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UNION MEMBERS — 2018

The **union membership rate**—the percent of wage and salary workers who were members of unions—was 10.5 percent in 2018, down by 0.2 percentage point from 2017, the U.S. Bureau of Labor Statistics reported today. The number of wage and salary workers belonging to unions, at 14.7 million in 2018, was little changed from 2017. 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 age 16 and over. For more information, see the Technical Note in this news release.

Highlights from the 2018 data:

- The union membership rate of public-sector workers (33.9 percent) continued to be more than five times higher than that of private-sector workers (6.4 percent). (See table 3.)
- The highest unionization rates were among workers in protective service occupations (33.9 percent) and in education, training, and library occupations (33.8 percent). (See table 3.)
- Men continued to have a higher union membership rate (11.1 percent) than women (9.9 percent). (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 82 percent of earnings for workers who were union members (\$860 versus \$1,051). (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, Hawaii and New York had the highest union membership rates (23.1 percent and 22.3 percent, respectively), while North Carolina and South Carolina had the lowest (2.7 percent each). (See table 5.)

Industry and Occupation of Union Members

In 2018, 7.2 million employees in the **public sector** belonged to a union, compared with 7.6 million workers in the **private sector**. Union membership rates for both public-sector and private-sector workers edged down in 2018. The unionization rate in the private sector (6.4 percent) remained substantially below that for public-sector workers (33.9 percent). Within the public sector, the union membership rate was highest in local government (40.3 percent), which employs many workers in heavily unionized occupations, such as police officers, firefighters, and teachers. Private-sector industries with high unionization rates included utilities (20.1 percent), transportation and warehousing (16.7 percent), and telecommunications (15.4 percent). Low unionization rates occurred in finance (1.3 percent), food services and drinking places (1.3 percent), and professional and technical services (1.5 percent). (See table 3.)

Among **occupational groups**, the highest unionization rates in 2018 were in protective service occupations (33.9 percent) and in education, training, and library occupations (33.8 percent). Unionization rates were lowest in farming, fishing, and forestry occupations (2.4 percent); sales and related occupations (3.3 percent); computer and mathematical occupations (3.7 percent); and in food preparation and serving related occupations (3.9 percent).

Selected Characteristics of Union Members

In 2018, the union membership rate continued to be higher for **men** (11.1 percent) than for **women** (9.9 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 2018 (12.5 percent) than workers who were White (10.4 percent), Asian (8.4 percent), or Hispanic (9.1 percent).

By **age**, union membership rates continued to be highest among workers ages 45 to 64. In 2018, 12.8 percent of workers ages 45 to 54 and 13.3 percent of those ages 55 to 64 were union members.

In 2018, the union membership rate for **full-time workers** (11.6 percent) was about twice the rate for **part-time workers** (5.4 percent).

Union Representation

In 2018, 16.4 million wage and salary workers were represented by a union. This group includes both union members (14.7 million) and workers who report no union affiliation but whose jobs are covered by a union contract (1.6 million). (See table 1.)

Earnings

Among full-time wage and salary workers, union members had **median usual weekly earnings** of \$1,051 in 2018, while those who were not union members had median weekly earnings of \$860. 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 2018, 29 states and the District of Columbia had union membership rates below that of the U.S. average, 10.5 percent, while 20 states had rates above it and 1 state 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.

Eight states had union membership rates below 5.0 percent in 2018. North Carolina and South Carolina had the lowest rate (2.7 percent each). The next lowest rates were in Utah (4.1 percent) and Texas and Virginia (4.3 percent each). Two states had union membership rates over 20.0 percent in 2018: Hawaii (23.1 percent) and New York (22.3 percent). (See table 5 and the map.)

The largest numbers of union members lived in California (2.4 million) and New York (1.9 million). Over half of the 14.7 million union members in the U.S. lived in just seven states (California, 2.4 million; New York, 1.9 million; Illinois, 0.8 million; Pennsylvania, 0.7 million; and Michigan, Ohio, and Washington, 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 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, 2017-2018 annual averages
 [Numbers in thousands]

Characteristic	2017					2018				
	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.....	137,890	14,817	10.7	16,444	11.9	140,099	14,744	10.5	16,380	11.7
16 to 24 years.....	18,757	877	4.7	1,014	5.4	18,698	823	4.4	966	5.2
25 years and over.....	119,133	13,940	11.7	15,430	13.0	121,401	13,921	11.5	15,415	12.7
25 to 34 years.....	32,407	3,061	9.4	3,426	10.6	33,232	3,084	9.3	3,452	10.4
35 to 44 years.....	28,729	3,421	11.9	3,806	13.2	29,433	3,445	11.7	3,802	12.9
45 to 54 years.....	28,655	3,771	13.2	4,145	14.5	28,525	3,664	12.8	4,029	14.1
55 to 64 years.....	22,382	3,032	13.5	3,329	14.9	22,839	3,041	13.3	3,355	14.7
65 years and over.....	6,960	655	9.4	723	10.4	7,372	687	9.3	777	10.5
Men, 16 years and over.....	71,469	8,166	11.4	8,930	12.5	72,632	8,082	11.1	8,868	12.2
16 to 24 years.....	9,486	529	5.6	609	6.4	9,366	513	5.5	587	6.3
25 years and over.....	61,983	7,637	12.3	8,321	13.4	63,266	7,569	12.0	8,281	13.1
25 to 34 years.....	17,199	1,755	10.2	1,940	11.3	17,710	1,781	10.1	1,957	11.0
35 to 44 years.....	15,220	1,900	12.5	2,088	13.7	15,617	1,884	12.1	2,057	13.2
45 to 54 years.....	14,693	2,040	13.9	2,189	14.9	14,593	1,934	13.3	2,109	14.5
55 to 64 years.....	11,318	1,617	14.3	1,745	15.4	11,575	1,611	13.9	1,752	15.1
65 years and over.....	3,554	324	9.1	359	10.1	3,771	360	9.5	405	10.8
Women, 16 years and over.....	66,421	6,651	10.0	7,514	11.3	67,467	6,662	9.9	7,512	11.1
16 to 24 years.....	9,271	348	3.8	405	4.4	9,332	310	3.3	379	4.1
25 years and over.....	57,150	6,303	11.0	7,109	12.4	58,135	6,352	10.9	7,134	12.3
25 to 34 years.....	15,208	1,306	8.6	1,486	9.8	15,521	1,303	8.4	1,495	9.6
35 to 44 years.....	13,509	1,521	11.3	1,718	12.7	13,817	1,561	11.3	1,744	12.6
45 to 54 years.....	13,962	1,731	12.4	1,956	14.0	13,932	1,730	12.4	1,920	13.8
55 to 64 years.....	11,065	1,415	12.8	1,584	14.3	11,264	1,430	12.7	1,603	14.2
65 years and over.....	3,406	330	9.7	364	10.7	3,601	327	9.1	372	10.3
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX										
White, 16 years and over.....	107,121	11,358	10.6	12,589	11.8	108,164	11,215	10.4	12,471	11.5
Men.....	56,545	6,432	11.4	7,025	12.4	57,132	6,311	11.0	6,920	12.1
Women.....	50,576	4,926	9.7	5,564	11.0	51,032	4,904	9.6	5,551	10.9
Black or African American, 16 years and over.....	17,498	2,210	12.6	2,459	14.1	17,994	2,258	12.5	2,487	13.8
Men.....	8,042	1,101	13.7	1,205	15.0	8,330	1,111	13.3	1,221	14.7
Women.....	9,456	1,109	11.7	1,254	13.3	9,664	1,147	11.9	1,266	13.1
Asian, 16 years and over.....	8,561	763	8.9	843	9.8	8,973	758	8.4	855	9.5
Men.....	4,457	365	8.2	402	9.0	4,652	375	8.1	416	8.9
Women.....	4,105	398	9.7	441	10.7	4,321	383	8.9	439	10.2
Hispanic or Latino ethnicity, 16 years and over. . .	23,656	2,201	9.3	2,476	10.5	24,591	2,239	9.1	2,482	10.1
Men.....	13,342	1,261	9.5	1,410	10.6	13,775	1,304	9.5	1,443	10.5
Women.....	10,315	940	9.1	1,067	10.3	10,815	934	8.6	1,039	9.6
FULL- OR PART-TIME STATUS³										
Full-time workers.....	113,272	13,396	11.8	14,812	13.1	115,567	13,415	11.6	14,844	12.8
Part-time workers.....	24,433	1,403	5.7	1,611	6.6	24,346	1,313	5.4	1,518	6.2

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, 2017-2018 annual averages

Characteristic	2017				2018			
	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
AGE AND SEX								
Total, 16 years and over.....	\$860	\$1,041	\$1,028	\$829	\$886	\$1,051	\$1,042	\$860
16 to 24 years.....	519	663	652	514	548	676	668	536
25 years and over.....	907	1,065	1,054	883	932	1,077	1,070	910
25 to 34 years.....	773	921	909	756	808	921	913	791
35 to 44 years.....	964	1,122	1,111	935	986	1,154	1,146	959
45 to 54 years.....	977	1,113	1,103	953	1,002	1,144	1,144	978
55 to 64 years.....	974	1,112	1,106	947	994	1,107	1,107	972
65 years and over.....	909	1,058	1,054	888	944	1,059	1,053	928
Men, 16 years and over.....	941	1,102	1,094	914	973	1,123	1,121	948
16 to 24 years.....	547	701	683	533	575	694	691	560
25 years and over.....	996	1,128	1,124	976	1,026	1,146	1,146	1,007
25 to 34 years.....	821	964	953	803	862	971	966	844
35 to 44 years.....	1,062	1,195	1,183	1,038	1,101	1,211	1,207	1,071
45 to 54 years.....	1,103	1,184	1,180	1,080	1,137	1,224	1,221	1,120
55 to 64 years.....	1,098	1,160	1,166	1,073	1,137	1,176	1,191	1,122
65 years and over.....	1,016	1,140	1,132	1,004	1,050	1,093	1,117	1,042
Women, 16 years and over.....	770	970	954	746	789	968	958	764
16 to 24 years.....	499	606	600	496	522	632	630	518
25 years and over.....	810	988	974	784	830	984	976	804
25 to 34 years.....	724	864	854	705	750	856	846	736
35 to 44 years.....	860	1,037	1,026	831	876	1,063	1,052	845
45 to 54 years.....	855	1,018	1,002	827	876	1,026	1,030	847
55 to 64 years.....	856	1,025	1,011	831	853	989	982	825
65 years and over.....	782	991	986	751	811	1,022	1,010	783
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX								
White, 16 years and over.....	890	1,089	1,076	860	916	1,098	1,090	889
Men.....	971	1,141	1,135	942	1,002	1,157	1,154	978
Women.....	795	1,014	997	766	817	1,007	1,001	786
Black or African American, 16 years and over.....	682	823	813	659	694	826	815	673
Men.....	710	869	856	687	735	890	879	714
Women.....	657	784	773	636	654	782	766	635
Asian, 16 years and over.....	1,043	1,112	1,126	1,034	1,095	1,119	1,121	1,092
Men.....	1,207	1,169	1,176	1,212	1,241	1,196	1,228	1,243
Women.....	903	1,007	1,023	887	937	1,033	999	929
Hispanic or Latino ethnicity, 16 years and over.....	655	897	880	629	680	912	900	657
Men.....	690	952	929	669	720	978	962	698
Women.....	603	810	801	583	617	836	824	601

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, 2017-2018 annual averages
 [Numbers in thousands]

Occupation and industry	2017					2018				
	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.....	53,442	6,155	11.5	6,972	13.0	55,258	6,183	11.2	7,069	12.8
Management, business, and financial operations occupations.....	20,617	902	4.4	1,097	5.3	21,196	916	4.3	1,130	5.3
Management occupations.....	13,894	596	4.3	727	5.2	14,299	607	4.2	750	5.2
Business and financial operations occupations.....	6,723	307	4.6	370	5.5	6,897	309	4.5	379	5.5
Professional and related occupations.....	32,824	5,253	16.0	5,876	17.9	34,062	5,267	15.5	5,939	17.4
Computer and mathematical occupations.....	4,544	178	3.9	225	4.9	4,937	181	3.7	227	4.6
Architecture and engineering occupations.....	3,053	220	7.2	250	8.2	3,124	232	7.4	263	8.4
Life, physical, and social science occupations.....	1,360	138	10.2	154	11.3	1,436	141	9.8	160	11.1
Community and social service occupations.....	2,555	392	15.3	426	16.7	2,614	360	13.8	395	15.1
Legal occupations.....	1,500	119	7.9	134	8.9	1,585	94	6.0	121	7.6
Education, training, and library occupations.....	8,949	2,996	33.5	3,327	37.2	9,140	3,089	33.8	3,435	37.6
Arts, design, entertainment, sports, and media occupations.....	2,314	157	6.8	173	7.5	2,417	161	6.6	187	7.7
Healthcare practitioners and technical occupations.....	8,548	1,054	12.3	1,186	13.9	8,810	1,008	11.4	1,152	13.1
Service occupations.....	24,207	2,392	9.9	2,623	10.8	24,320	2,389	9.8	2,613	10.7
Healthcare support occupations.....	3,412	286	8.4	314	9.2	3,507	284	8.1	314	8.9
Protective service occupations.....	3,119	1,082	34.7	1,152	37.0	3,193	1,081	33.9	1,135	35.5
Food preparation and serving related occupations.....	8,220	314	3.8	359	4.4	8,052	314	3.9	373	4.6
Building and grounds cleaning and maintenance occupations.....	4,864	441	9.1	492	10.1	4,990	453	9.1	510	10.2
Personal care and service occupations.....	4,592	268	5.8	305	6.6	4,577	256	5.6	282	6.2
Sales and office occupations.....	31,018	1,944	6.3	2,207	7.1	30,767	1,993	6.5	2,223	7.2
Sales and related occupations.....	13,682	432	3.2	513	3.7	13,694	455	3.3	538	3.9
Office and administrative support occupations.....	17,337	1,511	8.7	1,694	9.8	17,073	1,538	9.0	1,685	9.9
Natural resources, construction, and maintenance occupations.....	12,238	2,015	16.5	2,129	17.4	12,319	1,865	15.1	1,978	16.1
Farming, fishing, and forestry occupations.....	1,090	37	3.4	42	3.8	1,024	24	2.4	31	3.0
Construction and extraction occupations.....	6,529	1,262	19.3	1,318	20.2	6,776	1,158	17.1	1,217	18.0
Installation, maintenance, and repair occupations.....	4,619	716	15.5	770	16.7	4,518	682	15.1	730	16.2
Production, transportation, and material moving occupations.....	16,985	2,311	13.6	2,514	14.8	17,435	2,315	13.3	2,497	14.3
Production occupations.....	8,143	1,006	12.4	1,092	13.4	8,272	985	11.9	1,062	12.8
Transportation and material moving occupations.....	8,842	1,304	14.8	1,422	16.1	9,163	1,330	14.5	1,435	15.7
INDUSTRY										
Private sector.....	116,935	7,601	6.5	8,494	7.3	118,968	7,578	6.4	8,512	7.2
Agriculture and related industries.....	1,337	28	2.1	30	2.3	1,344	29	2.2	35	2.6
Nonagricultural industries.....	115,598	7,573	6.6	8,463	7.3	117,624	7,548	6.4	8,477	7.2
Mining, quarrying, and oil and gas extraction.....	735	32	4.4	35	4.8	721	34	4.7	38	5.3
Construction.....	7,844	1,102	14.0	1,156	14.7	8,169	1,048	12.8	1,125	13.8
Manufacturing.....	14,670	1,328	9.1	1,461	10.0	14,861	1,340	9.0	1,444	9.7
Durable goods.....	9,194	836	9.1	913	9.9	9,401	850	9.0	917	9.8
Nondurable goods.....	5,477	492	9.0	548	10.0	5,460	490	9.0	527	9.6
Wholesale and retail trade.....	18,778	839	4.5	940	5.0	18,736	805	4.3	928	5.0
Wholesale trade.....	3,291	147	4.5	160	4.9	3,351	137	4.1	158	4.7
Retail trade.....	15,487	692	4.5	780	5.0	15,385	669	4.3	769	5.0
Transportation and utilities.....	6,232	1,139	18.3	1,225	19.7	6,467	1,116	17.3	1,185	18.3
Transportation and warehousing.....	5,205	903	17.3	978	18.8	5,410	904	16.7	968	17.9
Utilities.....	1,028	237	23.0	247	24.1	1,057	212	20.1	217	20.5
Information ³	2,464	242	9.8	264	10.7	2,536	244	9.6	260	10.3
Publishing, except Internet.....	458	17	3.6	19	4.1	437	17	3.9	18	4.2
Motion pictures and sound recording industries.....	379	43	11.4	45	11.8	395	49	12.5	50	12.6

See footnotes at end of table.

Table 3. Union affiliation of employed wage and salary workers by occupation and industry, 2017-2018 annual averages — Continued
 [Numbers in thousands]

Occupation and industry	2017					2018				
	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
Radio and television broadcasting and cable subscription programming.....	544	42	7.8	47	8.7	526	41	7.7	45	8.6
Telecommunications.....	814	131	16.1	138	17.0	851	131	15.4	138	16.2
Financial activities.....	9,067	217	2.4	278	3.1	9,148	192	2.1	253	2.8
Finance and insurance.....	6,720	101	1.5	142	2.1	6,770	99	1.5	137	2.0
Finance.....	4,156	46	1.1	67	1.6	4,244	55	1.3	81	1.9
Insurance.....	2,563	55	2.1	76	2.9	2,526	43	1.7	56	2.2
Real estate and rental and leasing.....	2,348	117	5.0	135	5.8	2,379	94	3.9	115	4.8
Professional and business services.....	14,739	335	2.3	407	2.8	15,228	390	2.6	481	3.2
Professional and technical services.....	9,328	162	1.7	210	2.2	9,718	148	1.5	203	2.1
Management, administrative, and waste services.....	5,412	173	3.2	198	3.7	5,510	242	4.4	278	5.0
Education and health services.....	22,324	1,798	8.1	2,077	9.3	22,982	1,853	8.1	2,144	9.3
Educational services.....	4,600	526	11.4	621	13.5	4,828	632	13.1	748	15.5
Health care and social assistance.....	17,724	1,272	7.2	1,456	8.2	18,154	1,221	6.7	1,396	7.7
Leisure and hospitality.....	12,748	374	2.9	428	3.4	12,582	367	2.9	436	3.5
Arts, entertainment, and recreation.....	2,424	144	5.9	157	6.5	2,390	136	5.7	159	6.6
Accommodation and food services.....	10,324	230	2.2	271	2.6	10,193	231	2.3	277	2.7
Accommodation.....	1,454	106	7.3	114	7.8	1,369	113	8.3	127	9.3
Food services and drinking places.....	8,870	124	1.4	158	1.8	8,823	118	1.3	150	1.7
Other services ³	5,994	167	2.8	192	3.2	6,192	159	2.6	184	3.0
Other services, except private households...	5,390	164	3.0	186	3.5	5,431	155	2.9	179	3.3
Public sector.....	20,956	7,216	34.4	7,951	37.9	21,131	7,167	33.9	7,868	37.2
Federal government.....	3,652	972	26.6	1,131	31.0	3,707	977	26.4	1,128	30.4
State government.....	7,103	2,153	30.3	2,371	33.4	7,109	2,035	28.6	2,259	31.8
Local government.....	10,201	4,091	40.1	4,449	43.6	10,315	4,155	40.3	4,481	43.4

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- 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, 2017-2018 annual averages

Occupation and industry	2017				2018			
	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.....	\$1,224	\$1,215	\$1,206	\$1,227	\$1,246	\$1,229	\$1,222	\$1,250
Management, business, and financial operations occupations.....	1,327	1,276	1,276	1,329	1,355	1,318	1,334	1,356
Management occupations.....	1,392	1,349	1,361	1,395	1,429	1,401	1,425	1,430
Business and financial operations occupations.....	1,174	1,188	1,163	1,174	1,216	1,159	1,164	1,221
Professional and related occupations.....	1,160	1,199	1,187	1,154	1,176	1,210	1,193	1,173
Computer and mathematical occupations.....	1,465	1,375	1,371	1,473	1,539	1,458	1,460	1,543
Architecture and engineering occupations.....	1,478	1,479	1,473	1,479	1,484	1,516	1,529	1,479
Life, physical, and social science occupations.....	1,286	1,297	1,338	1,276	1,270	1,331	1,323	1,262
Community and social service occupations.....	900	1,035	1,035	866	913	1,076	1,083	880
Legal occupations.....	1,443	1,550	1,577	1,428	1,467	1,593	1,503	1,464
Education, training, and library occupations.....	1,002	1,157	1,144	900	1,002	1,151	1,136	909
Arts, design, entertainment, sports, and media occupations.....	1,066	1,354	1,334	1,041	1,086	1,277	1,205	1,074
Healthcare practitioners and technical occupations.....	1,124	1,244	1,239	1,103	1,140	1,292	1,288	1,122
Service occupations.....	544	792	774	518	569	802	781	541
Healthcare support occupations.....	542	577	573	539	561	618	618	552
Protective service occupations.....	852	1,163	1,146	713	848	1,137	1,132	715
Food preparation and serving related occupations.....	484	594	583	479	501	609	598	496
Building and grounds cleaning and maintenance occupations.....	522	638	629	511	551	679	670	533
Personal care and service occupations.....	520	624	609	516	544	590	587	541
Sales and office occupations.....	718	829	814	710	742	835	828	735
Sales and related occupations.....	763	806	813	761	798	774	766	800
Office and administrative support occupations.....	701	834	815	688	717	850	843	703
Natural resources, construction, and maintenance occupations.....	801	1,146	1,132	750	824	1,181	1,176	782
Farming, fishing, and forestry occupations.....	539	-	-	533	581	-	-	581
Construction and extraction occupations.....	796	1,136	1,124	734	808	1,178	1,172	759
Installation, maintenance, and repair occupations.....	878	1,187	1,176	822	934	1,208	1,204	891
Production, transportation, and material moving occupations.....	692	922	902	662	707	924	913	680
Production occupations.....	701	895	878	678	723	935	923	699
Transportation and material moving occupations.....	681	949	926	640	689	913	902	657
INDUSTRY								
Private sector.....	829	984	971	816	861	999	989	848
Agriculture and related industries.....	599	-	-	599	619	-	-	619
Nonagricultural industries.....	833	986	974	820	865	1,001	991	853
Mining, quarrying, and oil and gas extraction.....	1,257	-	-	1,263	1,291	-	-	1,269
Construction.....	840	1,163	1,155	797	868	1,220	1,210	819
Manufacturing.....	884	943	927	878	917	992	992	908
Durable goods.....	910	968	955	904	951	1,025	1,023	941
Nondurable goods.....	837	892	871	830	858	923	931	843
Wholesale and retail trade.....	705	758	753	702	722	759	743	721
Wholesale trade.....	903	979	986	899	917	896	917	917
Retail trade.....	656	721	714	653	671	719	700	669
Transportation and utilities.....	888	1,147	1,121	828	901	1,106	1,091	864
Transportation and warehousing.....	815	1,053	1,016	781	838	1,024	1,014	808
Utilities.....	1,325	1,432	1,432	1,254	1,292	1,329	1,327	1,271
Information ⁴	1,154	1,344	1,330	1,142	1,169	1,355	1,336	1,157
Publishing, except Internet.....	1,171	-	-	1,167	1,153	-	-	1,151
Motion pictures and sound recording industries.....	1,189	-	-	1,134	1,114	-	-	1,027
Radio and television broadcasting and cable subscription programming.....	973	-	-	959	1,056	-	-	1,051
Telecommunications.....	1,197	1,195	1,201	1,195	1,170	1,331	1,325	1,150
Financial activities.....	1,009	943	945	1,012	1,047	937	940	1,052
Finance and insurance.....	1,076	980	964	1,081	1,130	909	948	1,134
Finance.....	1,125	-	1,010	1,126	1,155	914	940	1,159
Insurance.....	1,027	-	931	1,032	1,071	-	953	1,078
Real estate and rental and leasing.....	839	918	931	833	897	979	921	896
Professional and business services.....	1,037	1,005	1,016	1,038	1,094	888	906	1,105
Professional and technical services.....	1,347	1,231	1,252	1,349	1,364	1,264	1,205	1,367

See footnotes at end of table.

Table 4. Median weekly earnings of full-time wage and salary workers by union affiliation, occupation, and industry, 2017-2018 annual averages — Continued

Occupation and industry	2017				2018			
	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
Management, administrative, and waste services.	\$629	\$873	\$842	\$622	\$664	\$711	\$711	\$661
Education and health services.....	843	978	964	831	860	984	978	845
Educational services.....	957	1,026	1,018	942	985	1,068	1,053	968
Health care and social assistance.....	810	928	914	800	822	920	921	813
Leisure and hospitality.....	547	676	669	538	584	700	695	579
Arts, entertainment, and recreation.....	716	750	766	710	732	772	791	726
Accommodation and food services.....	513	636	620	510	551	666	655	546
Accommodation.....	598	685	678	588	615	715	702	604
Food services and drinking places.....	501	586	564	500	536	621	619	535
Other services ⁴	705	913	874	699	735	1,165	1,186	725
Other services, except private households.....	722	924	890	717	764	1,171	1,195	754
Public sector.....	986	1,104	1,096	917	999	1,099	1,094	936
Federal government.....	1,176	1,138	1,146	1,213	1,166	1,076	1,112	1,228
State government.....	955	1,061	1,050	907	967	1,074	1,058	916
Local government.....	949	1,121	1,106	832	969	1,114	1,106	859

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.

- 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, 2017-2018 annual averages
 [Numbers in thousands]

State	2017					2018				
	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.....	1,869	138	7.4	152	8.1	1,950	180	9.2	196	10.1
Alaska.....	304	55	18.1	59	19.4	299	55	18.5	60	20.0
Arizona.....	2,805	111	4.0	145	5.2	2,943	156	5.3	191	6.5
Arkansas.....	1,209	62	5.1	74	6.1	1,176	56	4.8	62	5.3
California.....	16,064	2,491	15.5	2,708	16.9	16,399	2,405	14.7	2,587	15.8
Colorado.....	2,494	238	9.6	273	11.0	2,564	281	11.0	307	12.0
Connecticut.....	1,645	278	16.9	295	17.9	1,677	268	16.0	280	16.7
Delaware.....	425	45	10.7	48	11.2	434	45	10.3	47	10.8
District of Columbia.....	347	34	9.8	40	11.5	354	35	9.9	41	11.6
Florida.....	8,573	480	5.6	570	6.6	8,702	484	5.6	588	6.8
Georgia.....	4,342	173	4.0	217	5.0	4,466	201	4.5	249	5.6
Hawaii.....	605	129	21.3	139	22.9	601	139	23.1	146	24.3
Idaho.....	723	35	4.8	42	5.8	733	34	4.7	41	5.6
Illinois.....	5,516	827	15.0	872	15.8	5,694	786	13.8	839	14.7
Indiana.....	2,987	266	8.9	289	9.7	3,049	269	8.8	283	9.3
Iowa.....	1,475	104	7.0	127	8.6	1,461	113	7.7	129	8.8
Kansas.....	1,296	101	7.8	131	10.1	1,283	90	7.0	129	10.1
Kentucky.....	1,810	174	9.6	232	12.8	1,812	161	8.9	207	11.4
Louisiana.....	1,780	78	4.4	96	5.4	1,785	89	5.0	104	5.8
Maine.....	576	66	11.4	81	14.0	573	74	12.9	85	14.8
Maryland.....	2,772	299	10.8	326	11.8	2,784	307	11.0	336	12.1
Massachusetts.....	3,231	401	12.4	431	13.3	3,397	464	13.7	493	14.5
Michigan.....	4,230	658	15.6	711	16.8	4,320	625	14.5	663	15.4
Minnesota.....	2,693	411	15.2	428	15.9	2,634	395	15.0	421	16.0
Mississippi.....	1,106	59	5.3	77	7.0	1,121	58	5.1	80	7.1
Missouri.....	2,613	226	8.7	265	10.1	2,675	251	9.4	283	10.6
Montana.....	419	50	11.9	57	13.6	427	50	11.8	60	14.0
Nebraska.....	858	70	8.2	78	9.1	882	59	6.6	71	8.0
Nevada.....	1,290	164	12.7	189	14.6	1,376	191	13.9	216	15.7
New Hampshire.....	642	72	11.3	83	13.0	664	68	10.2	77	11.6
New Jersey.....	3,898	630	16.2	665	17.1	3,935	587	14.9	639	16.2
New Mexico.....	769	52	6.7	63	8.3	812	56	6.8	67	8.2
New York.....	8,472	2,017	23.8	2,148	25.3	8,404	1,872	22.3	2,027	24.1
North Carolina.....	4,305	145	3.4	171	4.0	4,331	118	2.7	174	4.0
North Dakota.....	356	18	5.1	24	6.8	343	18	5.2	23	6.7
Ohio.....	5,062	635	12.5	688	13.6	5,054	639	12.6	722	14.3
Oklahoma.....	1,536	84	5.5	108	7.1	1,583	90	5.7	117	7.4
Oregon.....	1,763	262	14.9	277	15.7	1,738	242	13.9	256	14.7
Pennsylvania.....	5,543	665	12.0	723	13.0	5,575	701	12.6	748	13.4
Rhode Island.....	486	78	16.1	84	17.2	479	83	17.4	89	18.5
South Carolina.....	1,986	52	2.6	78	3.9	2,016	55	2.7	72	3.6
South Dakota.....	380	20	5.4	25	6.7	387	22	5.6	28	7.1
Tennessee.....	2,728	155	5.7	176	6.4	2,816	155	5.5	179	6.4
Texas.....	11,626	543	4.7	669	5.8	11,989	512	4.3	653	5.4
Utah.....	1,375	54	3.9	74	5.4	1,343	56	4.1	76	5.7
Vermont.....	288	32	11.0	35	12.1	291	31	10.5	34	11.6
Virginia.....	3,801	176	4.6	222	5.8	3,875	168	4.3	213	5.5
Washington.....	3,112	584	18.8	630	20.2	3,270	649	19.8	671	20.5
West Virginia.....	683	75	11.0	82	11.9	684	68	10.0	74	10.8
Wisconsin.....	2,778	230	8.3	250	9.0	2,700	219	8.1	233	8.6
Wyoming.....	243	15	6.0	16	6.7	235	15	6.5	18	7.7

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.

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, 2018 annual averages

(U.S. rate = 10.5 percent)

