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UNION MEMBERS — 2019

In 2019, the percent of wage and salary workers who were members of unions—the **union membership rate**—was 10.3 percent, down by 0.2 percentage point from 2018, the U.S. Bureau of Labor Statistics reported today. The number of wage and salary workers belonging to unions, at 14.6 million in 2019, was little changed from 2018. 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 2019 data:

- The union membership rate of public-sector workers (33.6 percent) continued to be more than five times higher than the rate of private-sector workers (6.2 percent). (See table 3.)
- The highest unionization rates were among workers in protective service occupations (33.8 percent) and in education, training, and library occupations (33.1 percent). (See table 3.)
- Men continued to have a higher union membership rate (10.8 percent) than women (9.7 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 81 percent of earnings for workers who were union members (\$892 versus \$1,095). (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 (23.5 percent and 21.0 percent, respectively), while South Carolina and North Carolina had the lowest (2.2 percent and 2.3 percent, respectively). (See table 5.)

Industry and Occupation of Union Members

In 2019, 7.1 million employees in the **public sector** belonged to a union, compared with 7.5 million workers in the **private sector**. The union membership rate declined over the year in the private sector by 0.2 percentage point to 6.2 percent. The unionization rate for public-sector workers was little changed over the year at 33.6 percent, and remained substantially above that of the private sector. Within the public sector, the union membership rate was highest in local government (39.4 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 (23.4 percent), transportation and warehousing (16.1 percent), and telecommunications (14.1 percent). Low unionization rates occurred in finance (1.1 percent), insurance (1.4 percent), professional and technical services (1.4 percent), and food services and drinking places (1.4 percent). (See table 3.)

Among **occupational groups**, the highest unionization rates in 2019 were in protective service occupations (33.8 percent) and in education, training, and library occupations (33.1 percent). Unionization rates were lowest in farming, fishing, and forestry occupations (2.1 percent); sales and related occupations (2.8 percent); and food preparation and serving related occupations (3.5 percent).

Selected Characteristics of Union Members

In 2019, the union membership rate for **men** declined by 0.3 percentage point to 10.8 percent, and the rate for **women** was down by 0.2 point to 9.7 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 2019 (11.2 percent) than workers who were White (10.3 percent), Asian (8.8 percent), or Hispanic (8.9 percent). However, the union membership rate for Black workers declined by 1.3 percentage points over the year, while the rates for other race and ethnicity groups changed little.

By **age**, union membership rates continued to be highest among workers ages 45 to 64. In 2019, 12.6 percent of workers ages 45 to 54 and 12.7 percent of those ages 55 to 64 were union members. Over the year, the union membership rate for workers ages 45 to 54 was little changed, while the rate for those ages 55 to 64 declined by 0.6 percentage point.

In 2019, the union membership rate for **full-time workers** (11.2 percent) was about twice the rate for **part-time workers** (5.5 percent).

Union Representation

In 2019, 16.4 million wage and salary workers were represented by a union, little changed from 2018. The percentage of workers represented by a union was 11.6 percent, a slight decrease from 11.7 percent in 2018. Workers represented by a union include both union members (14.6 million) and workers who report no union affiliation but whose jobs are covered by a union contract (1.8 million). (See table 1.)

Earnings

Among full-time wage and salary workers, union members had **median usual weekly earnings** of \$1,095 in 2019, while those who were not union members had median weekly earnings of \$892. 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 2019, 28 states and the District of Columbia had union membership rates below that of the U.S. average, 10.3 percent, while 21 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. (See table 5 and the map.)

Eight states had union membership rates below 5.0 percent in 2019. South Carolina and North Carolina had the lowest rates (2.2 percent and 2.3 percent, respectively). The next lowest rates were in Texas and Virginia (4.0 percent each). Two states had union membership rates over 20.0 percent in 2019: Hawaii (23.5 percent) and New York (21.0 percent).

Over half of the 14.6 million union members in the U.S. lived in just seven states (California, 2.5 million; New York, 1.7 million; Illinois, 0.8 million; Pennsylvania, 0.7 million; and New Jersey, 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, 2018-2019 annual averages

[Numbers in thousands]

Characteristic	2018					2019				
	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.....	140,099	14,744	10.5	16,380	11.7	141,737	14,574	10.3	16,383	11.6
16 to 24 years.....	18,698	823	4.4	966	5.2	18,869	827	4.4	977	5.2
25 years and over.....	121,401	13,921	11.5	15,415	12.7	122,868	13,747	11.2	15,406	12.5
25 to 34 years.....	33,232	3,084	9.3	3,452	10.4	33,718	2,973	8.8	3,464	10.3
35 to 44 years.....	29,433	3,445	11.7	3,802	12.9	29,898	3,515	11.8	3,906	13.1
45 to 54 years.....	28,525	3,664	12.8	4,029	14.1	28,191	3,543	12.6	3,918	13.9
55 to 64 years.....	22,839	3,041	13.3	3,355	14.7	23,207	2,952	12.7	3,266	14.1
65 years and over.....	7,372	687	9.3	777	10.5	7,854	764	9.7	852	10.9
Men, 16 years and over.....	72,632	8,082	11.1	8,868	12.2	73,349	7,950	10.8	8,845	12.1
16 to 24 years.....	9,366	513	5.5	587	6.3	9,449	495	5.2	574	6.1
25 years and over.....	63,266	7,569	12.0	8,281	13.1	63,899	7,455	11.7	8,271	12.9
25 to 34 years.....	17,710	1,781	10.1	1,957	11.0	17,892	1,648	9.2	1,922	10.7
35 to 44 years.....	15,617	1,884	12.1	2,057	13.2	15,811	1,958	12.4	2,136	13.5
45 to 54 years.....	14,593	1,934	13.3	2,109	14.5	14,363	1,923	13.4	2,088	14.5
55 to 64 years.....	11,575	1,611	13.9	1,752	15.1	11,777	1,520	12.9	1,674	14.2
65 years and over.....	3,771	360	9.5	405	10.8	4,056	406	10.0	451	11.1
Women, 16 years and over.....	67,467	6,662	9.9	7,512	11.1	68,388	6,624	9.7	7,538	11.0
16 to 24 years.....	9,332	310	3.3	379	4.1	9,420	332	3.5	403	4.3
25 years and over.....	58,135	6,352	10.9	7,134	12.3	58,969	6,292	10.7	7,135	12.1
25 to 34 years.....	15,521	1,303	8.4	1,495	9.6	15,826	1,326	8.4	1,541	9.7
35 to 44 years.....	13,817	1,561	11.3	1,744	12.6	14,086	1,557	11.1	1,770	12.6
45 to 54 years.....	13,932	1,730	12.4	1,920	13.8	13,828	1,620	11.7	1,830	13.2
55 to 64 years.....	11,264	1,430	12.7	1,603	14.2	11,430	1,431	12.5	1,592	13.9
65 years and over.....	3,601	327	9.1	372	10.3	3,797	357	9.4	401	10.6
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX										
White, 16 years and over.....	108,164	11,215	10.4	12,471	11.5	109,132	11,208	10.3	12,583	11.5
Men.....	57,132	6,311	11.0	6,920	12.1	57,537	6,280	10.9	6,965	12.1
Women.....	51,032	4,904	9.6	5,551	10.9	51,594	4,928	9.6	5,618	10.9
Black or African American, 16 years and over.....	17,994	2,258	12.5	2,487	13.8	18,231	2,043	11.2	2,310	12.7
Men.....	8,330	1,111	13.3	1,221	14.7	8,440	1,002	11.9	1,132	13.4
Women.....	9,664	1,147	11.9	1,266	13.1	9,791	1,042	10.6	1,178	12.0
Asian, 16 years and over.....	8,973	758	8.4	855	9.5	9,291	817	8.8	932	10.0
Men.....	4,652	375	8.1	416	8.9	4,795	384	8.0	438	9.1
Women.....	4,321	383	8.9	439	10.2	4,496	433	9.6	494	11.0
Hispanic or Latino ethnicity, 16 years and over. . .	24,591	2,239	9.1	2,482	10.1	25,417	2,258	8.9	2,590	10.2
Men.....	13,775	1,304	9.5	1,443	10.5	14,100	1,312	9.3	1,490	10.6
Women.....	10,815	934	8.6	1,039	9.6	11,317	947	8.4	1,099	9.7
FULL- OR PART-TIME STATUS³										
Full-time workers.....	115,567	13,415	11.6	14,844	12.8	117,584	13,224	11.2	14,822	12.6
Part-time workers.....	24,346	1,313	5.4	1,518	6.2	23,946	1,329	5.5	1,540	6.4

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 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, 2018-2019 annual averages

Characteristic	2018				2019			
	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.....	\$886	\$1,051	\$1,042	\$860	\$917	\$1,095	\$1,082	\$892
16 to 24 years.....	548	676	668	536	581	692	684	575
25 years and over.....	932	1,077	1,070	910	969	1,121	1,110	944
25 to 34 years.....	808	921	913	791	846	980	970	827
35 to 44 years.....	986	1,154	1,146	959	1,035	1,203	1,196	1,007
45 to 54 years.....	1,002	1,144	1,144	978	1,033	1,174	1,160	1,008
55 to 64 years.....	994	1,107	1,107	972	1,017	1,136	1,132	999
65 years and over.....	944	1,059	1,053	928	936	1,006	1,016	920
Men, 16 years and over.....	973	1,123	1,121	948	1,007	1,147	1,139	986
16 to 24 years.....	575	694	691	560	607	710	703	602
25 years and over.....	1,026	1,146	1,146	1,007	1,070	1,172	1,165	1,048
25 to 34 years.....	862	971	966	844	897	1,008	998	883
35 to 44 years.....	1,101	1,211	1,207	1,071	1,149	1,243	1,242	1,131
45 to 54 years.....	1,137	1,224	1,221	1,120	1,169	1,271	1,254	1,156
55 to 64 years.....	1,137	1,176	1,191	1,122	1,166	1,199	1,200	1,159
65 years and over.....	1,050	1,093	1,117	1,042	1,066	1,069	1,079	1,064
Women, 16 years and over.....	789	968	958	764	821	1,018	1,004	792
16 to 24 years.....	522	632	630	518	540	656	652	534
25 years and over.....	830	984	976	804	865	1,043	1,026	837
25 to 34 years.....	750	856	846	736	788	944	932	767
35 to 44 years.....	876	1,063	1,052	845	920	1,140	1,129	890
45 to 54 years.....	876	1,026	1,030	847	904	1,086	1,066	878
55 to 64 years.....	853	989	982	825	880	1,031	1,016	855
65 years and over.....	811	1,022	1,010	783	815	949	961	784
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX								
White, 16 years and over.....	916	1,098	1,090	889	945	1,127	1,115	917
Men.....	1,002	1,157	1,154	978	1,036	1,181	1,173	1,012
Women.....	817	1,007	1,001	786	840	1,044	1,023	810
Black or African American, 16 years and over.....	694	826	815	673	735	905	901	711
Men.....	735	890	879	714	769	948	930	746
Women.....	654	782	766	635	704	874	875	683
Asian, 16 years and over.....	1,095	1,119	1,121	1,092	1,174	1,173	1,158	1,179
Men.....	1,241	1,196	1,228	1,243	1,336	1,151	1,135	1,357
Women.....	937	1,033	999	929	1,025	1,216	1,180	995
Hispanic or Latino ethnicity, 16 years and over.....	680	912	900	657	706	954	926	686
Men.....	720	978	962	698	747	1,009	992	722
Women.....	617	836	824	601	642	875	845	622

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, 2018-2019 annual averages
 [Numbers in thousands]

Occupation and industry	2018					2019				
	Total employed	Members of unions ¹		Represented by unions ²		Total employed	Members of unions ¹		Represented by unions ²	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
OCCUPATION										
Management, professional, and related occupations.....	55,258	6,183	11.2	7,069	12.8	56,495	6,277	11.1	7,211	12.8
Management, business, and financial operations occupations.....	21,196	916	4.3	1,130	5.3	21,991	957	4.4	1,183	5.4
Management occupations.....	14,299	607	4.2	750	5.2	14,753	614	4.2	748	5.1
Business and financial operations occupations.....	6,897	309	4.5	379	5.5	7,238	343	4.7	435	6.0
Professional and related occupations.....	34,062	5,267	15.5	5,939	17.4	34,504	5,319	15.4	6,028	17.5
Computer and mathematical occupations.....	4,937	181	3.7	227	4.6	5,145	196	3.8	254	4.9
Architecture and engineering occupations.....	3,124	232	7.4	263	8.4	3,137	220	7.0	264	8.4
Life, physical, and social science occupations.....	1,436	141	9.8	160	11.1	1,392	120	8.6	138	9.9
Community and social service occupations.....	2,614	360	13.8	395	15.1	2,617	408	15.6	454	17.4
Legal occupations.....	1,585	94	6.0	121	7.6	1,598	78	4.9	110	6.9
Education, training, and library occupations.....	9,140	3,089	33.8	3,435	37.6	9,233	3,057	33.1	3,381	36.6
Arts, design, entertainment, sports, and media occupations.....	2,417	161	6.6	187	7.7	2,259	165	7.3	180	8.0
Healthcare practitioners and technical occupations.....	8,810	1,008	11.4	1,152	13.1	9,123	1,076	11.8	1,247	13.7
Service occupations.....	24,320	2,389	9.8	2,613	10.7	24,547	2,294	9.3	2,539	10.3
Healthcare support occupations.....	3,507	284	8.1	314	8.9	3,605	265	7.4	298	8.3
Protective service occupations.....	3,193	1,081	33.9	1,135	35.5	3,073	1,038	33.8	1,100	35.8
Food preparation and serving related occupations.....	8,052	314	3.9	373	4.6	8,306	294	3.5	351	4.2
Building and grounds cleaning and maintenance occupations.....	4,990	453	9.1	510	10.2	4,962	433	8.7	483	9.7
Personal care and service occupations.....	4,577	256	5.6	282	6.2	4,600	264	5.7	307	6.7
Sales and office occupations.....	30,767	1,993	6.5	2,223	7.2	30,700	1,879	6.1	2,155	7.0
Sales and related occupations.....	13,694	455	3.3	538	3.9	13,371	374	2.8	467	3.5
Office and administrative support occupations.....	17,073	1,538	9.0	1,685	9.9	17,329	1,505	8.7	1,688	9.7
Natural resources, construction, and maintenance occupations.....	12,319	1,865	15.1	1,978	16.1	12,427	1,854	14.9	1,991	16.0
Farming, fishing, and forestry occupations.....	1,024	24	2.4	31	3.0	1,060	22	2.1	36	3.4
Construction and extraction occupations.....	6,776	1,158	17.1	1,217	18.0	6,859	1,192	17.4	1,269	18.5
Installation, maintenance, and repair occupations.....	4,518	682	15.1	730	16.2	4,508	640	14.2	686	15.2
Production, transportation, and material moving occupations.....	17,435	2,315	13.3	2,497	14.3	17,567	2,269	12.9	2,487	14.2
Production occupations.....	8,272	985	11.9	1,062	12.8	8,304	976	11.8	1,067	12.8
Transportation and material moving occupations.....	9,163	1,330	14.5	1,435	15.7	9,263	1,294	14.0	1,420	15.3
INDUSTRY										
Private sector.....	118,968	7,578	6.4	8,512	7.2	120,714	7,508	6.2	8,562	7.1
Agriculture and related industries.....	1,344	29	2.2	35	2.6	1,352	23	1.7	38	2.8
Nonagricultural industries.....	117,624	7,548	6.4	8,477	7.2	119,362	7,485	6.3	8,524	7.1
Mining, quarrying, and oil and gas extraction.....	721	34	4.7	38	5.3	710	28	4.0	33	4.7
Construction.....	8,169	1,048	12.8	1,125	13.8	8,352	1,055	12.6	1,133	13.6
Manufacturing.....	14,861	1,340	9.0	1,444	9.7	15,070	1,291	8.6	1,423	9.4
Durable goods.....	9,401	850	9.0	917	9.8	9,502	835	8.8	912	9.6
Nondurable goods.....	5,460	490	9.0	527	9.6	5,568	455	8.2	510	9.2
Wholesale and retail trade.....	18,736	805	4.3	928	5.0	18,113	741	4.1	863	4.8
Wholesale trade.....	3,351	137	4.1	158	4.7	3,186	143	4.5	160	5.0
Retail trade.....	15,385	669	4.3	769	5.0	14,927	598	4.0	704	4.7
Transportation and utilities.....	6,467	1,116	17.3	1,185	18.3	6,745	1,166	17.3	1,259	18.7
Transportation and warehousing.....	5,410	904	16.7	968	17.9	5,659	912	16.1	997	17.6
Utilities.....	1,057	212	20.1	217	20.5	1,086	254	23.4	261	24.0
Information ³	2,536	244	9.6	260	10.3	2,352	242	10.3	263	11.2
Publishing, except Internet.....	437	17	3.9	18	4.2	355	12	3.3	13	3.8
Motion pictures and sound recording industries.....	395	49	12.5	50	12.6	386	53	13.6	57	14.7

See footnotes at end of table.

Table 3. Union affiliation of employed wage and salary workers by occupation and industry, 2018-2019 annual averages — Continued
 [Numbers in thousands]

Occupation and industry	2018					2019				
	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.....	526	41	7.7	45	8.6	482	53	11.0	57	11.9
Telecommunications.....	851	131	15.4	138	16.2	821	115	14.1	125	15.3
Financial activities.....	9,148	192	2.1	253	2.8	9,364	182	1.9	237	2.5
Finance and insurance.....	6,770	99	1.5	137	2.0	6,982	87	1.2	125	1.8
Finance.....	4,244	55	1.3	81	1.9	4,390	49	1.1	74	1.7
Insurance.....	2,526	43	1.7	56	2.2	2,592	37	1.4	51	2.0
Real estate and rental and leasing.....	2,379	94	3.9	115	4.8	2,382	95	4.0	112	4.7
Professional and business services.....	15,228	390	2.6	481	3.2	15,720	339	2.2	471	3.0
Professional and technical services.....	9,718	148	1.5	203	2.1	10,280	143	1.4	227	2.2
Management, administrative, and waste services.....	5,510	242	4.4	278	5.0	5,440	197	3.6	244	4.5
Education and health services.....	22,982	1,853	8.1	2,144	9.3	23,690	1,885	8.0	2,182	9.2
Educational services.....	4,828	632	13.1	748	15.5	4,922	608	12.3	693	14.1
Health care and social assistance.....	18,154	1,221	6.7	1,396	7.7	18,768	1,278	6.8	1,489	7.9
Leisure and hospitality.....	12,582	367	2.9	436	3.5	13,097	384	2.9	457	3.5
Arts, entertainment, and recreation.....	2,390	136	5.7	159	6.6	2,498	164	6.6	184	7.4
Accommodation and food services.....	10,193	231	2.3	277	2.7	10,599	220	2.1	274	2.6
Accommodation.....	1,369	113	8.3	127	9.3	1,427	93	6.5	100	7.0
Food services and drinking places.....	8,823	118	1.3	150	1.7	9,172	128	1.4	173	1.9
Other services ³	6,192	159	2.6	184	3.0	6,150	172	2.8	202	3.3
Other services, except private households...	5,431	155	2.9	179	3.3	5,327	163	3.1	193	3.6
Public sector.....	21,131	7,167	33.9	7,868	37.2	21,023	7,066	33.6	7,821	37.2
Federal government.....	3,707	977	26.4	1,128	30.4	3,798	974	25.6	1,158	30.5
State government.....	7,109	2,035	28.6	2,259	31.8	6,958	2,043	29.4	2,249	32.3
Local government.....	10,315	4,155	40.3	4,481	43.4	10,267	4,050	39.4	4,414	43.0

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, 2018-2019 annual averages

Occupation and industry	2018				2019			
	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.....	\$1,246	\$1,229	\$1,222	\$1,250	\$1,309	\$1,254	\$1,246	\$1,327
Management, business, and financial operations occupations.....	1,355	1,318	1,334	1,356	1,415	1,365	1,366	1,420
Management occupations.....	1,429	1,401	1,425	1,430	1,478	1,446	1,430	1,481
Business and financial operations occupations.....	1,216	1,159	1,164	1,221	1,285	1,217	1,247	1,290
Professional and related occupations.....	1,176	1,210	1,193	1,173	1,237	1,239	1,227	1,240
Computer and mathematical occupations.....	1,539	1,458	1,460	1,543	1,579	1,392	1,394	1,592
Architecture and engineering occupations.....	1,484	1,516	1,529	1,479	1,550	1,492	1,490	1,557
Life, physical, and social science occupations.....	1,270	1,331	1,323	1,262	1,334	1,538	1,552	1,286
Community and social service occupations.....	913	1,076	1,083	880	968	1,178	1,159	928
Legal occupations.....	1,467	1,593	1,503	1,464	1,562	1,569	1,566	1,561
Education, training, and library occupations.....	1,002	1,151	1,136	909	1,057	1,173	1,157	972
Arts, design, entertainment, sports, and media occupations.....	1,086	1,277	1,205	1,074	1,151	1,389	1,356	1,139
Healthcare practitioners and technical occupations.....	1,140	1,292	1,288	1,122	1,180	1,275	1,272	1,162
Service occupations.....	569	802	781	541	592	874	848	573
Healthcare support occupations.....	561	618	618	552	591	684	680	584
Protective service occupations.....	848	1,137	1,132	715	900	1,243	1,234	739
Food preparation and serving related occupations.....	501	609	598	496	522	624	604	519
Building and grounds cleaning and maintenance occupations.....	551	679	670	533	580	706	692	567
Personal care and service occupations.....	544	590	587	541	565	620	620	559
Sales and office occupations.....	742	835	828	735	758	867	854	750
Sales and related occupations.....	798	774	766	800	830	798	783	833
Office and administrative support occupations.....	717	850	843	703	732	885	875	717
Natural resources, construction, and maintenance occupations.....	824	1,181	1,176	782	869	1,207	1,185	810
Farming, fishing, and forestry occupations.....	581	-	-	581	574	-	-	572
Construction and extraction occupations.....	808	1,178	1,172	759	866	1,201	1,183	801
Installation, maintenance, and repair occupations.....	934	1,208	1,204	891	939	1,236	1,215	902
Production, transportation, and material moving occupations.....	707	924	913	680	727	924	918	705
Production occupations.....	723	935	923	699	745	910	907	722
Transportation and material moving occupations.....	689	913	902	657	711	943	926	685
INDUSTRY								
Private sector.....	861	999	989	848	893	1,025	1,013	881
Agriculture and related industries.....	619	-	-	619	611	-	-	610
Nonagricultural industries.....	865	1,001	991	853	897	1,027	1,015	886
Mining, quarrying, and oil and gas extraction.....	1,291	-	-	1,269	1,423	-	-	1,410
Construction.....	868	1,220	1,210	819	909	1,257	1,240	868
Manufacturing.....	917	992	992	908	936	962	962	933
Durable goods.....	951	1,025	1,023	941	973	982	983	972
Nondurable goods.....	858	923	931	843	883	914	912	879
Wholesale and retail trade.....	722	759	743	721	748	790	779	746
Wholesale trade.....	917	896	917	917	963	937	944	964
Retail trade.....	671	719	700	669	701	744	730	699
Transportation and utilities.....	901	1,106	1,091	864	906	1,184	1,151	862
Transportation and warehousing.....	838	1,024	1,014	808	840	1,103	1,066	799
Utilities.....	1,292	1,329	1,327	1,271	1,329	1,461	1,449	1,273
Information ⁴	1,169	1,355	1,336	1,157	1,182	1,265	1,214	1,174
Publishing, except Internet.....	1,153	-	-	1,151	1,159	-	-	1,168
Motion pictures and sound recording industries.....	1,114	-	-	1,027	1,042	1,453	1,398	1,018
Radio and television broadcasting and cable subscription programming.....	1,056	-	-	1,051	1,061	1,371	1,345	1,019
Telecommunications.....	1,170	1,331	1,325	1,150	1,213	1,257	1,206	1,217
Financial activities.....	1,047	937	940	1,052	1,125	950	980	1,128
Finance and insurance.....	1,130	909	948	1,134	1,167	1,033	1,062	1,169
Finance.....	1,155	914	940	1,159	1,225	-	1,030	1,227
Insurance.....	1,071	-	953	1,078	1,124	-	-	1,123
Real estate and rental and leasing.....	897	979	921	896	948	941	937	949
Professional and business services.....	1,094	888	906	1,105	1,149	903	918	1,155
Professional and technical services.....	1,364	1,264	1,205	1,367	1,452	1,179	1,230	1,455

See footnotes at end of table.

Table 4. Median weekly earnings of full-time wage and salary workers by union affiliation, occupation, and industry, 2018-2019 annual averages — Continued

Occupation and industry	2018				2019			
	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. . . .	\$664	\$711	\$711	\$661	\$698	\$770	\$769	\$694
Education and health services.	860	984	978	845	896	1,059	1,051	879
Educational services.	985	1,068	1,053	968	1,015	1,129	1,116	994
Health care and social assistance.	822	920	921	813	864	1,008	1,006	851
Leisure and hospitality.	584	700	695	579	601	722	698	597
Arts, entertainment, and recreation.	732	772	791	726	759	819	823	752
Accommodation and food services.	551	666	655	546	574	656	615	571
Accommodation.	615	715	702	604	621	704	685	616
Food services and drinking places.	536	621	619	535	562	611	595	560
Other services ⁴	735	1,165	1,186	725	762	1,091	1,098	752
Other services, except private households.	764	1,171	1,195	754	796	1,114	1,117	785
Public sector.	999	1,099	1,094	936	1,043	1,147	1,141	973
Federal government.	1,166	1,076	1,112	1,228	1,222	1,151	1,183	1,241
State government.	967	1,074	1,058	916	1,015	1,138	1,126	959
Local government.	969	1,114	1,106	859	999	1,150	1,136	888

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, 2018-2019 annual averages
 [Numbers in thousands]

State	2018					2019				
	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.....	1,950	180	9.2	196	10.1	2,041	173	8.5	199	9.8
Alaska.....	299	55	18.5	60	20.0	282	48	17.1	53	18.7
Arizona.....	2,943	156	5.3	191	6.5	3,028	174	5.7	214	7.1
Arkansas.....	1,176	56	4.8	62	5.3	1,200	62	5.2	71	5.9
California.....	16,399	2,405	14.7	2,587	15.8	16,485	2,504	15.2	2,726	16.5
Colorado.....	2,564	281	11.0	307	12.0	2,631	237	9.0	259	9.8
Connecticut.....	1,677	268	16.0	280	16.7	1,680	244	14.5	269	16.0
Delaware.....	434	45	10.3	47	10.8	432	38	8.7	43	9.9
District of Columbia.....	354	35	9.9	41	11.6	361	34	9.3	37	10.2
Florida.....	8,702	484	5.6	588	6.8	8,827	551	6.2	667	7.6
Georgia.....	4,466	201	4.5	249	5.6	4,422	180	4.1	223	5.0
Hawaii.....	601	139	23.1	146	24.3	574	135	23.5	147	25.5
Idaho.....	733	34	4.7	41	5.6	764	37	4.9	46	6.0
Illinois.....	5,694	786	13.8	839	14.7	5,658	771	13.6	832	14.7
Indiana.....	3,049	269	8.8	283	9.3	3,007	249	8.3	296	9.8
Iowa.....	1,461	113	7.7	129	8.8	1,543	97	6.3	122	7.9
Kansas.....	1,283	90	7.0	129	10.1	1,280	112	8.7	130	10.1
Kentucky.....	1,812	161	8.9	207	11.4	1,786	144	8.0	169	9.5
Louisiana.....	1,785	89	5.0	104	5.8	1,784	94	5.3	108	6.1
Maine.....	573	74	12.9	85	14.8	588	69	11.8	81	13.7
Maryland.....	2,784	307	11.0	336	12.1	2,912	330	11.3	371	12.8
Massachusetts.....	3,397	464	13.7	493	14.5	3,397	406	12.0	449	13.2
Michigan.....	4,320	625	14.5	663	15.4	4,323	589	13.6	648	15.0
Minnesota.....	2,634	395	15.0	421	16.0	2,662	364	13.7	381	14.3
Mississippi.....	1,121	58	5.1	80	7.1	1,105	70	6.3	93	8.4
Missouri.....	2,675	251	9.4	283	10.6	2,661	297	11.1	333	12.5
Montana.....	427	50	11.8	60	14.0	437	46	10.5	52	12.0
Nebraska.....	882	59	6.6	71	8.0	894	75	8.4	86	9.6
Nevada.....	1,376	191	13.9	216	15.7	1,379	201	14.6	222	16.1
New Hampshire.....	664	68	10.2	77	11.6	677	69	10.3	79	11.6
New Jersey.....	3,935	587	14.9	639	16.2	4,094	642	15.7	712	17.4
New Mexico.....	812	56	6.8	67	8.2	813	58	7.1	72	8.8
New York.....	8,404	1,872	22.3	2,027	24.1	8,253	1,732	21.0	1,877	22.7
North Carolina.....	4,331	118	2.7	174	4.0	4,396	102	2.3	150	3.4
North Dakota.....	343	18	5.2	23	6.7	356	21	6.0	27	7.5
Ohio.....	5,054	639	12.6	722	14.3	5,127	610	11.9	673	13.1
Oklahoma.....	1,583	90	5.7	117	7.4	1,554	96	6.2	123	7.9
Oregon.....	1,738	242	13.9	256	14.7	1,772	255	14.4	277	15.7
Pennsylvania.....	5,575	701	12.6	748	13.4	5,642	676	12.0	740	13.1
Rhode Island.....	479	83	17.4	89	18.5	475	83	17.4	90	19.0
South Carolina.....	2,016	55	2.7	72	3.6	2,140	47	2.2	59	2.7
South Dakota.....	387	22	5.6	28	7.1	395	22	5.6	26	6.7
Tennessee.....	2,816	155	5.5	179	6.4	2,947	135	4.6	162	5.5
Texas.....	11,989	512	4.3	653	5.4	12,334	497	4.0	642	5.2
Utah.....	1,343	56	4.1	76	5.7	1,409	62	4.4	83	5.9
Vermont.....	291	31	10.5	34	11.6	290	33	11.2	35	12.0
Virginia.....	3,875	168	4.3	213	5.5	3,881	156	4.0	201	5.2
Washington.....	3,270	649	19.8	671	20.5	3,393	638	18.8	684	20.2
West Virginia.....	684	68	10.0	74	10.8	704	72	10.2	78	11.1
Wisconsin.....	2,700	219	8.1	233	8.6	2,698	218	8.1	245	9.1
Wyoming.....	235	15	6.5	18	7.7	243	18	7.3	21	8.7

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, 2019 annual averages

(U.S. rate = 10.3 percent)

