



Technical information: (202) 691-6378
<http://www.bls.gov/cps/>

USDL 04-53

Media contact: 691-5902

For release: 10:00 A.M. EST
Wednesday, January 21, 2004

UNION MEMBERS IN 2003

In 2003, 12.9 percent of wage and salary workers were union members, down from 13.3 percent in 2002, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The number of persons belonging to a union fell by 369,000 over the year to 15.8 million in 2003. The union membership rate has steadily declined from a high of 20.1 percent in 1983, the first year for which comparable union data are available. Some highlights from the 2003 data are:

- Men were more likely to be union members than women.
- Blacks were more likely to be union members than were whites, Asians, and Hispanics or Latinos.
- Nearly 4 in 10 government workers were union members in 2003, compared with less than 1 in 10 workers in private-sector industries.
- Nearly two-fifths of workers in education, training, and library occupations and in protective service occupations were union members in 2003. Protective service occupations include fire fighters and police officers.

Membership by Industry and Occupation

In 2003, workers in the public sector had a union membership rate more than four times that of private-sector employees, 37.2 percent compared with 8.2 percent. The unionization rate for government workers has held steady since 1983. The rate for private industry workers has fallen by about half over the same time period. Within government, local government workers had the highest union membership rate, 42.6 percent. This group includes the heavily unionized occupations of teachers, police officers, and fire fighters. Among major private industries, transportation and utilities had the highest union membership rate, at 26.2 percent. Construction (16.0 percent), information industries (13.6 percent), and manufacturing (13.5 percent) also had higher-than-average rates. Agriculture and related industries had the lowest unionization rate in 2003—1.6 percent. (See table 3.)

Among occupational groups, education, training, and library occupations (37.7 percent) and protective service workers (36.1 percent) had the highest unionization rates in 2003. Natural resources, construction, and maintenance workers and production, transportation, and material moving occupations also had higher-than-average union membership rates at 19.2 percent and 18.7 percent, respectively. Among the major occupational groups, sales and office occupations had the lowest unionization rate—8.2 percent. (See table 3.)

Demographic Characteristics of Union Members

In 2003, union membership rates were higher for men (14.3 percent) than for women (11.4 percent). The gap between men's and women's rates has narrowed considerably since 1983, when the rate for men was 10 percentage points higher than the rate for women.

Blacks were more likely to be union members (16.5 percent) than were whites (12.5 percent), Asians (11.4 percent), or Hispanics (10.7 percent). Union membership rates were highest among workers 45 to 54 years old. Full-time workers were more than twice as likely as part-time workers to be union members. (See table 1.)

Union Representation of Nonmembers

About 1.7 million wage and salary workers were represented by a union on their main job in 2003, while not being union members themselves. (See table 1.) About half of these workers were employed in government. (See table 3.)

Earnings

In 2003, full-time wage and salary workers who were union members had median usual weekly earnings of \$760, compared with a median of \$599 for wage and salary workers who were not represented by unions. (See table 2.) The difference reflects a variety of influences in addition to coverage by a collective bargaining agreement, including variations in the distributions of union members and nonunion employees by occupation, industry, firm size, or geographic region. (For a discussion of the problem of differentiating between the influence of unionization status and the influence of other worker characteristics on employee earnings, see "Measuring union-nonunion earnings differences," *Monthly Labor Review*, June 1990.)

Union Membership by State

In 2003, 33 states reported lower union membership rates, while 15 states and the District of Columbia registered increased rates. Two states reported no change in their union membership rates from 2002 to 2003. Twenty-nine states had union membership rates below that of the U.S., while 21 states and the District of Columbia had higher rates. All states in the Middle Atlantic and Pacific divisions again had union membership rates above the national average of 12.9 percent, while all states in the East South Central and West South Central divisions continued to have rates below it. (See table 5 and chart 1.)

Four states had union membership rates over 20 percent in 2003—New York (24.6 percent), Hawaii (23.8 percent), Alaska (22.3 percent), and Michigan (21.9 percent). This is the same rank order as in both 2001 and 2002. All four states have had rates above 20 percent every year since data became regularly available in 1995. North Carolina and South Carolina continued to report the lowest union membership rates, 3.1 and 4.2 percent, respectively. These two states have had the lowest union membership rates each year since the state series became available.

The largest numbers of union members lived in California (2.4 million), New York (1.9 million), and Illinois (1.0 million). About half (7.9 million) of the 15.8 million union members in the U.S. lived in six states (California, New York, Illinois, Michigan, Ohio, and Pennsylvania), although these states accounted for just over one-third of wage and salary employment nationally.

The number of union members in a state depends on both its union membership rate and the size of its employed workforce. Texas had only about one-fourth as many union members as New York, despite having 1.2 million more wage and salary employees.

Technical Note

The estimates in this release are obtained from the Current Population Survey (CPS), which provides the basic information on the labor force, employment, and unemployment. The survey is conducted monthly for the Bureau of Labor Statistics by the U.S. Census Bureau from a scientifically selected national sample of about 60,000 households. The union membership and earnings data are tabulated from one-quarter of the CPS monthly sample and are limited to wage and salary workers. Excluded are all self-employed workers.

Data for 2002 presented in this release have been revised to incorporate changes to the class of worker status associated with the introduction of the 2002 Census industry and occupational classification systems into the Current Population Survey. In addition, the data for 2003 reflect revised CPS population controls introduced in January 2003. For a discussion of the revised population controls and the impact that their introduction had on CPS data, see "Revisions to the Current Population Survey Effective in January 2003" in the February 2003 issue of *Employment and Earnings* and available at <http://www.bls.gov/cps/rvcps03.pdf> on the BLS Web site.

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

Reliability of the estimates

Statistics based on the CPS are subject to both sampling and nonsampling error. When a sample, rather than the entire population, is surveyed, there is a chance that the sample estimates may differ from the "true" population values they represent. The exact difference, or *sampling error*, varies depending upon the particular sample selected, and this variability is measured by the standard error of the estimate. There is about a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the "true" population value because of sampling error. BLS analyses are generally conducted at the 90-percent level of confidence.

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

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

Notes and Estimates of Error" section of *Employment and Earnings*.

Definitions

The principal definitions used in this release are described briefly below.

Union members. Data refer to members of a labor union or an employee association similar to a union.

Represented by unions. Data refer to union members, as well as workers who have no union affiliation but whose jobs are covered by a union or an employee association contract.

Usual weekly earnings. Data represent earnings before taxes and other deductions and include any overtime pay, commissions, or tips usually received (at the main job in the case of multiple jobholders). Prior to 1994, respondents were asked how much they usually earned per week. Since January 1994, respondents have been asked to identify the easiest way for them to report earnings (hourly, weekly, biweekly, twice monthly, monthly, annually, other) and how much they usually earn in the reported time period. Earnings reported on a basis other than weekly are converted to a weekly equivalent. The term "usual" is as perceived by the respondent. If the respondent asks for a definition of usual, interviewers are instructed to define the term as more than half the weeks worked during the past 4 or 5 months.

Median earnings. The median is the amount which divides a given earnings distribution into two equal groups, one having earnings above the median and the other having earnings below the median.

The estimating procedure places each reported or calculated weekly earnings value into \$50-wide intervals which are centered around multiples of \$50. The actual value is estimated through the linear interpolation of the interval in which the median lies.

Wage and salary workers. Workers who receive wages, salaries, commissions, tips, payment in kind, or piece rates. The group includes employees in both the private and public sectors but, for the purposes of the union membership and earnings series, excludes all self-employed persons, regardless of whether or not their businesses are incorporated.

Full-time workers. Workers who usually work 35 hours or more per week at their sole or principal job.

Part-time workers. Workers who usually work fewer than 35 hours per week at their sole or principal job.

Hispanic or Latino ethnicity. Refers to persons who identified themselves in the enumeration process as being Spanish, Hispanic, or Latino. Persons whose ethnicity is identified as Hispanic or Latino may be of any race.

Table 1. Union affiliation of employed wage and salary workers by selected characteristics

(Numbers in thousands)

Characteristic	2002					2003				
	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	121,826	16,145	13.3	17,695	14.5	122,358	15,776	12.9	17,448	14.3
16 to 24 years	19,216	995	5.2	1,126	5.9	18,904	966	5.1	1,124	5.9
25 years and over	102,610	15,151	14.8	16,569	16.1	103,454	14,810	14.3	16,324	15.8
25 to 34 years	28,232	3,172	11.2	3,522	12.5	28,179	3,097	11.0	3,455	12.3
35 to 44 years	31,253	4,455	14.3	4,859	15.5	30,714	4,308	14.0	4,717	15.4
45 to 54 years	27,040	5,016	18.6	5,446	20.1	27,567	4,848	17.6	5,307	19.3
55 to 64 years	12,952	2,256	17.4	2,456	19.0	13,633	2,300	16.9	2,547	18.7
65 years and over	3,133	251	8.0	285	9.1	3,361	258	7.7	297	8.8
Men, 16 years and over	63,272	9,325	14.7	10,066	15.9	63,236	9,044	14.3	9,848	15.6
16 to 24 years	9,857	616	6.3	687	7.0	9,683	595	6.1	685	7.1
25 years and over	53,415	8,709	16.3	9,379	17.6	53,553	8,450	15.8	9,163	17.1
25 to 34 years	15,284	1,877	12.3	2,061	13.5	15,263	1,826	12.0	2,005	13.1
35 to 44 years	16,355	2,631	16.1	2,805	17.1	16,080	2,535	15.8	2,735	17.0
45 to 54 years	13,578	2,784	20.5	2,982	22.0	13,723	2,684	19.6	2,891	21.1
55 to 64 years	6,570	1,281	19.5	1,376	21.0	6,776	1,271	18.8	1,377	20.3
65 years and over	1,627	136	8.4	155	9.5	1,710	133	7.8	155	9.0
Women, 16 years and over	58,555	6,820	11.6	7,629	13.0	59,122	6,732	11.4	7,601	12.9
16 to 24 years	9,359	378	4.0	439	4.7	9,221	371	4.0	439	4.8
25 years and over	49,196	6,441	13.1	7,190	14.6	49,901	6,360	12.7	7,161	14.4
25 to 34 years	12,948	1,295	10.0	1,461	11.3	12,916	1,270	9.8	1,451	11.2
35 to 44 years	14,898	1,825	12.2	2,055	13.8	14,634	1,773	12.1	1,982	13.5
45 to 54 years	13,462	2,232	16.6	2,464	18.3	13,844	2,163	15.6	2,416	17.5
55 to 64 years	6,383	975	15.3	1,080	16.9	6,857	1,029	15.0	1,170	17.1
65 years and over	1,506	115	7.6	130	8.6	1,651	125	7.6	142	8.6
RACE, SEX, AND HISPANIC OR LATINO ETHNICITY										
White, 16 years and over ³	100,923	12,958	12.8	14,178	14.0	100,589	12,535	12.5	13,849	13.8
Men	53,198	7,689	14.5	8,284	15.6	52,827	7,378	14.0	8,016	15.2
Women	47,725	5,269	11.0	5,894	12.3	47,762	5,157	10.8	5,834	12.2
Black or African American, 16 years and over ³	14,108	2,386	16.9	2,624	18.6	13,928	2,298	16.5	2,540	18.2
Men	6,493	1,183	18.2	1,281	19.7	6,302	1,153	18.3	1,249	19.8
Women	7,615	1,204	15.8	1,343	17.6	7,626	1,145	15.0	1,291	16.9
Asian, 16 years and over ³	5,540	643	11.6	719	13.0	5,096	581	11.4	659	12.9
Men	2,909	356	12.3	396	13.6	2,699	296	11.0	346	12.8
Women	2,631	286	10.9	322	12.3	2,397	285	11.9	313	13.1
Hispanic or Latino, 16 years and over	15,486	1,639	10.6	1,810	11.7	16,068	1,712	10.7	1,913	11.9
Men	9,098	1,006	11.1	1,100	12.1	9,567	1,050	11.0	1,160	12.1
Women	6,387	633	9.9	710	11.1	6,501	662	10.2	753	11.6
FULL- OR PART-TIME STATUS⁴										
Full-time workers	100,081	14,622	14.6	16,005	16.0	100,302	14,263	14.2	15,732	15.7
Part-time workers	21,513	1,492	6.9	1,654	7.7	21,809	1,479	6.8	1,679	7.7

¹ Data refer to members of a labor union or an employee association similar to a union.

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

³ Beginning in 2003, persons who selected this race group only; persons who selected more than one race group are not included. Prior to 2003, persons who reported more than one race group were included in the group they identified as their main race.

⁴ 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: Data for 2002 have been revised to incorporate changes to the class of worker status associated with the introduction of the 2002 Census industry and occupational classification systems into the Current Population Survey. Beginning in January 2003, data reflect revised population controls used in the household survey. 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. In addition, persons whose ethnicity is identified as "Hispanic or Latino" may be of any race and, therefore, are classified by ethnicity as well as race. Data refer to the sole or principal job of full- and part-time workers. Excluded are all self-employed workers regardless of whether or not their businesses are incorporated.

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

Characteristic	2002				2003			
	Total	Members of unions ¹	Represented by unions ²	Non-union	Total	Members of unions ¹	Represented by unions ²	Non-union
AGE AND SEX								
Total, 16 years and over	\$608	\$738	\$733	\$587	\$620	\$760	\$755	\$599
16 to 24 years	381	497	495	374	387	497	494	381
25 years and over	646	752	747	622	662	774	770	636
25 to 34 years	591	677	668	578	594	707	701	580
35 to 44 years	668	758	753	647	687	787	783	665
45 to 54 years	706	788	787	674	723	812	807	695
55 to 64 years	674	785	783	641	708	797	798	678
65 years and over	502	590	592	485	516	619	624	504
Men, 16 years and over	679	780	775	652	695	805	802	667
16 to 24 years	391	497	495	385	398	498	493	392
25 years and over	732	796	793	713	744	821	821	724
25 to 34 years	627	718	708	615	628	737	732	613
35 to 44 years	759	811	807	747	775	841	839	759
45 to 54 years	807	832	832	794	834	865	865	822
55 to 64 years	802	834	836	784	827	834	842	821
65 years and over	583	612	614	575	612	713	720	603
Women, 16 years and over	529	666	662	509	552	696	691	523
16 to 24 years	367	496	495	361	371	495	494	366
25 years and over	568	678	673	540	584	709	704	562
25 to 34 years	530	621	617	516	546	661	657	525
35 to 44 years	571	672	668	546	590	706	703	574
45 to 54 years	602	728	723	580	609	736	731	589
55 to 64 years	574	709	709	542	601	748	743	576
65 years and over	430	542	543	415	435	517	531	422
RACE, SEX, AND HISPANIC OR LATINO ETHNICITY								
White, 16 years and over ³	623	762	756	602	636	779	774	612
Men	702	804	801	674	715	827	825	688
Women	547	694	687	520	567	711	707	539
Black or African American, 16 years and over ³	498	614	611	476	514	665	654	491
Men	524	650	642	502	555	693	687	518
Women	473	588	588	443	491	633	622	467
Asian, 16 years and over ³	658	706	705	650	693	759	760	681
Men	756	733	734	760	772	783	775	771
Women	566	669	662	552	598	710	723	587
Hispanic or Latino, 16 years and over	424	622	616	409	440	632	622	419
Men	451	663	651	423	464	664	652	437
Women	397	560	573	382	410	586	584	394

¹ Data refer to members of a labor union or an employee association similar to a union.

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

³ Beginning in 2003, persons who selected this race group only; persons who selected more than one race group are not included. Prior to 2003, persons who reported more than one race group were included in the group they identified as their main race.

NOTE: Data for 2002 have been revised to incorporate changes to the class of worker status associated with the introduction of the

2002 Census industry and occupational classification systems into the Current Population Survey. Beginning in January 2003, data reflect revised population controls used in the household survey. 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. In addition, persons whose ethnicity is identified as "Hispanic or Latino" may be of any race and, therefore, are classified by ethnicity as well as race. Data refer to the sole or principal job of full- and part-time workers. Excluded are all self-employed workers regardless of whether or not their businesses are incorporated.

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

(Numbers in thousands)

Occupation and industry	2002					2003				
	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	40,610	5,384	13.3	6,153	15.2	40,883	5,331	13.0	6,130	15.0
Management, business, and financial operations occupations	15,553	838	5.4	1,003	6.4	15,465	727	4.7	882	5.7
Management occupations	10,799	521	4.8	627	5.8	10,713	436	4.1	546	5.1
Business and financial operations occupations	4,754	317	6.7	375	7.9	4,753	291	6.1	336	7.1
Professional and related occupations	25,057	4,546	18.1	5,150	20.6	25,418	4,604	18.1	5,248	20.6
Computer and mathematical occupations	2,938	119	4.0	157	5.4	2,947	154	5.2	197	6.7
Architecture and engineering occupations	2,573	200	7.8	222	8.6	2,592	202	7.8	240	9.2
Life, physical, and social science occupations	1,164	117	10.0	142	12.2	1,203	108	9.0	136	11.3
Community and social services occupations	2,116	361	17.1	409	19.3	2,118	351	16.6	395	18.6
Legal occupations	1,162	61	5.3	79	6.8	1,134	54	4.8	65	5.7
Education, training, and library occupations	7,352	2,799	38.1	3,124	42.5	7,584	2,861	37.7	3,207	42.3
Arts, design, entertainment, sports, and media occupations	1,928	164	8.5	196	10.2	1,879	140	7.5	157	8.4
Healthcare practitioner and technical occupations	5,825	725	12.5	822	14.1	5,961	733	12.3	853	14.3
Service occupations	19,766	2,352	11.9	2,570	13.0	20,183	2,318	11.5	2,562	12.7
Healthcare support occupations	2,564	317	12.4	339	13.2	2,824	312	11.0	341	12.1
Protective service occupations	2,670	981	36.7	1,036	38.8	2,699	974	36.1	1,038	38.5
Food preparation and serving related occupations	6,811	281	4.1	328	4.8	7,150	292	4.1	347	4.9
Building and grounds cleaning and maintenance occupations	4,497	531	11.8	596	13.3	4,426	490	11.1	550	12.4
Personal care and service occupations	3,224	242	7.5	271	8.4	3,084	251	8.1	286	9.3
Sales and office occupations	32,249	2,616	8.1	2,879	8.9	32,323	2,642	8.2	2,974	9.2
Sales and related occupations	13,341	504	3.8	554	4.2	13,378	533	4.0	599	4.5
Office and administrative support occupations	18,909	2,111	11.2	2,324	12.3	18,945	2,109	11.1	2,375	12.5
Natural resources, construction, and maintenance occupations	11,517	2,359	20.5	2,462	21.4	11,894	2,288	19.2	2,409	20.3
Farming, fishing, and forestry occupations	976	45	4.6	48	4.9	921	33	3.5	38	4.1
Construction and extraction occupations	6,354	1,473	23.2	1,529	24.1	6,412	1,394	21.7	1,457	22.7
Installation, maintenance, and repair occupations	4,188	841	20.1	885	21.1	4,560	862	18.9	913	20.0
Production, transportation, and material moving occupations	17,684	3,435	19.4	3,631	20.5	17,074	3,196	18.7	3,374	19.8
Production occupations	9,716	1,780	18.3	1,868	19.2	9,261	1,624	17.5	1,710	18.5
Transportation and material moving occupations	7,968	1,655	20.8	1,763	22.1	7,814	1,572	20.1	1,664	21.3

See footnotes at end of table.

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

(Numbers in thousands)

Occupation and industry	2002					2003				
	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
INDUSTRY										
Private sector	102,153	8,800	8.6	9,535	9.3	102,648	8,452	8.2	9,264	9.0
Agriculture and related industries	1,126	31	2.8	34	3.0	1,089	17	1.6	23	2.1
Nonagricultural industries	101,027	8,769	8.7	9,501	9.4	101,559	8,435	8.3	9,241	9.1
Mining	446	39	8.7	45	10.1	504	46	9.1	53	10.5
Construction	7,080	1,179	16.7	1,222	17.3	7,126	1,139	16.0	1,188	16.7
Manufacturing	16,387	2,399	14.6	2,521	15.4	16,130	2,173	13.5	2,314	14.3
Durable goods	10,235	1,592	15.6	1,664	16.3	10,049	1,411	14.0	1,497	14.9
Nondurable goods	6,151	807	13.1	857	13.9	6,081	762	12.5	817	13.4
Wholesale and retail trade	17,653	1,040	5.9	1,111	6.3	18,343	1,130	6.2	1,210	6.6
Wholesale trade	3,619	182	5.0	192	5.3	3,878	197	5.1	213	5.5
Retail trade	14,034	858	6.1	919	6.5	14,466	933	6.4	997	6.9
Transportation and utilities	5,186	1,283	24.7	1,343	25.9	4,942	1,294	26.2	1,350	27.3
Transportation and warehousing	4,266	1,050	24.6	1,099	25.8	4,081	1,051	25.8	1,094	26.8
Utilities	919	233	25.4	244	26.6	861	243	28.2	256	29.8
Information ³	3,334	487	14.6	532	16.0	3,297	448	13.6	481	14.6
Publishing, except Internet	815	73	9.0	84	10.4	781	58	7.4	60	7.7
Motion pictures and sound recording	310	44	14.3	52	16.9	333	40	12.0	46	13.8
Broadcasting, except Internet	515	39	7.6	48	9.2	489	45	9.2	48	9.7
Telecommunications	1,398	323	23.1	339	24.3	1,414	296	21.0	316	22.3
Financial activities	8,251	164	2.0	206	2.5	8,360	176	2.1	237	2.8
Finance and insurance	6,162	92	1.5	125	2.0	6,246	98	1.6	142	2.3
Finance	3,972	52	1.3	75	1.9	4,079	63	1.5	96	2.3
Insurance	2,190	40	1.8	50	2.3	2,167	35	1.6	47	2.1
Real estate and rental and leasing	2,089	73	3.5	81	3.9	2,114	77	3.7	95	4.5
Professional and business services	10,916	293	2.7	355	3.3	10,588	243	2.3	312	2.9
Professional and technical services	6,493	98	1.5	129	2.0	6,146	88	1.4	125	2.0
Management, administrative, and waste services	4,423	195	4.4	226	5.1	4,443	155	3.5	187	4.2
Education and health services	16,088	1,372	8.5	1,558	9.7	16,635	1,324	8.0	1,560	9.4
Educational services	3,160	433	13.7	504	15.9	3,062	371	12.1	452	14.8
Health care and social assistance	12,928	940	7.3	1,055	8.2	13,573	953	7.0	1,108	8.2
Leisure and hospitality	10,286	313	3.0	370	3.6	10,207	281	2.8	333	3.3
Arts, entertainment, and recreation	1,904	122	6.4	137	7.2	1,764	95	5.4	111	6.3
Accommodation and food services	8,382	191	2.3	233	2.8	8,443	187	2.2	222	2.6
Accommodation	1,394	107	7.6	116	8.3	1,396	116	8.3	126	9.0
Food services and drinking places	6,988	85	1.2	117	1.7	7,046	70	1.0	96	1.4
Other services ³	5,400	200	3.7	236	4.4	5,425	181	3.3	203	3.7
Other services, except private households	4,629	193	4.2	227	4.9	4,645	174	3.8	196	4.2
Public sector	19,673	7,346	37.3	8,160	41.5	19,710	7,324	37.2	8,185	41.5
Federal government	3,318	1,068	32.2	1,236	37.3	3,247	1,004	30.9	1,196	36.8
State government	5,637	1,745	31.0	1,972	35.0	5,636	1,706	30.3	1,929	34.2
Local government	10,719	4,533	42.3	4,952	46.2	10,827	4,614	42.6	5,060	46.7

¹ Data refer to members of a labor union or an employee association similar to a union.

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

³ Includes other industries, not shown separately.

NOTE: Data for 2002 have been revised to incorporate changes to the class of worker status associated with the introduction of the 2002 Census industry and occupational classification systems into the Current Population

Survey. Beginning in January 2003, data reflect revised population controls used in the household survey. Occupations and industries reflect the introduction of the 2002 Census occupational and industry classification systems derived from the 2000 Standard Occupational Classification system and the 2002 North American Industry Classification System into the Current Population Survey. Data refer to the sole or principal job of full- and part-time workers. Excluded are all self-employed workers regardless of whether or not their businesses are incorporated.

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

Occupation and industry	2002				2003			
	Total	Members of unions ¹	Represented by unions ²	Non-union	Total	Members of unions ¹	Represented by unions ²	Non-union
OCCUPATION								
Management, professional, and related occupations	\$859	\$864	\$857	\$859	\$887	\$896	\$892	\$886
Management, business, and financial operations occupations	922	911	924	922	961	985	994	959
Management occupations	982	955	984	982	1,023	1,102	1,109	1,019
Business and financial operations occupations	797	862	856	790	842	864	873	839
Professional and related occupations	823	858	848	811	845	885	879	833
Computer and mathematical occupations	1,026	972	959	1,033	1,049	963	979	1,057
Architecture and engineering occupations	1,009	995	995	1,012	1,053	1,037	1,028	1,058
Life, physical, and social science occupations	873	916	933	854	891	944	945	876
Community and social services occupations	658	822	797	621	686	848	832	650
Legal occupations	996	991	960	999	1,051	1,362	1,317	1,032
Education, training, and library occupations	740	845	832	645	754	864	854	644
Arts, design, entertainment, sports, and media occupations	740	872	823	732	745	947	933	734
Healthcare practitioner and technical occupations	794	846	848	784	816	877	876	801
Service occupations	396	600	592	372	403	606	596	382
Healthcare support occupations	393	418	419	388	400	452	452	394
Protective service occupations	659	818	811	542	630	857	850	510
Food preparation and serving related occupations	334	409	402	330	349	415	410	344
Building and grounds cleaning and maintenance occupations	378	499	495	360	390	503	498	372
Personal care and service occupations	383	507	510	373	391	532	520	381
Sales and office occupations	527	625	622	517	545	629	624	530
Sales and related occupations	592	594	588	593	598	597	601	598
Office and administrative support occupations	511	629	625	498	523	639	632	510
Natural resources, construction, and maintenance occupations	597	825	817	540	608	851	843	558
Farming, fishing, and forestry occupations	340	(³)	(³)	334	369	(³)	(³)	365
Construction and extraction occupations	589	\$824	\$816	523	599	\$851	\$840	531
Installation, maintenance, and repair occupations	663	842	834	619	673	858	856	622
Production, transportation, and material moving occupations	511	659	653	483	519	688	684	493
Production occupations	508	634	628	485	519	670	665	495
Transportation and material moving occupations	514	692	682	481	520	710	704	490

See footnotes at end of table.

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

Occupation and industry	2002				2003			
	Total	Members of unions ¹	Represented by unions ²	Non-union	Total	Members of unions ¹	Represented by unions ²	Non-union
INDUSTRY								
Private sector	\$591	\$699	\$691	\$580	\$603	\$717	\$713	\$592
Agriculture and related industries	367	(³)	(³)	365	397	(³)	(³)	396
Nonagricultural industries	593	\$700	\$692	583	605	\$718	\$713	595
Mining	786	(³)	(³)	800	797	(³)	783	799
Construction	605	\$846	\$837	568	615	\$884	873	580
Manufacturing	622	654	652	617	637	689	689	626
Durable goods	647	673	672	641	668	714	712	655
Nondurable goods	587	613	611	581	597	635	637	590
Wholesale and retail trade	511	558	549	509	533	590	586	528
Wholesale trade	619	622	627	618	670	694	689	668
Retail trade	483	530	521	480	497	562	554	494
Transportation and utilities	682	809	807	630	704	817	816	653
Transportation and warehousing	642	791	788	602	668	782	780	620
Utilities	849	896	898	818	899	965	979	857
Information ⁴	764	832	826	750	776	868	862	758
Publishing, except Internet	694	738	726	691	690	740	747	684
Motion pictures and sound recording	749	(³)	(³)	725	704	(³)	(³)	669
Broadcasting, except Internet	692	(³)	(³)	681	724	(³)	(³)	703
Telecommunications	836	\$834	\$830	839	857	\$877	\$875	848
Financial activities	667	634	622	668	691	618	625	694
Finance and insurance	702	667	661	703	728	607	623	732
Finance	715	(³)	666	716	726	614	640	730
Insurance	681	(³)	(³)	682	731	(³)	(³)	734
Real estate and rental and leasing	592	\$607	\$595	592	604	\$642	\$630	603
Professional and business services	696	654	653	698	692	699	691	692
Professional and technical services	881	880	863	882	885	897	911	884
Management, administrative, and waste services	468	558	556	462	486	640	617	482
Education and health services	582	666	665	572	598	670	684	590
Educational services	683	767	748	662	681	756	760	659
Health care and social assistance	554	602	606	547	582	627	639	577
Leisure and hospitality	392	487	483	387	400	497	485	395
Arts, entertainment, and recreation	499	588	564	492	492	546	529	489
Accommodation and food services	371	434	433	368	385	478	470	381
Accommodation	411	459	469	405	435	485	482	423
Food services and drinking places	358	397	390	357	371	467	456	369
Other services ⁴	498	688	654	491	515	726	709	510
Other services, except private households	520	702	664	514	544	730	720	533
Public sector	705	769	766	637	728	801	795	656
Federal government	792	779	786	804	818	809	816	821
State government	676	737	735	633	702	764	759	652
Local government	684	781	773	595	709	814	803	606

¹ Data refer to members of a labor union or an employee association similar to a union.

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

³ Data not shown where base is less than 50,000.

⁴ Includes other industries, not shown separately.

NOTE: Data for 2002 have been revised to incorporate changes to the class of worker status associated with the introduction of the 2002 Census

industry and occupational classification systems into the Current Population Survey. Beginning in January 2003, data reflect revised population controls used in the household survey. Occupations and industries reflect the introduction of the 2002 Census occupational and industry classification systems derived from the 2000 Standard Occupational Classification system and the 2002 North American Industry Classification System into the Current Population Survey. Data refer to the sole or principal job of full- and part-time workers. Excluded are all self-employed workers regardless of whether or not their businesses are incorporated.

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

(Numbers in thousands)

State	2002					2003				
	Total em- ployed	Members of unions ¹		Represented by unions ²		Total em- ployed	Members of unions ¹		Represented by unions ²	
		Total	Percent of em- ployed	Total	Percent of em- ployed		Total	Percent of em- ployed	Total	Percent of em- ployed
Alabama	1,758	160	9.1	186	10.6	1,822	147	8.1	172	9.5
Alaska	261	64	24.4	70	26.9	265	59	22.3	65	24.6
Arizona	2,183	121	5.5	144	6.6	2,191	113	5.2	140	6.4
Arkansas	1,062	63	5.9	72	6.7	1,035	50	4.8	61	5.9
California	13,955	2,444	17.5	2,619	18.8	14,350	2,414	16.8	2,647	18.4
Colorado	1,996	157	7.9	180	9.0	2,007	156	7.8	180	9.0
Connecticut	1,534	258	16.8	271	17.7	1,489	229	15.4	244	16.4
Delaware	369	40	10.9	44	11.8	366	42	11.4	46	12.5
District of Columbia	260	36	13.9	46	17.8	268	39	14.6	46	17.2
Florida	6,680	383	5.7	503	7.5	6,652	407	6.1	557	8.4
Georgia	3,630	219	6.0	255	7.0	3,703	249	6.7	298	8.0
Hawaii	490	120	24.5	124	25.3	511	122	23.8	127	24.8
Idaho	543	38	6.9	47	8.7	548	39	7.0	47	8.6
Illinois	5,445	1,069	19.6	1,119	20.6	5,399	967	17.9	1,003	18.6
Indiana	2,814	376	13.4	408	14.5	2,768	327	11.8	352	12.7
Iowa	1,389	154	11.1	190	13.7	1,365	157	11.5	196	14.4
Kansas	1,216	100	8.2	120	9.9	1,204	96	7.9	124	10.3
Kentucky	1,639	165	10.1	185	11.3	1,681	175	10.4	216	12.8
Louisiana	1,650	138	8.4	170	10.3	1,685	109	6.5	132	7.9
Maine	581	75	13.0	87	15.0	567	73	12.8	81	14.3
Maryland	2,460	354	14.4	411	16.7	2,481	354	14.3	410	16.5
Massachusetts	2,999	427	14.2	464	15.5	2,925	416	14.2	454	15.5
Michigan	4,335	911	21.0	947	21.8	4,188	919	21.9	968	23.1
Minnesota	2,500	440	17.6	458	18.3	2,435	414	17.0	441	18.1
Mississippi	1,049	70	6.7	86	8.2	1,117	55	5.0	73	6.6
Missouri	2,508	332	13.2	366	14.6	2,546	336	13.2	363	14.2
Montana	361	51	14.2	56	15.5	360	50	14.0	54	14.9
Nebraska	790	64	8.1	89	11.2	819	64	7.9	87	10.6
Nevada	970	148	15.3	162	16.7	943	136	14.4	149	15.8
New Hampshire	613	60	9.8	68	11.2	607	56	9.3	69	11.3
New Jersey	3,872	757	19.6	797	20.6	3,777	737	19.5	801	21.2
New Mexico	720	49	6.8	61	8.5	741	57	7.6	70	9.5
New York	7,828	1,981	25.3	2,071	26.5	7,874	1,936	24.6	2,017	25.6
North Carolina	3,424	116	3.4	138	4.0	3,576	111	3.1	135	3.8
North Dakota	291	24	8.2	28	9.8	284	21	7.3	26	9.0
Ohio	5,118	859	16.8	916	17.9	5,100	850	16.7	923	18.1
Oklahoma	1,420	128	9.0	151	10.6	1,406	96	6.8	111	7.9
Oregon	1,457	226	15.5	239	16.4	1,466	230	15.7	240	16.4
Pennsylvania	5,452	851	15.6	906	16.6	5,261	794	15.1	847	16.1
Rhode Island	471	81	17.3	84	17.9	494	84	17.0	86	17.5
South Carolina	1,646	80	4.9	100	6.1	1,689	71	4.2	90	5.3
South Dakota	349	19	5.6	24	6.9	353	19	5.4	23	6.4
Tennessee	2,465	223	9.1	258	10.5	2,384	179	7.5	218	9.2
Texas	8,802	452	5.1	570	6.5	9,072	508	5.6	621	6.8
Utah	971	61	6.3	73	7.6	1,015	53	5.2	69	6.8
Vermont	289	28	9.6	32	11.1	281	27	9.7	33	11.7
Virginia	3,205	194	6.0	251	7.8	3,243	210	6.5	251	7.7
Washington	2,548	472	18.5	510	20.0	2,539	502	19.7	531	20.9
West Virginia	692	92	13.3	97	14.1	671	88	13.1	95	14.2
Wisconsin	2,549	397	15.6	418	16.4	2,613	414	15.9	438	16.8
Wyoming	219	17	7.8	22	9.9	224	18	8.0	22	9.8

¹ Data refer to members of a labor union or an employee association similar to a union.

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

NOTE: Data for 2002 have been revised to incorporate changes to

the class of worker status associated with the introduction of the 2002 Census industry and occupational classification systems into the Current Population Survey. Beginning in January 2003, data reflect revised population controls used in the household survey. Data refer to the sole or principal job of full- and part-time workers. Excluded are all self-employed workers regardless of whether or not their businesses are incorporated.

Chart 1. Union Membership rates by state, 2003 annual averages

(U.S. rate = 12.9 percent)

