.4	1,190	17.4
Installation, maintenance, and repair occupations.....	4,451	621	14.0	681	15.3	4,439	577	13.0	631	14.2
Production, transportation, and material moving occupations.....	18,253	2,198	12.0	2,398	13.1	18,742	2,315	12.4	2,510	13.4
Production occupations.....	7,647	827	10.8	912	11.9	7,898	903	11.4	966	12.2
Transportation and material moving occupations.....	10,605	1,371	12.9	1,486	14.0	10,844	1,412	13.0	1,544	14.2
INDUSTRY										
Private sector.....	115,767	7,030	6.1	8,055	7.0	120,356	7,223	6.0	8,167	6.8
Agriculture and related industries.....	1,308	37	2.9	41	3.1	1,252	48	3.9	54	4.3
Nonagricultural industries.....	114,459	6,993	6.1	8,014	7.0	119,103	7,175	6.0	8,113	6.8
Mining, quarrying, and oil and gas extraction.....	561	32	5.7	34	6.0	556	36	6.5	43	7.7
Construction.....	8,157	1,024	12.6	1,112	13.6	8,671	1,019	11.7	1,076	12.4
Manufacturing.....	14,134	1,082	7.7	1,203	8.5	14,577	1,139	7.8	1,254	8.6
Durable goods.....	8,986	668	7.4	749	8.3	9,305	741	8.0	825	8.9
Nondurable goods.....	5,148	414	8.0	453	8.8	5,272	398	7.5	429	8.1
Wholesale and retail trade.....	18,070	769	4.3	880	4.9	17,868	742	4.2	861	4.8
Wholesale trade.....	3,117	116	3.7	140	4.5	2,879	94	3.3	112	3.9
Retail trade.....	14,953	653	4.4	740	5.0	14,988	648	4.3	749	5.0
Transportation and utilities.....	7,057	1,086	15.4	1,183	16.8	7,564	1,148	15.2	1,220	16.1
Transportation and warehousing.....	6,055	889	14.7	974	16.1	6,596	958	14.5	1,020	15.5
Utilities.....	1,002	197	19.7	209	20.9	968	190	19.6	200	20.7
Information ³	2,274	226	10.0	253	11.1	2,361	198	8.4	216	9.1
Publishing, except Internet.....	311	17	5.6	22	7.2	398	19	4.8	24	6.0
Motion pictures and sound recording industries.....	352	61	17.3	64	18.3	429	74	17.3	76	17.8

See footnotes at end of table.

Table 3. Union affiliation of employed wage and salary workers by occupation and industry, 2021-2022 annual averages — Continued
 [Numbers in thousands]

Occupation and industry	2021					2022				
	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).....	368	33	8.9	39	10.7	308	35	11.3	35	11.5
Telecommunications.....	843	100	11.9	109	13.0	771	64	8.3	72	9.3
Financial activities.....	9,101	206	2.3	278	3.1	9,335	169	1.8	237	2.5
Finance and insurance.....	6,896	91	1.3	135	2.0	7,117	90	1.3	136	1.9
Finance.....	4,387	53	1.2	77	1.8	4,523	59	1.3	89	2.0
Insurance.....	2,510	38	1.5	58	2.3	2,594	30	1.2	48	1.8
Real estate and rental and leasing.....	2,205	114	5.2	143	6.5	2,219	80	3.6	100	4.5
Professional and business services.....	15,374	334	2.2	451	2.9	16,572	373	2.2	467	2.8
Professional and technical services.....	10,506	128	1.2	204	1.9	11,182	143	1.3	202	1.8
Management, administrative, and waste services.....	4,868	206	4.2	247	5.1	5,390	230	4.3	265	4.9
Education and health services.....	22,891	1,807	7.9	2,109	9.2	23,643	1,841	7.8	2,140	9.0
Educational services.....	4,694	607	12.9	712	15.2	4,897	606	12.4	704	14.4
Health care and social assistance.....	18,197	1,200	6.6	1,397	7.7	18,747	1,235	6.6	1,436	7.7
Leisure and hospitality.....	11,208	252	2.2	304	2.7	12,026	342	2.8	406	3.4
Arts, entertainment, and recreation.....	2,004	96	4.8	111	5.5	2,281	144	6.3	173	7.6
Accommodation and food services.....	9,203	156	1.7	192	2.1	9,745	198	2.0	233	2.4
Accommodation.....	979	58	5.9	63	6.4	1,174	81	6.9	85	7.3
Food services and drinking places.....	8,225	98	1.2	129	1.6	8,571	117	1.4	148	1.7
Other services ³	5,632	176	3.1	208	3.7	5,932	168	2.8	194	3.3
Other services, except private households...	4,987	158	3.2	190	3.8	5,267	165	3.1	186	3.5
Public sector.....	20,626	6,982	33.9	7,747	37.6	21,318	7,062	33.1	7,835	36.8
Federal government.....	3,820	951	24.9	1,108	29.0	3,989	972	24.4	1,124	28.2
State government.....	6,866	2,033	29.6	2,273	33.1	7,157	2,142	29.9	2,372	33.1
Local government.....	9,940	3,999	40.2	4,367	43.9	10,171	3,948	38.8	4,339	42.7

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.

Table 4. Median weekly earnings of full-time wage and salary workers by union affiliation, occupation, and industry, 2021-2022 annual averages

Occupation and industry	2021				2022			
	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.....	\$1,390	\$1,360	\$1,345	\$1,400	\$1,465	\$1,406	\$1,388	\$1,477
Management, business, and financial operations occupations.....	1,482	1,450	1,430	1,487	1,569	1,503	1,487	1,573
Management occupations.....	1,546	1,545	1,535	1,547	1,658	1,639	1,598	1,662
Business and financial operations occupations.....	1,382	1,301	1,267	1,391	1,464	1,346	1,339	1,470
Professional and related occupations.....	1,335	1,346	1,330	1,337	1,392	1,388	1,369	1,398
Computer and mathematical occupations.....	1,660	1,463	1,474	1,673	1,789	1,531	1,513	1,819
Architecture and engineering occupations.....	1,641	1,770	1,745	1,633	1,735	1,750	1,740	1,734
Life, physical, and social science occupations.....	1,407	1,336	1,348	1,416	1,463	1,494	1,444	1,468
Community and social service occupations.....	1,065	1,342	1,333	1,010	1,128	1,304	1,296	1,080
Legal occupations.....	1,586	1,728	1,591	1,586	1,763	1,882	1,893	1,750
Education, training, and library occupations.....	1,138	1,273	1,256	1,025	1,148	1,332	1,304	1,050
Arts, design, entertainment, sports, and media occupations.....	1,229	1,434	1,532	1,215	1,273	1,509	1,480	1,257
Healthcare practitioners and technical occupations.....	1,273	1,402	1,389	1,259	1,354	1,450	1,434	1,342
Service occupations.....	644	929	909	619	697	994	986	673
Healthcare support occupations.....	637	705	711	629	685	778	789	676
Protective service occupations.....	998	1,278	1,263	846	1,024	1,329	1,304	875
Food preparation and serving related occupations.....	573	652	645	570	622	725	724	620
Building and grounds cleaning and maintenance occupations.....	623	732	731	612	671	787	784	654
Personal care and service occupations.....	618	622	687	617	686	747	765	683
Sales and office occupations.....	826	933	929	817	880	973	963	871
Sales and related occupations.....	887	808	839	890	941	883	888	944
Office and administrative support occupations.....	806	961	951	791	847	995	974	829
Natural resources, construction, and maintenance occupations.....	919	1,262	1,237	872	965	1,295	1,280	910
Farming, fishing, and forestry occupations.....	623	-	-	615	645	-	-	643
Construction and extraction occupations.....	904	1,262	1,227	837	943	1,288	1,275	890
Installation, maintenance, and repair occupations.....	1,017	1,287	1,273	983	1,043	1,346	1,322	1,007
Production, transportation, and material moving occupations.....	774	968	954	746	821	1,052	1,041	797
Production occupations.....	809	957	944	789	862	1,046	1,052	829
Transportation and material moving occupations.....	738	976	961	713	796	1,058	1,032	770
INDUSTRY								
Private sector.....	973	1,098	1,080	965	1,026	1,153	1,145	1,018
Agriculture and related industries.....	675	-	-	673	709	-	-	710
Nonagricultural industries.....	978	1,100	1,082	969	1,032	1,155	1,147	1,021
Mining, quarrying, and oil and gas extraction.....	1,317	-	-	1,315	1,504	-	-	1,488
Construction.....	966	1,344	1,322	922	1,007	1,319	1,306	976
Manufacturing.....	1,033	1,016	1,015	1,036	1,102	1,116	1,126	1,098
Durable goods.....	1,061	1,041	1,051	1,062	1,133	1,112	1,125	1,133
Nondurable goods.....	995	981	976	998	1,048	1,124	1,127	1,038
Wholesale and retail trade.....	790	776	773	791	859	812	823	861
Wholesale trade.....	1,003	910	876	1,014	1,057	1,012	993	1,063
Retail trade.....	744	763	766	742	814	780	797	815
Transportation and utilities.....	973	1,199	1,170	934	995	1,261	1,246	958
Transportation and warehousing.....	914	1,147	1,120	883	943	1,203	1,178	909
Utilities.....	1,390	1,482	1,425	1,369	1,501	1,531	1,530	1,492
Information ⁴	1,378	1,568	1,527	1,370	1,501	1,610	1,587	1,492
Publishing, except Internet.....	1,271	-	-	1,332	1,495	-	-	1,517
Motion pictures and sound recording industries.....	1,325	1,884	1,885	1,230	1,388	2,276	2,277	1,300
Broadcasting (except internet).....	1,213	-	-	1,199	1,479	-	-	1,475
Telecommunications.....	1,367	1,302	1,297	1,374	1,418	1,690	1,611	1,397
Financial activities.....	1,233	1,017	1,019	1,239	1,326	1,337	1,271	1,327
Finance and insurance.....	1,317	1,012	1,037	1,328	1,377	1,667	1,348	1,378
Finance.....	1,367	1,022	1,072	1,372	1,451	1,835	1,663	1,450
Insurance.....	1,209	-	1,003	1,222	1,274	-	-	1,275
Real estate and rental and leasing.....	1,000	1,027	995	1,001	1,088	1,160	1,228	1,082
Professional and business services.....	1,241	1,023	1,017	1,249	1,353	1,091	1,112	1,362
Professional and technical services.....	1,515	1,527	1,365	1,518	1,641	1,531	1,529	1,644
Management, administrative, and waste services.....	742	766	767	740	796	842	835	794

See footnotes at end of table.

Table 4. Median weekly earnings of full-time wage and salary workers by union affiliation, occupation, and industry, 2021-2022 annual averages — Continued

Occupation and industry	2021				2022			
	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.....	\$982	\$1,140	\$1,134	\$966	\$1,032	\$1,157	\$1,149	\$1,018
Educational services.....	1,110	1,143	1,133	1,105	1,152	1,197	1,180	1,146
Health care and social assistance.....	953	1,139	1,134	939	1,004	1,141	1,134	995
Leisure and hospitality.....	650	752	756	645	707	788	813	703
Arts, entertainment, and recreation.....	824	904	864	818	886	808	844	889
Accommodation and food services.....	618	725	735	615	678	781	803	675
Accommodation.....	691	735	752	683	731	764	786	726
Food services and drinking places.....	609	709	725	607	668	791	812	665
Other services ⁴	858	1,200	1,166	847	910	1,239	1,231	899
Other services, except private households.....	894	1,258	1,206	885	938	1,249	1,243	923
Public sector.....	1,133	1,237	1,229	1,055	1,168	1,271	1,260	1,121
Federal government.....	1,319	1,209	1,219	1,372	1,394	1,269	1,279	1,452
State government.....	1,088	1,231	1,224	1,007	1,138	1,250	1,237	1,084
Local government.....	1,102	1,246	1,235	969	1,136	1,291	1,270	1,019

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. 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, 2021-2022 annual averages
 [Numbers in thousands]

State	2021					2022				
	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.....	1,938	115	5.9	133	6.9	2,066	149	7.2	173	8.4
Alaska.....	293	46	15.8	50	17.2	298	48	16.0	52	17.3
Arizona.....	3,116	167	5.4	208	6.7	3,061	169	5.5	189	6.2
Arkansas.....	1,167	46	3.9	51	4.4	1,204	59	4.9	68	5.7
California.....	15,497	2,468	15.9	2,757	17.8	16,240	2,617	16.1	2,856	17.6
Colorado.....	2,538	165	6.5	192	7.5	2,672	178	6.7	201	7.5
Connecticut.....	1,524	223	14.6	248	16.3	1,658	236	14.2	256	15.4
Delaware.....	435	42	9.7	44	10.2	442	38	8.5	42	9.4
District of Columbia.....	350	31	8.9	35	9.9	331	30	9.1	34	10.4
Florida.....	8,667	448	5.2	529	6.1	9,100	414	4.5	511	5.6
Georgia.....	4,404	211	4.8	256	5.8	4,521	200	4.4	244	5.4
Hawaii.....	541	121	22.4	131	24.1	572	125	21.9	134	23.4
Idaho.....	767	36	4.7	42	5.5	825	39	4.7	49	5.9
Illinois.....	5,397	752	13.9	818	15.2	5,611	735	13.1	789	14.1
Indiana.....	2,844	256	9.0	290	10.2	3,023	223	7.4	260	8.6
Iowa.....	1,428	93	6.5	118	8.3	1,506	105	7.0	132	8.7
Kansas.....	1,300	120	9.2	148	11.4	1,318	129	9.8	160	12.1
Kentucky.....	1,740	126	7.2	170	9.8	1,791	141	7.9	185	10.3
Louisiana.....	1,722	81	4.7	98	5.7	1,801	76	4.2	94	5.2
Maine.....	563	70	12.4	83	14.7	527	48	9.2	61	11.5
Maryland.....	2,689	295	11.0	332	12.3	2,816	327	11.6	372	13.2
Massachusetts.....	3,181	402	12.6	433	13.6	3,241	413	12.7	447	13.8
Michigan.....	4,047	540	13.3	620	15.3	4,212	589	14.0	644	15.3
Minnesota.....	2,608	416	16.0	446	17.1	2,697	382	14.2	411	15.2
Mississippi.....	1,080	59	5.5	74	6.9	1,102	62	5.6	79	7.2
Missouri.....	2,615	235	9.0	266	10.2	2,681	257	9.6	284	10.6
Montana.....	438	49	11.2	56	12.9	466	52	11.2	57	12.3
Nebraska.....	896	61	6.8	72	8.0	923	60	6.5	74	8.1
Nevada.....	1,249	153	12.2	176	14.1	1,287	146	11.3	164	12.8
New Hampshire.....	643	65	10.1	73	11.3	687	70	10.1	77	11.2
New Jersey.....	3,762	608	16.2	672	17.9	4,161	619	14.9	666	16.0
New Mexico.....	770	58	7.5	70	9.1	806	71	8.8	86	10.6
New York.....	7,770	1,729	22.2	1,869	24.1	8,124	1,679	20.7	1,795	22.1
North Carolina.....	4,225	108	2.6	142	3.4	4,409	125	2.8	173	3.9
North Dakota.....	349	19	5.4	24	6.9	365	23	6.4	28	7.6
Ohio.....	4,966	596	12.0	647	13.0	4,989	641	12.8	699	14.0
Oklahoma.....	1,546	87	5.6	105	6.8	1,587	88	5.5	113	7.1
Oregon.....	1,784	318	17.8	336	18.8	1,810	281	15.5	305	16.9
Pennsylvania.....	5,380	693	12.9	732	13.6	5,628	715	12.7	767	13.6
Rhode Island.....	474	75	15.7	83	17.4	505	81	16.1	89	17.7
South Carolina.....	2,070	34	1.7	42	2.0	2,050	35	1.7	40	2.0
South Dakota.....	393	16	4.0	20	5.0	412	13	3.1	17	4.2
Tennessee.....	2,820	145	5.2	166	5.9	2,931	163	5.5	184	6.3
Texas.....	12,057	454	3.8	571	4.7	12,496	518	4.1	643	5.1
Utah.....	1,465	51	3.5	96	6.5	1,540	60	3.9	133	8.7
Vermont.....	262	32	12.3	37	14.2	284	34	12.1	38	13.4
Virginia.....	3,685	176	4.8	240	6.5	3,906	146	3.7	175	4.5
Washington.....	3,308	629	19.0	661	20.0	3,413	615	18.0	653	19.1
West Virginia.....	693	66	9.6	73	10.5	689	64	9.2	69	10.0
Wisconsin.....	2,705	215	7.9	251	9.3	2,648	187	7.1	212	8.0
Wyoming.....	234	13	5.7	16	6.9	243	14	5.6	18	7.3

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, 2022 annual averages

(U.S. rate = 10.1 percent)

