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UNION MEMBERS — 2025

The **union membership rate**—the percent of wage and salary workers who were members of unions—was 10.0 percent in 2025, little changed from the prior year, the U.S. Bureau of Labor Statistics reported today. The number of wage and salary workers belonging to unions was 14.7 million in 2025. In 1983, the first year for which comparable data are available, the union membership rate was 20.1 percent and there were 17.7 million union members.

Data about union members are collected as part of the Current Population Survey, a nationwide sample survey of households in which people are asked, among other things, about union membership. (See the Technical Note in this news release.)

Federal Government Shutdown Impact on Union Data

The Current Population Survey (CPS) for October 2025 was not collected due to the federal government shutdown. As a result, annual estimates for 2025 household survey data were produced using 11-month averages that exclude October. Consequently, 2025 annual estimates are not strictly comparable with annual averages for other years.

Because union membership and earnings data are collected from only one quarter of the CPS sample, they are already based on a relatively small number of observations and are even more affected by the lack of October data. In particular, state union membership estimates for 2025 should be interpreted with caution.

For information about the impact of the federal government shutdown on CPS data, see www.bls.gov/cps/methods/2025-federal-government-shutdown-impact-cps.htm.

Highlights from the 2025 data:

- The union membership rate of public-sector workers (32.9 percent) continued to be more than five times higher than the rate of private-sector workers (5.9 percent). (See table 3.)
- Workers in education, training, and library occupations (32.5 percent) and in protective service occupations (31.3 percent) had the highest unionization rates. (See table 3.)
- Men continued to have a higher union membership rate (10.4 percent) than women (9.6 percent). (See table 1.)
- Black workers remained more likely to be union members (11.4 percent) than White (9.9 percent), Asian (8.7 percent), and Hispanic (8.9 percent) workers. (See table 1.)
- Nonunion workers had median weekly earnings that were 84 percent of earnings for workers who were union members (\$1,174 versus \$1,404). (The comparisons of earnings in this news release are on a broad level and do not control for many factors that can be important in explaining earnings differences.) (See table 2.)

Industry and Occupation of Union Members

In 2025, the number of employees who belonged to unions was similar in the **public sector** (7.3 million) and the **private sector** (7.4 million). (See table 3.)

The **public-sector** union membership rate, at 32.9 percent, increased by 0.7 percentage point over the year. The union membership rate continued to be highest in local government (37.8 percent), which employs many workers in heavily unionized occupations, such as police officers, firefighters, and teachers.

The union membership rate in the **private sector**, at 5.9 percent, was unchanged over the year. **Industries** with the highest unionization rates in 2025 included utilities (17.8 percent), transportation and warehousing (13.6 percent), and educational services (13.4 percent). The lowest unionization rates occurred in finance (0.8 percent), insurance (1.2 percent), professional and technical services (1.3 percent), agriculture and related industries (1.6 percent), and food services and drinking places (1.8 percent).

Among **occupational groups**, the highest union membership rates in 2025 were in education, training, and library occupations (32.5 percent) and protective service occupations (31.3 percent). Membership rates were lowest in farming, fishing, and forestry occupations (2.4 percent) and sales and related occupations (2.5 percent).

Selected Characteristics of Union Members

In 2025, the unionization rate for **women** was little changed over the year at 9.6 percent, and the number of women who were union members was 6.8 million. Meanwhile, the unionization rate for **men** increased 0.2 percentage point to 10.4 percent, and the number of men who were union

members was 7.9 million. The gap between union membership rates for men and women has narrowed considerably since 1983, when rates for men and women were 24.7 percent and 14.6 percent, respectively. (See table 1.)

Among the **major race and ethnicity groups**, Black workers continued to have a higher union membership rate in 2025 (11.4 percent) than White (9.9 percent), Asian (8.7 percent), and Hispanic (8.9 percent) workers. Over the year, the union membership rate increased for White (+0.3 percentage point) and Hispanic (+0.4 percentage point) workers and was little changed for Black and Asian workers.

By **age**, workers ages 45 to 54 had the highest union membership rate in 2025, at 12.6 percent. Younger workers—those ages 16 to 24—had the lowest union membership rate, at 4.7 percent.

In 2025, the union membership rate continued to be higher for **full-time workers** (10.9 percent) than for **part-time workers** (5.7 percent).

Union Representation

In 2025, 16.5 million wage and salary workers were represented by a union. The percentage of workers represented by a union was 11.2 percent in 2025, little different than a year earlier. Workers represented by a union include both union members (14.7 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 \$1,404 in 2025, while nonunion workers had median usual weekly earnings of \$1,174. In addition to coverage by a collective bargaining agreement, these earnings differences reflect a variety of factors, 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

Across states, the rates of union membership varied widely, ranging from below 5 percent to nearly 25 percent. State union membership data for 2025 are based on relatively few observations and only allow for broad characterizations. (See table 5 and chart 1. See the note on page 1 about the federal government shutdown.)

Technical Note

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

Beginning in January of each year, data reflect revised population controls used in the CPS. Additional information about population controls is available on the BLS website at www.bls.gov/cps/documentation.htm#pop.

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

Reliability of the estimates

Statistics based on the CPS are subject to both sampling and nonsampling error. When a sample, rather than the entire population, is surveyed, there is a chance that the sample estimates may differ from the true population values they represent. The exact difference, or sampling error, varies depending on the particular sample selected, and this variability is measured by the standard error of the estimate. There is about a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the true population value because of sampling error. BLS analyses are generally conducted at the 90-percent level of confidence. The state section of this news release preserves the long-time practice of highlighting the state union membership rates and levels regardless of their statistical significance.

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

Information about the reliability of data from the CPS and guidance on estimating standard errors is available at www.bls.gov/cps/methods/reliability-of-CPS-estimates.htm.

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 people, 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 news 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 people who identified themselves in the enumeration process as being Spanish, Hispanic, or Latino. People 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, 2024-2025 annual averages

[Numbers in thousands]

Characteristic	2024					2025				
	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.....	144,522	14,255	9.9	16,023	11.1	146,661	14,665	10.0	16,486	11.2
16 to 24 years.....	19,213	832	4.3	1,035	5.4	19,289	900	4.7	1,079	5.6
25 years and over.....	125,309	13,423	10.7	14,988	12.0	127,372	13,765	10.8	15,407	12.1
25 to 34 years.....	33,393	2,930	8.8	3,315	9.9	34,089	3,050	8.9	3,491	10.2
35 to 44 years.....	32,395	3,499	10.8	3,944	12.2	33,311	3,659	11.0	4,152	12.5
45 to 54 years.....	28,106	3,530	12.6	3,888	13.8	28,344	3,570	12.6	3,905	13.8
55 to 64 years.....	22,790	2,678	11.8	2,962	13.0	22,865	2,753	12.0	3,035	13.3
65 years and over.....	8,625	786	9.1	880	10.2	8,764	732	8.4	825	9.4
Men, 16 years and over.....	74,792	7,631	10.2	8,471	11.3	76,147	7,911	10.4	8,830	11.6
16 to 24 years.....	9,626	476	4.9	568	5.9	9,705	529	5.4	632	6.5
25 years and over.....	65,166	7,154	11.0	7,903	12.1	66,442	7,383	11.1	8,198	12.3
25 to 34 years.....	17,585	1,602	9.1	1,799	10.2	18,051	1,665	9.2	1,888	10.5
35 to 44 years.....	17,012	1,951	11.5	2,153	12.7	17,641	2,026	11.5	2,276	12.9
45 to 54 years.....	14,467	1,754	12.1	1,910	13.2	14,530	1,858	12.8	2,010	13.8
55 to 64 years.....	11,712	1,435	12.3	1,581	13.5	11,655	1,476	12.7	1,609	13.8
65 years and over.....	4,389	411	9.4	461	10.5	4,566	358	7.8	415	9.1
Women, 16 years and over.....	69,730	6,624	9.5	7,552	10.8	70,514	6,753	9.6	7,656	10.9
16 to 24 years.....	9,587	355	3.7	467	4.9	9,584	371	3.9	447	4.7
25 years and over.....	60,143	6,269	10.4	7,085	11.8	60,930	6,382	10.5	7,209	11.8
25 to 34 years.....	15,808	1,327	8.4	1,516	9.6	16,038	1,386	8.6	1,602	10.0
35 to 44 years.....	15,383	1,548	10.1	1,791	11.6	15,670	1,633	10.4	1,876	12.0
45 to 54 years.....	13,639	1,775	13.0	1,978	14.5	13,813	1,712	12.4	1,894	13.7
55 to 64 years.....	11,078	1,243	11.2	1,381	12.5	11,211	1,277	11.4	1,426	12.7
65 years and over.....	4,236	375	8.9	419	9.9	4,198	375	8.9	410	9.8
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX										
White, 16 years and over.....	109,472	10,509	9.6	11,843	10.8	109,963	10,836	9.9	12,140	11.0
Men.....	57,663	5,740	10.0	6,399	11.1	57,913	5,986	10.3	6,633	11.5
Women.....	51,809	4,769	9.2	5,444	10.5	52,050	4,850	9.3	5,507	10.6
Black or African American, 16 years and over.....	19,148	2,266	11.8	2,522	13.2	19,320	2,204	11.4	2,460	12.7
Men.....	8,976	1,153	12.8	1,250	13.9	9,220	1,140	12.4	1,265	13.7
Women.....	10,172	1,112	10.9	1,272	12.5	10,099	1,064	10.5	1,195	11.8
Asian, 16 years and over.....	10,162	869	8.5	997	9.8	11,157	975	8.7	1,156	10.4
Men.....	5,248	422	8.0	486	9.3	5,784	450	7.8	545	9.4
Women.....	4,914	447	9.1	510	10.4	5,373	524	9.8	611	11.4
Hispanic or Latino ethnicity, 16 years and over. . .	28,224	2,407	8.5	2,746	9.7	29,434	2,606	8.9	2,926	9.9
Men.....	15,609	1,288	8.3	1,462	9.4	16,034	1,402	8.7	1,564	9.8
Women.....	12,616	1,118	8.9	1,284	10.2	13,399	1,204	9.0	1,362	10.2
FULL- OR PART-TIME STATUS ³										
Full-time workers.....	120,053	12,857	10.7	14,408	12.0	121,470	13,231	10.9	14,824	12.2
Part-time workers.....	24,307	1,388	5.7	1,601	6.6	25,000	1,422	5.7	1,648	6.6

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. Annual estimates for 2025 are 11-month averages that exclude October. (Data for October 2025 were not collected due to the federal government shutdown.) As a result, 2025 annual estimates are not strictly comparable with annual averages for other years.

Table 2. Median weekly earnings of full-time wage and salary workers by union affiliation and selected characteristics, 2024-2025 annual averages

Characteristic	2024				2025			
	Total	Members of unions ¹	Represented by unions ²	Non-union ³	Total	Members of unions ¹	Represented by unions ²	Non-union ³
AGE AND SEX								
Total, 16 years and over.....	\$1,159	\$1,337	\$1,320	\$1,138	\$1,204	\$1,404	\$1,386	\$1,174
16 to 24 years.....	744	922	892	735	774	954	929	763
25 years and over.....	1,221	1,363	1,351	1,199	1,268	1,432	1,418	1,246
25 to 34 years.....	1,101	1,226	1,205	1,084	1,143	1,307	1,294	1,127
35 to 44 years.....	1,278	1,398	1,382	1,262	1,360	1,496	1,476	1,341
45 to 54 years.....	1,327	1,478	1,470	1,286	1,368	1,515	1,503	1,339
55 to 64 years.....	1,249	1,374	1,360	1,232	1,295	1,445	1,427	1,269
65 years and over.....	1,153	1,195	1,194	1,147	1,191	1,328	1,322	1,172
Men, 16 years and over.....	1,261	1,415	1,403	1,241	1,326	1,487	1,475	1,289
16 to 24 years.....	778	991	987	767	805	976	949	794
25 years and over.....	1,346	1,446	1,438	1,329	1,395	1,516	1,507	1,374
25 to 34 years.....	1,158	1,264	1,254	1,148	1,202	1,373	1,371	1,177
35 to 44 years.....	1,414	1,483	1,468	1,405	1,486	1,586	1,571	1,470
45 to 54 years.....	1,467	1,548	1,549	1,446	1,509	1,609	1,598	1,490
55 to 64 years.....	1,421	1,502	1,493	1,407	1,454	1,543	1,529	1,437
65 years and over.....	1,300	1,280	1,287	1,304	1,350	1,379	1,380	1,342
Women, 16 years and over.....	1,043	1,232	1,211	1,016	1,089	1,297	1,270	1,056
16 to 24 years.....	709	852	806	705	725	923	906	719
25 years and over.....	1,103	1,255	1,241	1,077	1,143	1,327	1,303	1,121
25 to 34 years.....	1,023	1,185	1,162	1,007	1,061	1,201	1,179	1,036
35 to 44 years.....	1,147	1,296	1,286	1,126	1,217	1,374	1,359	1,186
45 to 54 years.....	1,166	1,388	1,366	1,137	1,200	1,412	1,396	1,163
55 to 64 years.....	1,088	1,176	1,164	1,074	1,126	1,306	1,271	1,103
65 years and over.....	1,005	1,098	1,084	995	1,040	1,188	1,176	1,023
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX								
White, 16 years and over.....	1,177	1,375	1,353	1,155	1,231	1,452	1,433	1,198
Men.....	1,288	1,462	1,443	1,262	1,354	1,538	1,522	1,325
Women.....	1,061	1,263	1,236	1,030	1,108	1,345	1,325	1,073
Black or African American, 16 years and over.....	959	1,130	1,130	933	986	1,155	1,136	966
Men.....	1,002	1,187	1,177	969	1,039	1,230	1,197	1,012
Women.....	922	1,053	1,061	907	942	1,100	1,062	924
Asian, 16 years and over.....	1,525	1,445	1,468	1,533	1,566	1,445	1,463	1,589
Men.....	1,726	1,420	1,451	1,754	1,780	1,484	1,496	1,842
Women.....	1,365	1,494	1,506	1,349	1,395	1,388	1,399	1,395
Hispanic or Latino ethnicity, 16 years and over.....	902	1,161	1,140	884	951	1,233	1,226	920
Men.....	963	1,248	1,226	934	1,003	1,352	1,346	982
Women.....	832	1,035	1,014	813	889	1,160	1,158	864

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. Annual estimates for 2025 are 11-month averages that exclude October. (Data for October 2025 were not collected due to the federal government shutdown.) As a result, 2025 annual estimates are not strictly comparable with annual averages for other years.

Table 3. Union affiliation of employed wage and salary workers by occupation and industry, 2024-2025 annual averages

[Numbers in thousands]

Occupation and industry	2024					2025				
	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.....	62,800	6,472	10.3	7,447	11.9	63,300	6,632	10.5	7,571	12.0
Management, business, and financial operations occupations.....	25,560	1,051	4.1	1,293	5.1	25,632	1,105	4.3	1,358	5.3
Management occupations.....	16,411	689	4.2	825	5.0	16,548	678	4.1	832	5.0
Business and financial operations occupations.....	9,149	362	4.0	468	5.1	9,084	427	4.7	526	5.8
Professional and related occupations.....	37,240	5,421	14.6	6,153	16.5	37,668	5,527	14.7	6,213	16.5
Computer and mathematical occupations.....	6,196	228	3.7	291	4.7	6,517	239	3.7	285	4.4
Architecture and engineering occupations.....	3,432	195	5.7	249	7.3	3,593	232	6.4	278	7.7
Life, physical, and social science occupations.....	1,733	184	10.6	201	11.6	1,794	193	10.7	228	12.7
Community and social service occupations....	2,780	378	13.6	425	15.3	2,656	385	14.5	421	15.9
Legal occupations.....	1,550	84	5.4	108	7.0	1,598	116	7.3	136	8.5
Education, training, and library occupations. ..	9,351	3,016	32.3	3,346	35.8	9,365	3,039	32.5	3,365	35.9
Arts, design, entertainment, sports, and media occupations.....	2,358	152	6.5	184	7.8	2,392	158	6.6	182	7.6
Healthcare practitioners and technical occupations.....	9,839	1,184	12.0	1,351	13.7	9,752	1,166	12.0	1,319	13.5
Service occupations.....	23,707	2,182	9.2	2,430	10.3	24,552	2,326	9.5	2,618	10.7
Healthcare support occupations.....	5,157	424	8.2	477	9.3	5,530	483	8.7	566	10.2
Protective service occupations.....	3,070	908	29.6	998	32.5	3,327	1,042	31.3	1,136	34.1
Food preparation and serving related occupations.....	7,860	310	3.9	353	4.5	8,074	300	3.7	351	4.3
Building and grounds cleaning and maintenance occupations.....	4,807	419	8.7	465	9.7	4,702	386	8.2	431	9.2
Personal care and service occupations.....	2,813	121	4.3	136	4.9	2,919	116	4.0	135	4.6
Sales and office occupations.....	27,032	1,614	6.0	1,835	6.8	27,970	1,685	6.0	1,941	6.9
Sales and related occupations.....	11,929	325	2.7	391	3.3	12,208	308	2.5	382	3.1
Office and administrative support occupations. ..	15,104	1,289	8.5	1,444	9.6	15,762	1,376	8.7	1,560	9.9
Natural resources, construction, and maintenance occupations.....	12,243	1,638	13.4	1,761	14.4	12,251	1,712	14.0	1,833	15.0
Farming, fishing, and forestry occupations.....	881	13	1.5	13	1.5	871	21	2.4	24	2.7
Construction and extraction occupations.....	6,939	1,068	15.4	1,140	16.4	6,850	1,124	16.4	1,195	17.4
Installation, maintenance, and repair occupations.....	4,422	558	12.6	608	13.7	4,529	567	12.5	614	13.6
Production, transportation, and material moving occupations.....	18,740	2,348	12.5	2,550	13.6	18,588	2,310	12.4	2,523	13.6
Production occupations.....	7,697	894	11.6	979	12.7	7,504	890	11.9	958	12.8
Transportation and material moving occupations.....	11,044	1,454	13.2	1,571	14.2	11,084	1,420	12.8	1,565	14.1
INDUSTRY										
Private sector.....	122,684	7,230	5.9	8,216	6.7	124,561	7,384	5.9	8,443	6.8
Agriculture and related industries.....	1,287	18	1.4	19	1.5	1,243	19	1.6	19	1.6
Nonagricultural industries.....	121,397	7,212	5.9	8,197	6.8	123,318	7,365	6.0	8,423	6.8
Mining, quarrying, and oil and gas extraction...	538	35	6.6	40	7.5	487	23	4.7	30	6.1
Construction.....	8,894	916	10.3	994	11.2	9,000	995	11.1	1,078	12.0
Manufacturing.....	14,338	1,124	7.8	1,244	8.7	14,371	1,107	7.7	1,210	8.4
Durable goods.....	9,213	713	7.7	786	8.5	9,328	694	7.4	767	8.2
Nondurable goods.....	5,125	411	8.0	458	8.9	5,043	413	8.2	443	8.8
Wholesale and retail trade.....	17,986	731	4.1	844	4.7	18,072	780	4.3	901	5.0
Wholesale trade.....	2,955	136	4.6	156	5.3	2,676	157	5.8	171	6.4
Retail trade.....	15,031	596	4.0	687	4.6	15,396	623	4.0	729	4.7
Transportation and utilities.....	7,540	1,221	16.2	1,307	17.3	7,815	1,119	14.3	1,216	15.6
Transportation and warehousing.....	6,387	1,006	15.8	1,079	16.9	6,558	895	13.6	979	14.9
Utilities.....	1,153	215	18.7	229	19.8	1,257	224	17.8	236	18.8
Information ³	2,354	156	6.6	180	7.6	2,376	158	6.6	182	7.6
Publishing, except Internet.....	503	17	3.3	17	3.4	381	13	3.5	13	3.5
Motion pictures and sound recording industries.....	356	30	8.4	36	10.2	395	44	11.0	51	12.8

See footnotes at end of table.

Table 3. Union affiliation of employed wage and salary workers by occupation and industry, 2024-2025 annual averages — Continued
[Numbers in thousands]

Occupation and industry	2024					2025				
	Total employed	Members of unions ¹		Represented by unions ²		Total employed	Members of unions ¹		Represented by unions ²	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
Broadcasting and content providers.....	—	—	—	—	—	449	24	5.2	28	6.2
Telecommunications.....	770	69	9.0	83	10.7	724	69	9.6	79	10.9
Financial activities.....	9,231	122	1.3	170	1.8	9,633	147	1.5	190	2.0
Finance and insurance.....	7,149	67	0.9	102	1.4	7,453	72	1.0	102	1.4
Finance.....	4,540	37	0.8	65	1.4	4,746	40	0.8	54	1.1
Insurance.....	2,609	31	1.2	37	1.4	2,707	32	1.2	48	1.8
Real estate and rental and leasing.....	2,082	55	2.6	68	3.3	2,181	74	3.4	87	4.0
Professional and business services.....	17,247	348	2.0	476	2.8	17,700	368	2.1	492	2.8
Professional and technical services.....	11,304	131	1.2	211	1.9	11,946	154	1.3	235	2.0
Management, administrative, and waste services.....	5,943	218	3.7	265	4.5	5,755	214	3.7	257	4.5
Education and health services.....	24,877	2,027	8.1	2,333	9.4	25,522	2,087	8.2	2,445	9.6
Educational services.....	5,207	689	13.2	805	15.5	5,343	717	13.4	839	15.7
Health care and social assistance.....	19,670	1,337	6.8	1,528	7.8	20,179	1,370	6.8	1,606	8.0
Leisure and hospitality.....	12,458	370	3.0	425	3.4	12,211	367	3.0	433	3.5
Arts, entertainment, and recreation.....	2,467	146	5.9	167	6.8	2,402	129	5.4	147	6.1
Accommodation and food services.....	9,991	224	2.2	258	2.6	9,809	238	2.4	286	2.9
Accommodation.....	1,155	84	7.2	93	8.0	1,117	84	7.6	93	8.3
Food services and drinking places.....	8,836	140	1.6	165	1.9	8,692	153	1.8	194	2.2
Other services ³	5,933	160	2.7	184	3.1	6,130	215	3.5	248	4.0
Other services, except private households...	5,301	152	2.9	172	3.3	5,540	209	3.8	239	4.3
Public sector.....	21,838	7,025	32.2	7,807	35.7	22,100	7,280	32.9	8,043	36.4
Federal government.....	4,170	1,056	25.3	1,246	29.9	4,131	1,124	27.2	1,286	31.1
State government.....	7,524	2,096	27.9	2,364	31.4	7,783	2,304	29.6	2,544	32.7
Local government.....	10,144	3,873	38.2	4,197	41.4	10,186	3,853	37.8	4,213	41.4

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-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. Effective with January 2025 data, industries reflect the introduction of the 2022 Census industry classification system, derived from the 2022 North American Industry Classification System (NAICS). No historical data have been revised. Data for 2025 are not strictly comparable with earlier years. Annual estimates for 2025 are 11-month averages that exclude October. (Data for October 2025 were not collected due to the federal government shutdown.) As a result, 2025 annual estimates are not strictly comparable with annual averages for other years.

Table 4. Median weekly earnings of full-time wage and salary workers by union affiliation, occupation, and industry, 2024-2025 annual averages

Occupation and industry	2024				2025			
	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.....	\$1,582	\$1,516	\$1,500	\$1,602	\$1,645	\$1,581	\$1,566	\$1,657
Management, business, and financial operations occupations.....	1,731	1,669	1,637	1,734	1,760	1,734	1,706	1,763
Management occupations.....	1,773	1,760	1,734	1,778	1,847	1,862	1,793	1,850
Business and financial operations occupations.....	1,610	1,488	1,498	1,619	1,652	1,564	1,571	1,657
Professional and related occupations.....	1,504	1,485	1,468	1,514	1,567	1,556	1,544	1,573
Computer and mathematical occupations.....	1,921	1,680	1,655	1,963	2,015	1,665	1,654	2,045
Architecture and engineering occupations.....	1,873	1,810	1,782	1,879	1,930	2,083	2,019	1,921
Life, physical, and social science occupations.....	1,611	1,738	1,754	1,596	1,560	1,736	1,743	1,533
Community and social service occupations.....	1,163	1,415	1,399	1,138	1,252	1,524	1,485	1,221
Legal occupations.....	1,904	1,902	1,899	1,905	1,933	1,791	1,797	1,984
Education, training, and library occupations.....	1,217	1,402	1,380	1,119	1,250	1,483	1,452	1,130
Arts, design, entertainment, sports, and media occupations.....	1,413	1,549	1,485	1,407	1,413	2,032	2,057	1,387
Healthcare practitioners and technical occupations.....	1,472	1,620	1,565	1,451	1,534	1,605	1,622	1,521
Service occupations.....	758	1,048	1,021	733	790	1,158	1,132	762
Healthcare support occupations.....	753	796	786	750	786	884	873	777
Protective service occupations.....	1,109	1,540	1,519	937	1,197	1,728	1,655	1,011
Food preparation and serving related occupations.....	689	752	745	686	701	757	741	699
Building and grounds cleaning and maintenance occupations.....	729	893	877	714	761	924	915	744
Personal care and service occupations.....	757	979	914	749	762	907	870	750
Sales and office occupations.....	964	1,089	1,084	954	1,010	1,129	1,124	1,001
Sales and related occupations.....	1,046	1,022	1,055	1,045	1,112	1,043	1,036	1,116
Office and administrative support occupations.....	925	1,100	1,089	911	981	1,145	1,138	963
Natural resources, construction, and maintenance occupations.....	1,042	1,475	1,449	995	1,101	1,555	1,539	1,017
Farming, fishing, and forestry occupations.....	716	—	—	714	729	—	—	729
Construction and extraction occupations.....	1,017	1,492	1,475	974	1,096	1,561	1,547	1,004
Installation, maintenance, and repair occupations.....	1,150	1,457	1,421	1,113	1,180	1,571	1,548	1,140
Production, transportation, and material moving occupations.....	891	1,128	1,111	864	924	1,166	1,142	901
Production occupations.....	922	1,151	1,129	899	969	1,161	1,144	945
Transportation and material moving occupations.....	862	1,105	1,086	829	895	1,174	1,140	866
INDUSTRY								
Private sector.....	1,140	1,258	1,243	1,131	1,181	1,364	1,343	1,169
Agriculture and related industries.....	786	—	—	786	811	—	—	810
Nonagricultural industries.....	1,144	1,261	1,246	1,136	1,188	1,365	1,344	1,175
Mining, quarrying, and oil and gas extraction.....	1,511	—	—	1,482	1,536	—	—	1,532
Construction.....	1,100	1,530	1,500	1,051	1,180	1,585	1,567	1,132
Manufacturing.....	1,202	1,219	1,216	1,199	1,245	1,340	1,331	1,237
Durable goods.....	1,252	1,264	1,265	1,251	1,298	1,401	1,397	1,282
Nondurable goods.....	1,124	1,161	1,147	1,122	1,164	1,203	1,198	1,159
Wholesale and retail trade.....	922	892	901	923	961	926	923	963
Wholesale trade.....	1,163	1,158	1,156	1,164	1,181	978	971	1,202
Retail trade.....	876	825	833	879	913	908	908	913
Transportation and utilities.....	1,130	1,366	1,353	1,095	1,161	1,543	1,500	1,118
Transportation and warehousing.....	1,040	1,254	1,234	1,011	1,070	1,432	1,402	1,018
Utilities.....	1,578	1,661	1,644	1,559	1,728	1,906	1,921	1,647
Information ⁴	1,728	1,613	1,584	1,751	1,730	1,695	1,565	1,736
Publishing, except Internet.....	2,092	—	—	2,107	1,895	—	—	1,908
Motion pictures and sound recording industries.....	1,567	—	—	1,590	1,534	—	—	1,447
Broadcasting and content providers.....	—	—	—	—	1,844	—	—	1,822
Telecommunications.....	1,512	1,600	1,528	1,510	1,508	1,550	1,431	1,512
Financial activities.....	1,446	1,262	1,266	1,451	1,507	1,307	1,349	1,509
Finance and insurance.....	1,533	1,249	1,266	1,537	1,600	1,358	1,441	1,603
Finance.....	1,633	—	1,340	1,638	1,742	—	1,591	1,744
Insurance.....	1,365	—	—	1,369	1,445	—	—	1,448
Real estate and rental and leasing.....	1,208	1,350	1,267	1,206	1,210	1,272	1,324	1,203
Professional and business services.....	1,467	1,269	1,265	1,472	1,546	1,265	1,344	1,554
Professional and technical services.....	1,830	1,701	1,535	1,838	1,880	1,772	1,743	1,882
Management, administrative, and waste services.....	919	1,100	1,073	916	948	1,024	1,008	944

See footnotes at end of table.

Table 4. Median weekly earnings of full-time wage and salary workers by union affiliation, occupation, and industry, 2024-2025 annual averages — Continued

Occupation and industry	2024				2025			
	Total	Members of unions ¹	Repre-sented by unions ²	Non-union ³	Total	Members of unions ¹	Repre-sented by unions ²	Non-union ³
Education and health services.....	\$1,143	\$1,310	\$1,280	\$1,128	\$1,174	\$1,402	\$1,378	\$1,157
Educational services.....	1,236	1,341	1,328	1,222	1,296	1,409	1,371	1,271
Health care and social assistance.....	1,119	1,282	1,260	1,105	1,151	1,394	1,386	1,134
Leisure and hospitality.....	775	975	958	769	802	1,001	958	796
Arts, entertainment, and recreation.....	963	1,127	1,106	948	1,069	1,169	1,177	1,060
Accommodation and food services.....	741	834	828	737	753	882	861	749
Accommodation.....	801	862	850	797	895	962	996	887
Food services and drinking places.....	728	802	805	726	731	769	766	729
Other services ⁴	986	1,403	1,332	979	1,000	1,409	1,371	990
Other services, except private households.....	1,013	1,430	1,393	1,005	1,020	1,415	1,377	1,010
Public sector.....	1,254	1,391	1,372	1,185	1,302	1,444	1,429	1,221
Federal government.....	1,532	1,387	1,389	1,620	1,558	1,456	1,457	1,642
State government.....	1,206	1,365	1,348	1,141	1,254	1,401	1,393	1,173
Local government.....	1,207	1,409	1,383	1,095	1,240	1,467	1,437	1,110

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

² Data refer to both union members and workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.

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

⁴ Includes other industries, not shown separately.

NOTE: Data refer to the sole or principal job of full-time wage and salary workers. All self-employed workers are excluded, both those with incorporated businesses as well as those with unincorporated businesses. Updated population controls are introduced annually with the release of January data. Dash indicates no data or data that do not meet publication criteria (values not shown where base is less than 50,000). Effective with January 2025 data, industries reflect the introduction of the 2022 Census industry classification system, derived from the 2022 North American Industry Classification System (NAICS). No historical data have been revised. Data for 2025 are not strictly comparable with earlier years. Annual estimates for 2025 are 11-month averages that exclude October. (Data for October 2025 were not collected due to the federal government shutdown.) As a result, 2025 annual estimates are not strictly comparable with annual averages for other years.

Table 5. Union affiliation of employed wage and salary workers by state, 2024-2025 annual averages
[Numbers in thousands]

State	2024					2025				
	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.....	2,110	140	6.6	165	7.8	2,090	131	6.3	150	7.2
Alaska.....	300	53	17.7	58	19.5	315	57	18.1	65	20.7
Arizona.....	3,183	118	3.7	144	4.5	3,256	132	4.1	148	4.5
Arkansas.....	1,265	45	3.5	56	4.4	1,250	36	2.8	44	3.5
California.....	16,399	2,381	14.5	2,678	16.3	16,651	2,489	14.9	2,784	16.7
Colorado.....	2,671	206	7.7	214	8.0	2,706	161	5.9	180	6.7
Connecticut.....	1,634	269	16.5	291	17.8	1,652	266	16.1	284	17.2
Delaware.....	435	37	8.5	39	8.9	451	47	10.4	52	11.5
District of Columbia.....	362	38	10.6	42	11.7	364	34	9.2	39	10.7
Florida.....	9,086	462	5.1	569	6.3	9,328	503	5.4	581	6.2
Georgia.....	4,619	174	3.8	203	4.4	4,601	236	5.1	280	6.1
Hawaii.....	556	147	26.5	153	27.5	586	145	24.8	152	26.0
Idaho.....	850	43	5.0	50	5.9	875	36	4.1	47	5.3
Illinois.....	5,615	734	13.1	798	14.2	5,778	758	13.1	812	14.0
Indiana.....	2,999	271	9.0	313	10.4	3,143	260	8.3	301	9.6
Iowa.....	1,437	93	6.4	119	8.3	1,478	101	6.8	122	8.2
Kansas.....	1,309	83	6.3	105	8.0	1,358	84	6.2	122	9.0
Kentucky.....	1,761	156	8.8	197	11.2	1,769	157	8.9	187	10.5
Louisiana.....	1,741	69	3.9	86	5.0	1,795	79	4.4	99	5.5
Maine.....	585	77	13.1	89	15.3	601	71	11.9	85	14.1
Maryland.....	2,851	325	11.4	382	13.4	2,711	346	12.7	406	15.0
Massachusetts.....	3,397	496	14.6	531	15.6	3,427	498	14.5	527	15.4
Michigan.....	4,346	581	13.4	639	14.7	4,354	566	13.0	620	14.2
Minnesota.....	2,668	379	14.2	394	14.8	2,731	386	14.1	431	15.8
Mississippi.....	1,129	59	5.2	90	7.9	1,111	47	4.2	81	7.3
Missouri.....	2,734	234	8.6	255	9.3	2,759	271	9.8	309	11.2
Montana.....	474	56	11.9	62	13.1	471	53	11.2	58	12.3
Nebraska.....	913	62	6.8	74	8.1	973	64	6.6	82	8.5
Nevada.....	1,367	166	12.1	183	13.4	1,460	189	13.0	208	14.3
New Hampshire.....	678	62	9.2	72	10.6	676	60	8.9	67	9.9
New Jersey.....	4,197	682	16.2	730	17.4	4,158	612	14.7	670	16.1
New Mexico.....	834	63	7.5	73	8.8	855	52	6.1	68	7.9
New York.....	8,278	1,706	20.6	1,814	21.9	8,624	1,834	21.3	1,943	22.5
North Carolina.....	4,555	108	2.4	142	3.1	4,547	113	2.5	140	3.1
North Dakota.....	366	18	5.0	23	6.3	385	23	6.0	28	7.4
Ohio.....	5,147	621	12.1	685	13.3	5,196	605	11.6	666	12.8
Oklahoma.....	1,713	91	5.3	106	6.2	1,749	106	6.1	127	7.3
Oregon.....	1,835	292	15.9	321	17.5	1,867	283	15.1	316	16.9
Pennsylvania.....	5,706	666	11.7	708	12.4	5,679	620	10.9	665	11.7
Rhode Island.....	500	73	14.5	77	15.3	509	82	16.1	89	17.5
South Carolina.....	2,163	61	2.8	89	4.1	2,324	63	2.7	96	4.1
South Dakota.....	431	12	2.7	16	3.7	415	10	2.3	13	3.1
Tennessee.....	2,923	136	4.7	164	5.6	3,057	145	4.8	176	5.7
Texas.....	13,345	603	4.5	716	5.4	13,731	673	4.9	793	5.8
Utah.....	1,558	58	3.7	122	7.8	1,608	61	3.8	125	7.8
Vermont.....	297	42	14.3	47	15.8	293	38	13.1	43	14.8
Virginia.....	3,997	207	5.2	229	5.7	3,797	204	5.4	244	6.4
Washington.....	3,432	548	16.0	627	18.3	3,512	632	18.0	681	19.4
West Virginia.....	699	61	8.8	70	10.0	703	60	8.5	64	9.1
Wisconsin.....	2,819	180	6.4	196	6.9	2,691	173	6.4	202	7.5
Wyoming.....	249	14	5.6	17	6.7	240	14	6.0	17	7.2

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.

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. Annual estimates for 2025 are 11-month averages that exclude October. (Data for October 2025 were not collected due to the federal government shutdown.) As a result, 2025 annual estimates are not strictly comparable with annual averages for other years.

Chart 1. Union membership rates by state, 2025 averages*

(U.S. rate* = 10.0 percent)

