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## UNION MEMBERS — 2016

The **union membership rate**—the percent of wage and salary workers who were members of unions—was 10.7 percent in 2016, down 0.4 percentage point from 2015, the U.S. Bureau of Labor Statistics reported today. The number of wage and salary workers belonging to unions, at 14.6 million in 2016, declined by 240,000 from 2015. In 1983, the first year for which comparable union data are available, the union membership rate was 20.1 percent, and there were 17.7 million union workers.

The data on union membership 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 ages 16 and over. For more information, see the Technical Note in this news release.

### Highlights from the 2016 data:

- Public-sector workers had a union membership rate (34.4 percent) more than five times higher than that of private-sector workers (6.4 percent). (See table 3.)
- Workers in education, training, and library occupations and in protective service occupations had the highest unionization rates (34.6 percent and 34.5 percent, respectively). (See table 3.)
- Men continued to have a slightly higher union membership rate (11.2 percent) than women (10.2 percent). (See table 1.)
- Black workers were more likely to be union members than were White, Asian, or Hispanic workers. (See table 1.)
- Median weekly earnings of nonunion workers (\$802) were 80 percent of earnings for workers who were union members (\$1,004). (The comparisons of earnings in this 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, New York continued to have the highest union membership rate (23.6 percent), while South Carolina continued to have the lowest (1.6 percent). (See table 5.)

## Industry and Occupation of Union Members

In 2016, 7.1 million employees in the **public sector** belonged to a union, compared with 7.4 million workers in the **private sector**. The union membership rate for public-sector workers (34.4 percent) was substantially higher than the rate for private-sector workers (6.4 percent). Within the public sector, the union membership rate was highest for local government (40.3 percent), which includes employees in heavily unionized occupations, such as teachers, police officers, and firefighters. In the private sector, industries with high unionization rates included utilities (21.5 percent), transportation and warehousing (18.4 percent), telecommunications (14.6 percent), construction (13.9 percent), and educational services (12.3 percent). Low unionization rates occurred in finance (1.2 percent), agriculture and related industries (1.3 percent), food services and drinking places (1.6 percent), and professional and technical services (1.6 percent). (See table 3.)

Among **occupational groups**, the highest unionization rates in 2016 were in education, training, and library occupations (34.6 percent) and in protective service occupations (34.5 percent). The lowest unionization rates were in farming, fishing, and forestry occupations (2.2 percent); sales and related occupations (3.1 percent); computer and mathematical occupations (3.9 percent); and food preparation and serving related occupations (3.9 percent).

## Selected Characteristics of Union Members

In 2016, the union membership rate continued to be slightly higher for **men** (11.2 percent) than for **women** (10.2 percent). (See table 1.) The gap between their rates 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.

Among major **race and ethnicity groups**, Black workers continued to have a higher union membership rate in 2016 (13.0 percent) than workers who were White (10.5 percent), Asian (9.0 percent), or Hispanic (8.8 percent).

By **age**, union membership rates continued to be highest among workers ages 45 to 64. In 2016, 13.3 percent of workers ages 45 to 54 and ages 55 to 64 were union members.

The union membership rate was 11.8 percent for **full-time workers**, more than twice the rate for **part-time workers** at 5.7 percent.

## Union Representation

In 2016, 16.3 million wage and salary workers were represented by a union. This group includes both union members (14.6 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 \$1,004 in 2016, while those who were not union members had median weekly earnings of \$802. In addition to coverage by a collective bargaining agreement, this earnings difference reflects a variety of influences, including variations in the distributions of union members and nonunion employees by occupation, industry, age, firm size, or geographic region. (See tables 2 and 4.)

## **Union Membership by State**

In 2016, 27 states and the District of Columbia had union membership rates below that of the U.S. average, 10.7 percent, while 23 states had rates above it. All states in the West South Central division had union membership rates below the national average, and all states in both the Middle Atlantic and the Pacific divisions had rates above it. Union membership rates decreased over the year in 31 states and the District of Columbia, increased in 16 states, and were unchanged in 3 states. (See table 5 and the map.)

Nine states had union membership rates below 5.0 percent in 2016, with South Carolina having the lowest rate (1.6 percent). The next lowest rates were in North Carolina (3.0 percent), Arkansas (3.9 percent), and Georgia (3.9 percent). New York was the only state with a union membership rate over 20.0 percent in 2016 at 23.6 percent.

State union membership levels depend on both the employment level and the union membership rate. The largest numbers of union members lived in California (2.6 million) and New York (1.9 million). Over half of the 14.6 million union members in the U.S. lived in just 7 states (California, 2.6 million; New York, 1.9 million; Illinois, 0.8 million; Pennsylvania, 0.7 million; and Michigan, New Jersey, and Ohio, 0.6 million each), though these states accounted for only about one-third of wage and salary employment nationally.

## 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 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.

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, 2015-2016 annual averages**

[Numbers in thousands]

Characteristic	2015					2016				
	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
AGE AND SEX										
Total, 16 years and over.....	133,743	14,795	11.1	16,441	12.3	136,101	14,555	10.7	16,271	12.0
16 to 24 years.....	18,311	800	4.4	967	5.3	18,556	816	4.4	988	5.3
25 years and over.....	115,431	13,995	12.1	15,474	13.4	117,545	13,739	11.7	15,283	13.0
25 to 34 years.....	30,870	2,985	9.7	3,363	10.9	31,750	2,924	9.2	3,296	10.4
35 to 44 years.....	28,101	3,457	12.3	3,785	13.5	28,515	3,423	12.0	3,782	13.3
45 to 54 years.....	28,764	3,909	13.6	4,306	15.0	28,807	3,846	13.3	4,269	14.8
55 to 64 years.....	21,288	3,035	14.3	3,329	15.6	21,778	2,903	13.3	3,209	14.7
65 years and over.....	6,408	610	9.5	691	10.8	6,696	643	9.6	726	10.8
Men, 16 years and over.....	69,298	7,963	11.5	8,760	12.6	70,589	7,888	11.2	8,704	12.3
16 to 24 years.....	9,250	485	5.2	563	6.1	9,412	484	5.1	568	6.0
25 years and over.....	60,048	7,478	12.5	8,197	13.7	61,177	7,404	12.1	8,136	13.3
25 to 34 years.....	16,550	1,639	9.9	1,825	11.0	16,930	1,640	9.7	1,833	10.8
35 to 44 years.....	14,844	1,857	12.5	2,023	13.6	15,102	1,881	12.5	2,051	13.6
45 to 54 years.....	14,696	2,079	14.1	2,281	15.5	14,775	2,048	13.9	2,253	15.3
55 to 64 years.....	10,698	1,588	14.8	1,717	16.0	10,957	1,511	13.8	1,633	14.9
65 years and over.....	3,259	315	9.7	352	10.8	3,412	323	9.5	365	10.7
Women, 16 years and over.....	64,445	6,833	10.6	7,681	11.9	65,512	6,667	10.2	7,567	11.6
16 to 24 years.....	9,061	315	3.5	405	4.5	9,143	332	3.6	420	4.6
25 years and over.....	55,384	6,518	11.8	7,277	13.1	56,368	6,335	11.2	7,147	12.7
25 to 34 years.....	14,320	1,346	9.4	1,538	10.7	14,820	1,284	8.7	1,463	9.9
35 to 44 years.....	13,257	1,600	12.1	1,762	13.3	13,412	1,542	11.5	1,731	12.9
45 to 54 years.....	14,068	1,830	13.0	2,025	14.4	14,032	1,797	12.8	2,016	14.4
55 to 64 years.....	10,590	1,447	13.7	1,613	15.2	10,820	1,392	12.9	1,576	14.6
65 years and over.....	3,149	294	9.3	339	10.8	3,283	320	9.8	361	11.0
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX										
White, 16 years and over.....	104,991	11,301	10.8	12,627	12.0	106,160	11,120	10.5	12,436	11.7
Men.....	55,402	6,222	11.2	6,875	12.4	56,007	6,153	11.0	6,769	12.1
Women.....	49,590	5,079	10.2	5,752	11.6	50,153	4,967	9.9	5,667	11.3
Black or African American, 16 years and over.....	16,552	2,246	13.6	2,427	14.7	17,014	2,209	13.0	2,475	14.5
Men.....	7,558	1,097	14.5	1,174	15.5	7,852	1,104	14.1	1,229	15.7
Women.....	8,995	1,149	12.8	1,253	13.9	9,163	1,105	12.1	1,245	13.6
Asian, 16 years and over.....	7,883	770	9.8	860	10.9	8,340	752	9.0	839	10.1
Men.....	4,113	367	8.9	416	10.1	4,368	355	8.1	404	9.3
Women.....	3,770	403	10.7	444	11.8	3,972	397	10.0	435	10.9
Hispanic or Latino ethnicity, 16 years and over. . .	22,351	2,104	9.4	2,365	10.6	23,085	2,032	8.8	2,308	10.0
Men.....	12,670	1,211	9.6	1,346	10.6	13,125	1,209	9.2	1,348	10.3
Women.....	9,681	892	9.2	1,019	10.5	9,960	823	8.3	960	9.6
FULL- OR PART-TIME STATUS <sup>3</sup>										
Full-time workers.....	109,080	13,340	12.2	14,768	13.5	111,091	13,119	11.8	14,593	13.1
Part-time workers.....	24,445	1,431	5.9	1,646	6.7	24,832	1,415	5.7	1,655	6.7

<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 both union members and 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. 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, 2015-2016 annual averages**

Characteristic	2015				2016			
	Total	Members of unions <sup>1</sup>	Repre-sented by unions <sup>2</sup>	Non-union <sup>3</sup>	Total	Members of unions <sup>1</sup>	Repre-sented by unions <sup>2</sup>	Non-union <sup>3</sup>
<b>AGE AND SEX</b>								
Total, 16 years and over.....	\$809	\$980	\$975	\$776	\$832	\$1,004	\$995	\$802
16 to 24 years.....	487	616	605	482	501	600	599	497
25 years and over.....	860	997	994	831	885	1,022	1,014	858
25 to 34 years.....	735	886	882	716	751	893	890	734
35 to 44 years.....	900	1,050	1,048	870	934	1,071	1,059	908
45 to 54 years.....	923	1,029	1,024	899	955	1,084	1,069	930
55 to 64 years.....	927	1,020	1,017	904	952	1,072	1,069	930
65 years and over.....	873	961	963	852	866	984	988	846
Men, 16 years and over.....	895	1,017	1,014	869	915	1,050	1,042	890
16 to 24 years.....	510	655	633	505	512	582	581	509
25 years and over.....	947	1,041	1,038	927	969	1,080	1,074	950
25 to 34 years.....	770	888	889	756	794	915	915	775
35 to 44 years.....	983	1,093	1,094	963	1,007	1,123	1,120	990
45 to 54 years.....	1,040	1,107	1,110	1,023	1,075	1,146	1,140	1,057
55 to 64 years.....	1,064	1,084	1,082	1,059	1,102	1,136	1,140	1,090
65 years and over.....	1,003	1,010	998	1,005	992	1,022	1,029	988
Women, 16 years and over.....	726	928	921	697	749	955	942	723
16 to 24 years.....	450	567	565	443	486	628	624	481
25 years and over.....	761	944	940	736	784	972	960	757
25 to 34 years.....	690	884	876	667	705	865	860	685
35 to 44 years.....	804	1,002	1,001	764	839	1,015	1,004	804
45 to 54 years.....	799	958	950	768	836	1,006	988	800
55 to 64 years.....	784	937	934	759	812	999	992	778
65 years and over.....	740	894	905	718	749	942	964	723
<b>RACE, HISPANIC OR LATINO ETHNICITY, AND SEX</b>								
White, 16 years and over.....	835	1,007	999	803	862	1,050	1,034	827
Men.....	920	1,051	1,044	895	942	1,111	1,099	915
Women.....	743	952	944	715	766	989	975	738
Black or African American, 16 years and over.....	641	800	798	617	678	808	807	646
Men.....	680	824	821	650	718	818	826	690
Women.....	615	768	768	595	641	799	790	616
Asian, 16 years and over.....	993	1,094	1,107	977	1,021	1,020	1,017	1,022
Men.....	1,129	1,097	1,125	1,130	1,151	1,061	1,076	1,160
Women.....	877	1,091	1,090	835	902	985	975	892
Hispanic or Latino ethnicity, 16 years and over.....	604	862	847	586	624	886	876	608
Men.....	631	901	887	610	663	908	901	637
Women.....	566	778	783	541	586	844	829	565

<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 both union members and workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.

<sup>3</sup> 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, 2015-2016 annual averages**  
[Numbers in thousands]

Occupation and industry	2015					2016				
	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.....	50,939	6,132	12.0	6,983	13.7	52,108	6,064	11.6	6,916	13.3
Management, business, and financial operations occupations.....	19,636	871	4.4	1,057	5.4	20,289	927	4.6	1,129	5.6
Management occupations.....	13,213	581	4.4	701	5.3	13,563	605	4.5	736	5.4
Business and financial operations occupations.....	6,423	290	4.5	356	5.5	6,726	322	4.8	393	5.8
Professional and related occupations.....	31,302	5,261	16.8	5,926	18.9	31,818	5,138	16.1	5,787	18.2
Computer and mathematical occupations.....	4,195	162	3.9	221	5.3	4,301	166	3.9	222	5.2
Architecture and engineering occupations.....	2,777	190	6.8	219	7.9	2,941	187	6.4	219	7.4
Life, physical, and social science occupations.....	1,309	109	8.3	139	10.6	1,276	112	8.8	138	10.8
Community and social service occupations....	2,517	386	15.3	412	16.4	2,506	372	14.8	408	16.3
Legal occupations.....	1,475	83	5.6	100	6.8	1,412	79	5.6	95	6.8
Education, training, and library occupations....	8,766	3,112	35.5	3,466	39.5	8,765	3,031	34.6	3,344	38.2
Arts, design, entertainment, sports, and media occupations.....	2,120	161	7.6	187	8.8	2,158	141	6.5	162	7.5
Healthcare practitioner and technical occupations.....	8,142	1,059	13.0	1,183	14.5	8,459	1,051	12.4	1,199	14.2
Service occupations.....	23,503	2,492	10.6	2,759	11.7	24,271	2,337	9.6	2,596	10.7
Healthcare support occupations.....	3,305	279	8.4	314	9.5	3,373	233	6.9	275	8.1
Protective service occupations.....	3,092	1,123	36.3	1,189	38.5	3,093	1,069	34.5	1,133	36.6
Food preparation and serving related occupations.....	8,016	329	4.1	381	4.8	8,466	333	3.9	394	4.6
Building and grounds cleaning and maintenance occupations.....	4,868	473	9.7	537	11.0	4,897	430	8.8	491	10.0
Personal care and service occupations.....	4,222	288	6.8	338	8.0	4,441	272	6.1	304	6.8
Sales and office occupations.....	30,931	2,055	6.6	2,311	7.5	31,051	2,051	6.6	2,314	7.5
Sales and related occupations.....	13,574	441	3.3	505	3.7	13,671	421	3.1	483	3.5
Office and administrative support occupations....	17,357	1,614	9.3	1,806	10.4	17,380	1,631	9.4	1,831	10.5
Natural resources, construction, and maintenance occupations.....	11,694	1,751	15.0	1,868	16.0	11,812	1,788	15.1	1,920	16.3
Farming, fishing, and forestry occupations.....	971	18	1.9	25	2.5	988	22	2.2	31	3.2
Construction and extraction occupations.....	6,193	1,067	17.2	1,133	18.3	6,387	1,177	18.4	1,240	19.4
Installation, maintenance, and repair occupations.....	4,530	666	14.7	710	15.7	4,438	589	13.3	649	14.6
Production, transportation, and material moving occupations.....	16,676	2,365	14.2	2,521	15.1	16,859	2,315	13.7	2,524	15.0
Production occupations.....	8,180	1,031	12.6	1,098	13.4	8,150	959	11.8	1,049	12.9
Transportation and material moving occupations.....	8,496	1,334	15.7	1,422	16.7	8,708	1,355	15.6	1,475	16.9
<b>INDUSTRY</b>										
Private sector.....	113,152	7,554	6.7	8,411	7.4	115,417	7,435	6.4	8,437	7.3
Agriculture and related industries.....	1,269	15	1.2	22	1.7	1,315	17	1.3	28	2.1
Nonagricultural industries.....	111,882	7,539	6.7	8,389	7.5	114,102	7,419	6.5	8,409	7.4
Mining, quarrying, and oil and gas extraction...	866	47	5.4	57	6.5	765	43	5.6	48	6.3
Construction.....	7,109	940	13.2	992	14.0	7,488	1,039	13.9	1,095	14.6
Manufacturing.....	14,547	1,369	9.4	1,462	10.0	14,783	1,295	8.8	1,422	9.6
Durable goods.....	9,288	874	9.4	933	10.0	9,247	827	8.9	906	9.8
Nondurable goods.....	5,258	494	9.4	529	10.1	5,536	468	8.4	515	9.3
Wholesale and retail trade.....	18,798	871	4.6	962	5.1	18,515	780	4.2	887	4.8
Wholesale trade.....	3,346	126	3.8	139	4.2	3,288	120	3.7	137	4.2
Retail trade.....	15,452	745	4.8	823	5.3	15,227	660	4.3	750	4.9
Transportation and utilities.....	5,722	1,106	19.3	1,159	20.3	6,048	1,145	18.9	1,239	20.5
Transportation and warehousing.....	4,765	901	18.9	946	19.8	5,073	935	18.4	1,014	20.0
Utilities.....	957	205	21.4	213	22.3	975	210	21.5	225	23.0
Information <sup>3</sup> .....	2,525	217	8.6	249	9.9	2,473	222	9.0	250	10.1
Publishing, except Internet.....	495	19	3.9	22	4.4	455	22	4.9	24	5.2
Motion pictures and sound recording industries.....	314	37	11.7	40	12.8	349	38	11.0	43	12.3

See footnotes at end of table.

**Table 3. Union affiliation of employed wage and salary workers by occupation and industry, 2015-2016 annual averages — Continued**  
[Numbers in thousands]

Occupation and industry	2015					2016				
	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
Radio and television broadcasting and cable subscription programming.....	561	37	6.7	48	8.5	534	32	5.9	43	8.0
Telecommunications.....	883	118	13.3	131	14.8	821	119	14.6	129	15.8
Financial activities.....	8,781	208	2.4	242	2.8	8,963	205	2.3	274	3.1
Finance and insurance.....	6,550	103	1.6	129	2.0	6,616	91	1.4	138	2.1
Finance.....	4,126	53	1.3	70	1.7	4,142	49	1.2	81	2.0
Insurance.....	2,424	51	2.1	59	2.4	2,473	42	1.7	57	2.3
Real estate and rental and leasing.....	2,231	105	4.7	113	5.1	2,347	114	4.9	136	5.8
Professional and business services.....	13,738	348	2.5	458	3.3	14,257	346	2.4	464	3.3
Professional and technical services.....	8,327	142	1.7	218	2.6	8,728	141	1.6	211	2.4
Management, administrative, and waste services.....	5,411	206	3.8	240	4.4	5,529	205	3.7	253	4.6
Education and health services.....	21,572	1,867	8.7	2,132	9.9	22,152	1,808	8.2	2,107	9.5
Educational services.....	4,551	625	13.7	720	15.8	4,557	561	12.3	652	14.3
Health care and social assistance.....	17,021	1,242	7.3	1,412	8.3	17,595	1,247	7.1	1,454	8.3
Leisure and hospitality.....	12,357	389	3.1	449	3.6	12,687	381	3.0	438	3.5
Arts, entertainment, and recreation.....	2,250	144	6.4	158	7.0	2,329	126	5.4	139	6.0
Accommodation and food services.....	10,107	245	2.4	291	2.9	10,358	255	2.5	299	2.9
Accommodation.....	1,575	116	7.4	127	8.0	1,506	114	7.6	123	8.2
Food services and drinking places.....	8,532	129	1.5	165	1.9	8,852	141	1.6	176	2.0
Other services <sup>3</sup> .....	5,867	177	3.0	227	3.9	5,973	155	2.6	186	3.1
Other services, except private households...	5,055	166	3.3	205	4.1	5,258	152	2.9	179	3.4
Public sector.....	20,591	7,241	35.2	8,031	39.0	20,684	7,120	34.4	7,834	37.9
Federal government.....	3,591	979	27.3	1,160	32.3	3,674	1,006	27.4	1,144	31.1
State government.....	6,875	2,079	30.2	2,312	33.6	6,965	2,064	29.6	2,282	32.8
Local government.....	10,126	4,183	41.3	4,559	45.0	10,045	4,050	40.3	4,409	43.9

<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 both union members and 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. 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, 2015-2016 annual averages**

Occupation and industry	2015				2016			
	Total	Members of unions <sup>1</sup>	Represented by unions <sup>2</sup>	Non-union <sup>3</sup>	Total	Members of unions <sup>1</sup>	Represented by unions <sup>2</sup>	Non-union <sup>3</sup>
<b>OCCUPATION</b>								
Management, professional, and related occupations.....	\$1,158	\$1,152	\$1,148	\$1,160	\$1,188	\$1,166	\$1,159	\$1,197
Management, business, and financial operations occupations.....	1,258	1,273	1,291	1,257	1,284	1,263	1,266	1,285
Management occupations.....	1,351	1,386	1,380	1,349	1,370	1,389	1,408	1,368
Business and financial operations occupations.....	1,137	1,108	1,132	1,138	1,161	1,146	1,141	1,164
Professional and related occupations.....	1,112	1,140	1,132	1,103	1,141	1,156	1,146	1,140
Computer and mathematical occupations.....	1,428	1,388	1,327	1,434	1,443	1,372	1,332	1,458
Architecture and engineering occupations.....	1,424	1,393	1,399	1,427	1,482	1,424	1,411	1,490
Life, physical, and social science occupations.....	1,206	1,249	1,266	1,187	1,209	1,288	1,278	1,195
Community and social service occupations.....	889	1,014	1,008	855	919	1,095	1,076	872
Legal occupations.....	1,391	1,551	1,547	1,373	1,431	1,615	1,621	1,419
Education, training, and library occupations.....	956	1,095	1,074	860	984	1,130	1,114	887
Arts, design, entertainment, sports, and media occupations.....	1,001	1,228	1,212	984	1,040	1,252	1,224	1,028
Healthcare practitioner and technical occupations.....	1,041	1,211	1,194	1,014	1,104	1,191	1,175	1,087
Service occupations.....	509	753	742	489	523	771	753	505
Healthcare support occupations.....	498	544	546	495	525	602	602	520
Protective service occupations.....	796	1,031	1,029	687	809	1,088	1,074	694
Food preparation and serving related occupations.....	441	515	512	436	465	597	581	459
Building and grounds cleaning and maintenance occupations.....	486	648	628	469	510	664	647	498
Personal care and service occupations.....	498	515	521	496	505	559	546	503
Sales and office occupations.....	673	810	801	662	698	810	804	686
Sales and related occupations.....	716	702	710	716	744	717	724	745
Office and administrative support occupations.....	656	831	821	639	679	826	818	661
Natural resources, construction, and maintenance occupations.....	761	1,070	1,052	711	786	1,127	1,111	735
Farming, fishing, and forestry occupations.....	464	—	—	460	520	—	—	518
Construction and extraction occupations.....	749	1,082	1,064	695	784	1,153	1,142	719
Installation, maintenance, and repair occupations.....	839	1,066	1,051	799	861	1,076	1,069	822
Production, transportation, and material moving occupations.....	656	850	842	622	665	881	876	631
Production occupations.....	663	824	826	635	668	841	837	641
Transportation and material moving occupations.....	646	876	859	610	662	913	904	622
<b>INDUSTRY</b>								
Private sector.....	776	917	912	765	801	937	932	789
Agriculture and related industries.....	522	—	—	519	572	—	—	571
Nonagricultural industries.....	781	918	913	769	806	937	933	793
Mining, quarrying, and oil and gas extraction.....	1,162	—	1,170	1,162	1,197	—	—	1,190
Construction.....	784	1,099	1,093	743	822	1,168	1,146	780
Manufacturing.....	839	876	868	833	857	885	884	852
Durable goods.....	872	889	881	871	893	907	910	890
Nondurable goods.....	776	849	841	768	793	839	827	789
Wholesale and retail trade.....	653	673	671	652	676	701	700	675
Wholesale trade.....	841	876	863	840	871	921	905	868
Retail trade.....	610	621	622	609	623	645	645	622
Transportation and utilities.....	843	1,007	1,003	803	860	1,033	1,023	808
Transportation and warehousing.....	790	980	977	754	795	972	969	757
Utilities.....	1,133	1,194	1,188	1,116	1,264	1,408	1,388	1,242
Information <sup>4</sup> .....	1,102	1,260	1,242	1,077	1,143	1,238	1,257	1,133
Publishing, except Internet.....	1,098	—	—	1,102	1,094	—	—	1,102
Motion pictures and sound recording industries.....	996	—	—	935	1,085	—	—	1,030
Radio and television broadcasting and cable subscription programming.....	980	—	—	968	1,017	—	—	1,020
Telecommunications.....	1,162	1,212	1,208	1,148	1,182	1,273	1,306	1,153
Financial activities.....	964	915	924	964	977	896	916	981
Finance and insurance.....	1,024	983	1,004	1,024	1,039	818	853	1,047
Finance.....	1,061	923	1,082	1,060	1,089	—	813	1,101
Insurance.....	973	988	981	973	977	—	907	980
Real estate and rental and leasing.....	782	891	893	772	827	977	970	817
Professional and business services.....	951	874	906	953	992	887	935	995
Professional and technical services.....	1,256	1,297	1,268	1,255	1,273	1,309	1,277	1,273

See footnotes at end of table.

**Table 4. Median weekly earnings of full-time wage and salary workers by union affiliation, occupation, and industry, 2015-2016 annual averages — Continued**

Occupation and industry	2015				2016			
	Total	Members of unions <sup>1</sup>	Repre-sented by unions <sup>2</sup>	Non-union <sup>3</sup>	Total	Members of unions <sup>1</sup>	Repre-sented by unions <sup>2</sup>	Non-union <sup>3</sup>
Management, administrative, and waste services. ....	\$605	\$684	\$672	\$603	\$613	\$687	\$682	\$610
Education and health services.....	787	962	946	768	817	944	937	799
Educational services.....	918	1,025	1,015	896	936	967	965	931
Health care and social assistance.....	754	916	904	742	785	929	921	771
Leisure and hospitality.....	515	606	592	511	528	670	667	522
Arts, entertainment, and recreation.....	657	672	680	655	678	720	720	673
Accommodation and food services.....	492	579	558	489	504	642	637	501
Accommodation.....	546	645	639	532	582	698	703	564
Food services and drinking places.....	480	492	490	480	491	567	575	490
Other services <sup>4</sup> .....	684	903	879	677	686	959	869	681
Other services, except private households.....	710	916	900	703	708	965	893	703
Public sector.....	944	1,029	1,023	878	967	1,070	1,055	900
Federal government.....	1,113	1,058	1,064	1,159	1,149	1,093	1,099	1,188
State government.....	909	988	982	867	931	1,022	1,011	883
Local government.....	914	1,043	1,033	783	940	1,089	1,071	817

<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 both union members and workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.

<sup>3</sup> Data refer to workers who are neither members of a union nor represented by a union on their job.

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

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

NOTE: Data refer to the sole or principal job of full-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 5. Union affiliation of employed wage and salary workers by state, 2015-2016 annual averages**  
[Numbers in thousands]

State	2015					2016				
	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.....	1,863	190	10.2	204	11.0	1,895	153	8.1	170	9.0
Alaska.....	304	60	19.6	66	21.7	297	55	18.5	59	19.9
Arizona.....	2,661	138	5.2	163	6.1	2,727	122	4.5	151	5.5
Arkansas.....	1,155	58	5.1	74	6.4	1,186	47	3.9	59	5.0
California.....	15,657	2,486	15.9	2,689	17.2	16,001	2,551	15.9	2,796	17.5
Colorado.....	2,310	194	8.4	215	9.3	2,438	238	9.8	263	10.8
Connecticut.....	1,587	269	17.0	277	17.4	1,568	275	17.5	288	18.4
Delaware.....	412	38	9.2	43	10.4	419	48	11.4	56	13.3
District of Columbia.....	334	35	10.4	40	12.1	343	32	9.5	37	10.7
Florida.....	7,994	546	6.8	671	8.4	8,113	456	5.6	574	7.1
Georgia.....	4,016	162	4.0	206	5.1	4,249	165	3.9	210	4.9
Hawaii.....	583	119	20.4	126	21.7	597	119	19.9	125	20.9
Idaho.....	679	46	6.8	50	7.3	689	42	6.1	47	6.8
Illinois.....	5,566	847	15.2	892	16.0	5,587	812	14.5	856	15.3
Indiana.....	2,828	283	10.0	319	11.3	2,927	304	10.4	335	11.4
Iowa.....	1,435	138	9.6	174	12.2	1,454	129	8.9	153	10.5
Kansas.....	1,255	110	8.7	136	10.8	1,274	109	8.6	132	10.3
Kentucky.....	1,705	187	11.0	207	12.1	1,710	190	11.1	228	13.4
Louisiana.....	1,847	107	5.8	126	6.8	1,799	76	4.2	88	4.9
Maine.....	549	64	11.6	75	13.6	567	65	11.4	77	13.5
Maryland.....	2,757	287	10.4	337	12.2	2,815	310	11.0	347	12.3
Massachusetts.....	3,103	402	12.9	441	14.2	3,158	381	12.1	407	12.9
Michigan.....	4,083	621	15.2	672	16.5	4,196	606	14.4	651	15.5
Minnesota.....	2,565	363	14.2	385	15.0	2,563	365	14.2	388	15.2
Mississippi.....	1,103	60	5.4	75	6.8	1,108	73	6.6	90	8.1
Missouri.....	2,615	230	8.8	257	9.8	2,711	262	9.7	290	10.7
Montana.....	427	52	12.2	59	13.9	418	50	11.9	58	13.9
Nebraska.....	882	68	7.7	80	9.0	876	64	7.4	74	8.5
Nevada.....	1,232	177	14.3	203	16.5	1,211	146	12.1	182	15.0
New Hampshire.....	641	62	9.7	73	11.4	669	63	9.4	74	11.0
New Jersey.....	3,880	596	15.4	644	16.6	4,007	644	16.1	666	16.6
New Mexico.....	782	49	6.2	61	7.9	784	49	6.3	64	8.2
New York.....	8,249	2,038	24.7	2,141	26.0	8,227	1,942	23.6	2,075	25.2
North Carolina.....	4,089	123	3.0	167	4.1	4,225	129	3.0	174	4.1
North Dakota.....	352	19	5.4	24	6.8	363	20	5.5	25	7.0
Ohio.....	4,914	606	12.3	670	13.6	4,970	617	12.4	702	14.1
Oklahoma.....	1,567	88	5.6	116	7.4	1,482	80	5.4	97	6.6
Oregon.....	1,586	235	14.8	256	16.2	1,691	228	13.5	267	15.8
Pennsylvania.....	5,601	747	13.3	804	14.4	5,686	685	12.1	724	12.7
Rhode Island.....	483	68	14.2	72	14.9	481	74	15.5	81	16.9
South Carolina.....	1,960	41	2.1	57	2.9	1,981	32	1.6	52	2.6
South Dakota.....	382	22	5.9	26	6.9	379	20	5.2	26	7.0
Tennessee.....	2,693	146	5.4	175	6.5	2,746	158	5.7	174	6.4
Texas.....	11,177	503	4.5	626	5.6	11,457	462	4.0	606	5.3
Utah.....	1,274	50	3.9	67	5.2	1,318	62	4.7	79	6.0
Vermont.....	284	36	12.6	42	14.7	290	33	11.5	37	12.9
Virginia.....	3,736	202	5.4	258	6.9	3,748	160	4.3	226	6.0
Washington.....	2,977	500	16.8	536	18.0	3,090	539	17.4	577	18.7
West Virginia.....	665	83	12.4	91	13.7	669	79	11.8	88	13.2
Wisconsin.....	2,682	223	8.3	253	9.4	2,696	219	8.1	244	9.0
Wyoming.....	261	19	7.1	22	8.2	248	16	6.3	18	7.3

<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 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, 2016 annual averages

(U.S. rate = 10.7 percent)

