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UNION MEMBERS — 2020

In 2020, the percent of wage and salary workers who were members of unions—the **union membership rate**—was 10.8 percent, up by 0.5 percentage point from 2019, the U.S. Bureau of Labor Statistics reported today. The number of wage and salary workers belonging to unions, at 14.3 million in 2020, was down by 321,000, or 2.2 percent, from 2019. However, the decline in total wage and salary employment was 9.6 million (mostly among nonunion workers), or 6.7 percent. The disproportionately large decline in total wage and salary employment compared with the decline in the number of union members led to an increase in the union membership rate. 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.

Union membership data 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.

Coronavirus (COVID-19) Pandemic Impact on 2020 Union Members Data

Data on union members for 2020 reflect the impact on the labor market of the coronavirus (COVID-19) pandemic and efforts to contain it. Comparisons with union membership measures for earlier years, including metrics such as the union membership rate and the median usual weekly earnings of union members, should be interpreted with caution. The overall union membership rate and the rates by many demographic and employment characteristics increased despite declines in the number of union members. These increases reflect the disproportionately large decline in total wage and salary employment (mostly among nonunion workers) compared with the decline in the number of union members. Increases in median weekly earnings reflect the disproportionately large decline in employment in 2020, notably among lower-paid workers, such as those in the leisure and hospitality industry. More information on labor market developments in recent months is available at www.bls.gov/covid19/effects-of-covid-19-pandemic-and-response-on-the-employment-situation-news-release.htm.

Highlights from the 2020 data:

- The union membership rate of public-sector workers (34.8 percent) continued to be more than five times higher than the rate of private-sector workers (6.3 percent). (See table 3.)
- The highest unionization rates were among workers in protective service occupations (36.6 percent) and in education, training, and library occupations (35.9 percent). (See table 3.)
- Men continued to have a higher union membership rate (11.0 percent) than women (10.5 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 84 percent of earnings for workers who were union members (\$958 versus \$1,144). (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.)
- Among states, Hawaii and New York continued to have the highest union membership rates (23.7 percent and 22.0 percent, respectively), while South Carolina and North Carolina continued to have the lowest (2.9 percent and 3.1 percent, respectively). (See table 5.)

Industry and Occupation of Union Members

In 2020, 7.2 million employees in the **public sector** and 7.1 million workers in the **private sector** belonged to unions. Union membership decreased by 428,000 in the private sector and showed little change in the public sector. The union membership rate increased over the year in the public sector by 1.2 percentage points to 34.8 percent, reflecting a decline in total public-sector wage and salary employment (-391,000). Within the public sector, the union membership rate was highest in local government (41.7 percent), which employs many workers in heavily unionized occupations, such as police officers, firefighters, and teachers. The unionization rate for private-sector workers increased by 0.1 percentage point to 6.3 percent in 2020, reflecting the net effect of declines in both the number of union members in the private sector and the steep drop in private-sector employment. Private-sector industries with high unionization rates included utilities (20.6 percent), transportation and warehousing (17.0 percent), and telecommunications (14.3 percent). Low unionization rates occurred in food services and drinking places (1.2 percent), finance (1.2 percent), and professional and technical services (1.3 percent). (See table 3.)

Among **occupational groups**, the highest unionization rates in 2020 were in protective service occupations (36.6 percent) and in education, training, and library occupations (35.9 percent). Unionization rates were lowest in farming, fishing, and forestry occupations (2.6 percent); sales and related occupations (3.2 percent); and food preparation and serving related occupations (3.4 percent).

Selected Characteristics of Union Members

In 2020, the number of **men** who were union members decreased by 368,000, while the number of **women** who were union members was little changed. The union membership rate for women increased by 0.8 percentage point to 10.5 percent, and the rate for men was up by 0.2 percentage point to 11.0 percent. The large declines in nonunion employment among both men and women put upward pressure on their union membership rates. (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 2020 (12.3 percent) than White workers (10.7 percent), Asian workers (8.9 percent), or Hispanic workers (9.8 percent). The number of White union members decreased by 264,000, while the numbers of Black, Asian, and Hispanic union members showed little change. The union membership rate for Black workers (+1.1 percentage points), Hispanic workers (+0.9 percentage point), and White workers (+0.4 percentage point) increased over the year, while the rate for Asian workers changed little. The increases in the union membership rates reflect declines in total wage and salary employment for these groups, principally among nonunion workers.

By **age**, union membership rates continued to be highest among workers ages 45 to 64. In 2020, 13.2 percent of workers ages 45 to 54 and 13.0 percent of those ages 55 to 64 were union members.

In 2020, the union membership rate for **full-time workers** (11.8 percent) was about twice the rate for **part-time workers** (5.8 percent).

Union Representation

In 2020, 15.9 million wage and salary workers were represented by a union, 444,000 less than in 2019. The percentage of workers represented by a union was 12.1 percent, an increase of 0.5 percentage point from 2019, reflecting the disproportionately large decline in total wage and salary employment. Workers represented by a union include both union members (14.3 million) and workers who report no union affiliation but whose jobs are covered by a union contract (1.7 million). (See table 1.)

Earnings

Among full-time wage and salary workers, union members had **median usual weekly earnings** of \$1,144 in 2020, while those who were not union members had median weekly earnings of \$958. 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, as well as pandemic-related labor market effects in 2020. (See tables 2 and 4.)

Union Membership by State

In 2020, 30 states and the District of Columbia had union membership rates below that of the U.S. average, 10.8 percent, while 20 states had rates above it. 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.)

Nine states had union membership rates below 5.0 percent in 2020. South Carolina had the lowest rate (2.9 percent). The next lowest rates were in North Carolina and Utah (3.1 percent and 3.7 percent, respectively). Two states had union membership rates over 20.0 percent in 2020: Hawaii (23.7 percent) and New York (22.0 percent).

Over half of the 14.3 million union members in the U.S. lived in just seven states (California, 2.4 million; New York, 1.7 million; Illinois and Pennsylvania, 0.7 million each; and Michigan, New Jersey, and Ohio, 0.6 million each). However, these states accounted for 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, 2019-2020 annual averages

[Numbers in thousands]

Characteristic	2019					2020				
	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.....	141,737	14,574	10.3	16,383	11.6	132,174	14,253	10.8	15,939	12.1
16 to 24 years.....	18,869	827	4.4	977	5.2	16,744	741	4.4	865	5.2
25 years and over.....	122,868	13,747	11.2	15,406	12.5	115,430	13,512	11.7	15,074	13.1
25 to 34 years.....	33,718	2,973	8.8	3,464	10.3	31,444	3,071	9.8	3,455	11.0
35 to 44 years.....	29,898	3,515	11.8	3,906	13.1	28,473	3,475	12.2	3,836	13.5
45 to 54 years.....	28,191	3,543	12.6	3,918	13.9	26,364	3,469	13.2	3,868	14.7
55 to 64 years.....	23,207	2,952	12.7	3,266	14.1	21,838	2,842	13.0	3,175	14.5
65 years and over.....	7,854	764	9.7	852	10.9	7,311	656	9.0	740	10.1
Men, 16 years and over.....	73,349	7,950	10.8	8,845	12.1	68,711	7,582	11.0	8,432	12.3
16 to 24 years.....	9,449	495	5.2	574	6.1	8,463	433	5.1	488	5.8
25 years and over.....	63,899	7,455	11.7	8,271	12.9	60,249	7,149	11.9	7,944	13.2
25 to 34 years.....	17,892	1,648	9.2	1,922	10.7	16,648	1,662	10.0	1,865	11.2
35 to 44 years.....	15,811	1,958	12.4	2,136	13.5	15,073	1,836	12.2	2,016	13.4
45 to 54 years.....	14,363	1,923	13.4	2,088	14.5	13,591	1,847	13.6	2,035	15.0
55 to 64 years.....	11,777	1,520	12.9	1,674	14.2	11,125	1,473	13.2	1,649	14.8
65 years and over.....	4,056	406	10.0	451	11.1	3,812	331	8.7	379	10.0
Women, 16 years and over.....	68,388	6,624	9.7	7,538	11.0	63,462	6,672	10.5	7,507	11.8
16 to 24 years.....	9,420	332	3.5	403	4.3	8,281	308	3.7	377	4.6
25 years and over.....	58,969	6,292	10.7	7,135	12.1	55,181	6,363	11.5	7,129	12.9
25 to 34 years.....	15,826	1,326	8.4	1,541	9.7	14,796	1,409	9.5	1,590	10.7
35 to 44 years.....	14,086	1,557	11.1	1,770	12.6	13,401	1,639	12.2	1,820	13.6
45 to 54 years.....	13,828	1,620	11.7	1,830	13.2	12,773	1,622	12.7	1,833	14.3
55 to 64 years.....	11,430	1,431	12.5	1,592	13.9	10,713	1,370	12.8	1,526	14.2
65 years and over.....	3,797	357	9.4	401	10.6	3,499	324	9.3	360	10.3
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX										
White, 16 years and over.....	109,132	11,208	10.3	12,583	11.5	102,142	10,944	10.7	12,221	12.0
Men.....	57,537	6,280	10.9	6,965	12.1	54,042	5,950	11.0	6,597	12.2
Women.....	51,594	4,928	9.6	5,618	10.9	48,100	4,994	10.4	5,624	11.7
Black or African American, 16 years and over.....	18,231	2,043	11.2	2,310	12.7	16,726	2,055	12.3	2,321	13.9
Men.....	8,440	1,002	11.9	1,132	13.4	7,704	990	12.9	1,123	14.6
Women.....	9,791	1,042	10.6	1,178	12.0	9,022	1,065	11.8	1,198	13.3
Asian, 16 years and over.....	9,291	817	8.8	932	10.0	8,573	766	8.9	855	10.0
Men.....	4,795	384	8.0	438	9.1	4,551	375	8.2	421	9.3
Women.....	4,496	433	9.6	494	11.0	4,021	392	9.7	434	10.8
Hispanic or Latino ethnicity, 16 years and over. . .	25,417	2,258	8.9	2,590	10.2	23,562	2,315	9.8	2,586	11.0
Men.....	14,100	1,312	9.3	1,490	10.6	13,270	1,336	10.1	1,485	11.2
Women.....	11,317	947	8.4	1,099	9.7	10,291	980	9.5	1,101	10.7
FULL- OR PART-TIME STATUS³										
Full-time workers.....	117,584	13,224	11.2	14,822	12.6	110,387	12,987	11.8	14,486	13.1
Part-time workers.....	23,946	1,329	5.5	1,540	6.4	21,616	1,247	5.8	1,430	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.

Table 2. Median weekly earnings of full-time wage and salary workers by union affiliation and selected characteristics, 2019-2020 annual averages

Characteristic	2019				2020			
	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.....	\$917	\$1,095	\$1,082	\$892	\$984	\$1,144	\$1,138	\$958
16 to 24 years.....	581	692	684	575	606	717	711	601
25 years and over.....	969	1,121	1,110	944	1,029	1,160	1,155	1,007
25 to 34 years.....	846	980	970	827	904	1,008	1,003	888
35 to 44 years.....	1,035	1,203	1,196	1,007	1,106	1,241	1,232	1,073
45 to 54 years.....	1,033	1,174	1,160	1,008	1,129	1,243	1,234	1,102
55 to 64 years.....	1,017	1,136	1,132	999	1,096	1,167	1,168	1,072
65 years and over.....	936	1,006	1,016	920	999	1,112	1,097	987
Men, 16 years and over.....	1,007	1,147	1,139	986	1,082	1,216	1,210	1,051
16 to 24 years.....	607	710	703	602	622	723	724	615
25 years and over.....	1,070	1,172	1,165	1,048	1,144	1,240	1,234	1,129
25 to 34 years.....	897	1,008	998	883	952	1,072	1,070	934
35 to 44 years.....	1,149	1,243	1,242	1,131	1,205	1,344	1,337	1,178
45 to 54 years.....	1,169	1,271	1,254	1,156	1,260	1,325	1,320	1,248
55 to 64 years.....	1,166	1,199	1,200	1,159	1,228	1,250	1,250	1,222
65 years and over.....	1,066	1,069	1,079	1,064	1,115	1,140	1,117	1,114
Women, 16 years and over.....	821	1,018	1,004	792	891	1,067	1,057	862
16 to 24 years.....	540	656	652	534	589	711	698	583
25 years and over.....	865	1,043	1,026	837	929	1,082	1,074	905
25 to 34 years.....	788	944	932	767	852	957	949	836
35 to 44 years.....	920	1,140	1,129	890	978	1,140	1,135	945
45 to 54 years.....	904	1,086	1,066	878	977	1,151	1,139	947
55 to 64 years.....	880	1,031	1,016	855	955	1,079	1,082	931
65 years and over.....	815	949	961	784	897	1,086	1,078	877
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX								
White, 16 years and over.....	945	1,127	1,115	917	1,003	1,165	1,157	978
Men.....	1,036	1,181	1,173	1,012	1,110	1,243	1,237	1,080
Women.....	840	1,044	1,023	810	905	1,085	1,070	877
Black or African American, 16 years and over.....	735	905	901	711	794	965	971	766
Men.....	769	948	930	746	830	1,020	1,022	798
Women.....	704	874	875	683	764	917	923	742
Asian, 16 years and over.....	1,174	1,173	1,158	1,179	1,310	1,240	1,247	1,326
Men.....	1,336	1,151	1,135	1,357	1,447	1,247	1,237	1,477
Women.....	1,025	1,216	1,180	995	1,143	1,233	1,256	1,124
Hispanic or Latino ethnicity, 16 years and over.....	706	954	926	686	758	1,016	1,011	730
Men.....	747	1,009	992	722	797	1,076	1,064	770
Women.....	642	875	845	622	705	955	947	684

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, 2019-2020 annual averages
 [Numbers in thousands]

Occupation and industry	2019					2020				
	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.....	56,495	6,277	11.1	7,211	12.8	55,873	6,311	11.3	7,265	13.0
Management, business, and financial operations occupations.....	21,991	957	4.4	1,183	5.4	22,134	962	4.3	1,194	5.4
Management occupations.....	14,753	614	4.2	748	5.1	14,350	611	4.3	761	5.3
Business and financial operations occupations.....	7,238	343	4.7	435	6.0	7,785	351	4.5	433	5.6
Professional and related occupations.....	34,504	5,319	15.4	6,028	17.5	33,738	5,349	15.9	6,070	18.0
Computer and mathematical occupations.....	5,145	196	3.8	254	4.9	5,312	202	3.8	269	5.1
Architecture and engineering occupations.....	3,137	220	7.0	264	8.4	3,039	190	6.2	229	7.5
Life, physical, and social science occupations.....	1,392	120	8.6	138	9.9	1,539	148	9.6	185	12.0
Community and social service occupations.....	2,617	408	15.6	454	17.4	2,576	402	15.6	452	17.5
Legal occupations.....	1,598	78	4.9	110	6.9	1,526	105	6.9	121	7.9
Education, training, and library occupations.....	9,233	3,057	33.1	3,381	36.6	8,639	3,104	35.9	3,440	39.8
Arts, design, entertainment, sports, and media occupations.....	2,259	165	7.3	180	8.0	2,103	131	6.2	151	7.2
Healthcare practitioners and technical occupations.....	9,123	1,076	11.8	1,247	13.7	9,004	1,069	11.9	1,224	13.6
Service occupations.....	24,547	2,294	9.3	2,539	10.3	20,486	2,170	10.6	2,404	11.7
Healthcare support occupations.....	3,605	265	7.4	298	8.3	4,641	373	8.0	434	9.4
Protective service occupations.....	3,073	1,038	33.8	1,100	35.8	3,006	1,101	36.6	1,165	38.8
Food preparation and serving related occupations.....	8,306	294	3.5	351	4.2	6,429	219	3.4	268	4.2
Building and grounds cleaning and maintenance occupations.....	4,962	433	8.7	483	9.7	4,104	394	9.6	435	10.6
Personal care and service occupations.....	4,600	264	5.7	307	6.7	2,306	82	3.6	102	4.4
Sales and office occupations.....	30,700	1,879	6.1	2,155	7.0	27,111	1,733	6.4	1,937	7.1
Sales and related occupations.....	13,371	374	2.8	467	3.5	12,117	387	3.2	441	3.6
Office and administrative support occupations.....	17,329	1,505	8.7	1,688	9.7	14,994	1,346	9.0	1,496	10.0
Natural resources, construction, and maintenance occupations.....	12,427	1,854	14.9	1,991	16.0	11,433	1,750	15.3	1,871	16.4
Farming, fishing, and forestry occupations.....	1,060	22	2.1	36	3.4	926	24	2.6	27	2.9
Construction and extraction occupations.....	6,859	1,192	17.4	1,269	18.5	6,243	1,105	17.7	1,167	18.7
Installation, maintenance, and repair occupations.....	4,508	640	14.2	686	15.2	4,264	620	14.5	676	15.8
Production, transportation, and material moving occupations.....	17,567	2,269	12.9	2,487	14.2	17,270	2,290	13.3	2,463	14.3
Production occupations.....	8,304	976	11.8	1,067	12.8	7,324	870	11.9	943	12.9
Transportation and material moving occupations.....	9,263	1,294	14.0	1,420	15.3	9,946	1,420	14.3	1,520	15.3
INDUSTRY										
Private sector.....	120,714	7,508	6.2	8,562	7.1	111,542	7,080	6.3	8,018	7.2
Agriculture and related industries.....	1,352	23	1.7	38	2.8	1,281	21	1.7	25	1.9
Nonagricultural industries.....	119,362	7,485	6.3	8,524	7.1	110,260	7,059	6.4	7,994	7.3
Mining, quarrying, and oil and gas extraction.....	710	28	4.0	33	4.7	656	37	5.6	43	6.6
Construction.....	8,352	1,055	12.6	1,133	13.6	7,829	993	12.7	1,050	13.4
Manufacturing.....	15,070	1,291	8.6	1,423	9.4	13,887	1,181	8.5	1,289	9.3
Durable goods.....	9,502	835	8.8	912	9.6	8,705	754	8.7	821	9.4
Nondurable goods.....	5,568	455	8.2	510	9.2	5,182	427	8.2	468	9.0
Wholesale and retail trade.....	18,113	741	4.1	863	4.8	17,407	787	4.5	874	5.0
Wholesale trade.....	3,186	143	4.5	160	5.0	3,116	133	4.3	146	4.7
Retail trade.....	14,927	598	4.0	704	4.7	14,292	655	4.6	728	5.1
Transportation and utilities.....	6,745	1,166	17.3	1,259	18.7	6,441	1,135	17.6	1,213	18.8
Transportation and warehousing.....	5,659	912	16.1	997	17.6	5,377	916	17.0	979	18.2
Utilities.....	1,086	254	23.4	261	24.0	1,064	219	20.6	234	22.0
Information ³	2,352	242	10.3	263	11.2	2,160	200	9.3	222	10.3
Publishing, except Internet.....	355	12	3.3	13	3.8	338	8	2.4	9	2.6
Motion pictures and sound recording industries.....	386	53	13.6	57	14.7	285	40	14.0	43	15.1

See footnotes at end of table.

Table 3. Union affiliation of employed wage and salary workers by occupation and industry, 2019-2020 annual averages — Continued
 [Numbers in thousands]

Occupation and industry	2019					2020				
	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 (except internet).....	482	53	11.0	57	11.9	398	30	7.6	35	8.7
Telecommunications.....	821	115	14.1	125	15.3	778	111	14.3	122	15.7
Financial activities.....	9,364	182	1.9	237	2.5	9,107	169	1.9	244	2.7
Finance and insurance.....	6,982	87	1.2	125	1.8	6,977	96	1.4	152	2.2
Finance.....	4,390	49	1.1	74	1.7	4,492	53	1.2	92	2.0
Insurance.....	2,592	37	1.4	51	2.0	2,484	43	1.7	60	2.4
Real estate and rental and leasing.....	2,382	95	4.0	112	4.7	2,131	74	3.5	93	4.3
Professional and business services.....	15,720	339	2.2	471	3.0	14,938	323	2.2	442	3.0
Professional and technical services.....	10,280	143	1.4	227	2.2	10,153	132	1.3	208	2.1
Management, administrative, and waste services.....	5,440	197	3.6	244	4.5	4,785	191	4.0	233	4.9
Education and health services.....	23,690	1,885	8.0	2,182	9.2	22,365	1,876	8.4	2,174	9.7
Educational services.....	4,922	608	12.3	693	14.1	4,507	607	13.5	697	15.5
Health care and social assistance.....	18,768	1,278	6.8	1,489	7.9	17,858	1,269	7.1	1,478	8.3
Leisure and hospitality.....	13,097	384	2.9	457	3.5	10,127	223	2.2	280	2.8
Arts, entertainment, and recreation.....	2,498	164	6.6	184	7.4	1,810	86	4.8	106	5.9
Accommodation and food services.....	10,599	220	2.1	274	2.6	8,317	137	1.6	174	2.1
Accommodation.....	1,427	93	6.5	100	7.0	916	52	5.7	59	6.5
Food services and drinking places.....	9,172	128	1.4	173	1.9	7,401	85	1.2	114	1.5
Other services ³	6,150	172	2.8	202	3.3	5,344	134	2.5	162	3.0
Other services, except private households...	5,327	163	3.1	193	3.6	4,669	130	2.8	159	3.4
Public sector.....	21,023	7,066	33.6	7,821	37.2	20,632	7,173	34.8	7,921	38.4
Federal government.....	3,798	974	25.6	1,158	30.5	3,892	1,014	26.0	1,167	30.0
State government.....	6,958	2,043	29.4	2,249	32.3	6,980	2,085	29.9	2,350	33.7
Local government.....	10,267	4,050	39.4	4,414	43.0	9,760	4,074	41.7	4,404	45.1

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 2020 data, occupations reflect the introduction of the 2018 Census occupational classification system, derived from the 2018 Standard Occupational Classification (SOC). Data for 2020 are not strictly comparable with earlier years. Effective with January 2020 data, industries reflect the introduction of the 2017 Census industry classification system, derived from the 2017 North American Industry Classification System (NAICS). No historical data have been revised.

Table 4. Median weekly earnings of full-time wage and salary workers by union affiliation, occupation, and industry, 2019-2020 annual averages

Occupation and industry	2019				2020			
	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
OCCUPATION								
Management, professional, and related occupations.....	\$1,309	\$1,254	\$1,246	\$1,327	\$1,356	\$1,313	\$1,294	\$1,366
Management, business, and financial operations occupations.....	1,415	1,365	1,366	1,420	1,461	1,386	1,378	1,468
Management occupations.....	1,478	1,446	1,430	1,481	1,541	1,445	1,440	1,546
Business and financial operations occupations.....	1,285	1,217	1,247	1,290	1,363	1,253	1,254	1,369
Professional and related occupations.....	1,237	1,239	1,227	1,240	1,270	1,294	1,271	1,269
Computer and mathematical occupations.....	1,579	1,392	1,394	1,592	1,633	1,461	1,424	1,649
Architecture and engineering occupations.....	1,550	1,492	1,490	1,557	1,575	1,723	1,652	1,568
Life, physical, and social science occupations.....	1,334	1,538	1,552	1,286	1,336	1,378	1,417	1,327
Community and social service occupations.....	968	1,178	1,159	928	1,003	1,166	1,148	966
Legal occupations.....	1,562	1,569	1,566	1,561	1,540	1,464	1,515	1,541
Education, training, and library occupations.....	1,057	1,173	1,157	972	1,096	1,244	1,224	982
Arts, design, entertainment, sports, and media occupations.....	1,151	1,389	1,356	1,139	1,179	1,349	1,341	1,169
Healthcare practitioners and technical occupations.....	1,180	1,275	1,272	1,162	1,227	1,376	1,381	1,200
Service occupations.....	592	874	848	573	621	931	911	599
Healthcare support occupations.....	591	684	680	584	606	689	682	600
Protective service occupations.....	900	1,243	1,234	739	982	1,263	1,258	806
Food preparation and serving related occupations.....	522	624	604	519	530	613	607	524
Building and grounds cleaning and maintenance occupations.....	580	706	692	567	603	709	711	589
Personal care and service occupations.....	565	620	620	559	616	710	617	616
Sales and office occupations.....	758	867	854	750	809	947	944	797
Sales and related occupations.....	830	798	783	833	880	860	897	879
Office and administrative support occupations.....	732	885	875	717	781	965	956	764
Natural resources, construction, and maintenance occupations.....	869	1,207	1,185	810	905	1,227	1,215	844
Farming, fishing, and forestry occupations.....	574	-	-	572	589	-	-	583
Construction and extraction occupations.....	866	1,201	1,183	801	906	1,237	1,221	830
Installation, maintenance, and repair occupations.....	939	1,236	1,215	902	984	1,235	1,219	933
Production, transportation, and material moving occupations.....	727	924	918	705	746	954	938	720
Production occupations.....	745	910	907	722	775	923	911	753
Transportation and material moving occupations.....	711	943	926	685	719	979	967	691
INDUSTRY								
Private sector.....	893	1,025	1,013	881	959	1,089	1,084	948
Agriculture and related industries.....	611	-	-	610	640	-	-	638
Nonagricultural industries.....	897	1,027	1,015	886	964	1,090	1,086	954
Mining, quarrying, and oil and gas extraction.....	1,423	-	-	1,410	1,444	-	-	1,449
Construction.....	909	1,257	1,240	868	961	1,254	1,234	920
Manufacturing.....	936	962	962	933	1,008	1,016	1,012	1,008
Durable goods.....	973	982	983	972	1,049	1,076	1,081	1,043
Nondurable goods.....	883	914	912	879	946	914	900	953
Wholesale and retail trade.....	748	790	779	746	768	791	780	768
Wholesale trade.....	963	937	944	964	980	1,116	1,062	973
Retail trade.....	701	744	730	699	721	731	728	721
Transportation and utilities.....	906	1,184	1,151	862	963	1,215	1,197	912
Transportation and warehousing.....	840	1,103	1,066	799	893	1,138	1,117	849
Utilities.....	1,329	1,461	1,449	1,273	1,405	1,533	1,535	1,343
Information ⁴	1,182	1,265	1,214	1,174	1,356	1,403	1,390	1,348
Publishing, except Internet.....	1,159	-	-	1,168	1,431	-	-	1,439
Motion pictures and sound recording industries.....	1,042	1,453	1,398	1,018	1,149	-	-	1,053
Broadcasting (except internet).....	1,061	1,371	1,345	1,019	1,118	-	-	1,077
Telecommunications.....	1,213	1,257	1,206	1,217	1,321	1,388	1,350	1,306
Financial activities.....	1,125	950	980	1,128	1,187	1,012	1,112	1,194
Finance and insurance.....	1,167	1,033	1,062	1,169	1,266	1,003	1,125	1,270
Finance.....	1,225	-	1,030	1,227	1,337	1,108	1,138	1,340
Insurance.....	1,124	-	-	1,123	1,171	-	1,077	1,173
Real estate and rental and leasing.....	948	941	937	949	1,001	1,081	1,105	999
Professional and business services.....	1,149	903	918	1,155	1,220	960	993	1,228
Professional and technical services.....	1,452	1,179	1,230	1,455	1,487	1,394	1,362	1,492
Management, administrative, and waste services.....	\$698	\$770	\$769	\$694	\$726	\$781	\$770	\$724

See footnotes at end of table.

Table 4. Median weekly earnings of full-time wage and salary workers by union affiliation, occupation, and industry, 2019-2020 annual averages — Continued

Occupation and industry	2019				2020			
	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.....	896	1,059	1,051	879	968	1,129	1,130	949
Educational services.....	1,015	1,129	1,116	994	1,059	1,171	1,166	1,026
Health care and social assistance.....	864	1,008	1,006	851	937	1,079	1,094	923
Leisure and hospitality.....	601	722	698	597	624	741	772	620
Arts, entertainment, and recreation.....	759	819	823	752	849	850	892	845
Accommodation and food services.....	574	656	615	571	592	723	723	589
Accommodation.....	621	704	685	616	671	—	813	643
Food services and drinking places.....	562	611	595	560	582	690	660	580
Other services ⁴	762	1,091	1,098	752	823	1,174	1,143	812
Other services, except private households.....	796	1,114	1,117	785	852	1,178	1,148	838
Public sector.....	1,043	1,147	1,141	973	1,100	1,186	1,173	1,022
Federal government.....	1,222	1,151	1,183	1,241	1,326	1,223	1,226	1,374
State government.....	1,015	1,138	1,126	959	1,051	1,157	1,151	979
Local government.....	999	1,150	1,136	888	1,054	1,196	1,174	939

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. Effective with January 2020 data, occupations reflect the introduction of the 2018 Census occupational classification system, derived from the 2018 Standard Occupational Classification (SOC). Data for 2020 are not strictly comparable with earlier years. Effective with January 2020 data, industries reflect the introduction of the 2017 Census industry classification system, derived from the 2017 North American Industry Classification System (NAICS). No historical data have been revised. Dash indicates no data or data that do not meet publication criteria (values not shown where base is less than 50,000).

Table 5. Union affiliation of employed wage and salary workers by state, 2019-2020 annual averages
 [Numbers in thousands]

State	2019					2020				
	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.....	2,041	173	8.5	199	9.8	1,896	151	8.0	164	8.7
Alaska.....	282	48	17.1	53	18.7	280	49	17.7	55	19.5
Arizona.....	3,028	174	5.7	214	7.1	2,909	155	5.3	207	7.1
Arkansas.....	1,200	62	5.2	71	5.9	1,158	55	4.7	69	5.9
California.....	16,485	2,504	15.2	2,726	16.5	15,069	2,441	16.2	2,655	17.6
Colorado.....	2,631	237	9.0	259	9.8	2,470	182	7.4	202	8.2
Connecticut.....	1,680	244	14.5	269	16.0	1,533	262	17.1	282	18.4
Delaware.....	432	38	8.7	43	9.9	424	41	9.7	44	10.3
District of Columbia.....	361	34	9.3	37	10.2	343	30	8.6	33	9.5
Florida.....	8,827	551	6.2	667	7.6	8,155	524	6.4	644	7.9
Georgia.....	4,422	180	4.1	223	5.0	4,173	194	4.6	271	6.5
Hawaii.....	574	135	23.5	147	25.5	508	120	23.7	130	25.7
Idaho.....	764	37	4.9	46	6.0	732	41	5.6	47	6.4
Illinois.....	5,658	771	13.6	832	14.7	5,178	739	14.3	788	15.2
Indiana.....	3,007	249	8.3	296	9.8	2,838	235	8.3	270	9.5
Iowa.....	1,543	97	6.3	122	7.9	1,401	93	6.6	128	9.1
Kansas.....	1,280	112	8.7	130	10.1	1,282	114	8.9	144	11.2
Kentucky.....	1,786	144	8.0	169	9.5	1,694	127	7.5	160	9.4
Louisiana.....	1,784	94	5.3	108	6.1	1,682	99	5.9	113	6.7
Maine.....	588	69	11.8	81	13.7	559	82	14.7	93	16.7
Maryland.....	2,912	330	11.3	371	12.8	2,690	351	13.1	380	14.1
Massachusetts.....	3,397	406	12.0	449	13.2	2,982	357	12.0	383	12.8
Michigan.....	4,323	589	13.6	648	15.0	3,974	604	15.2	661	16.6
Minnesota.....	2,662	364	13.7	381	14.3	2,515	398	15.8	427	17.0
Mississippi.....	1,105	70	6.3	93	8.4	1,034	74	7.1	86	8.3
Missouri.....	2,661	297	11.1	333	12.5	2,525	238	9.4	254	10.1
Montana.....	437	46	10.5	52	12.0	419	50	12.0	54	13.0
Nebraska.....	894	75	8.4	86	9.6	890	85	9.6	94	10.5
Nevada.....	1,379	201	14.6	222	16.1	1,208	161	13.4	186	15.4
New Hampshire.....	677	69	10.3	79	11.6	629	62	9.8	70	11.1
New Jersey.....	4,094	642	15.7	712	17.4	3,719	600	16.1	660	17.8
New Mexico.....	813	58	7.1	72	8.8	743	53	7.1	64	8.6
New York.....	8,253	1,732	21.0	1,877	22.7	7,552	1,661	22.0	1,784	23.6
North Carolina.....	4,396	102	2.3	150	3.4	4,128	129	3.1	161	3.9
North Dakota.....	356	21	6.0	27	7.5	338	21	6.2	25	7.4
Ohio.....	5,127	610	11.9	673	13.1	4,815	637	13.2	686	14.2
Oklahoma.....	1,554	96	6.2	123	7.9	1,501	90	6.0	114	7.6
Oregon.....	1,772	255	14.4	277	15.7	1,694	275	16.2	293	17.3
Pennsylvania.....	5,642	676	12.0	740	13.1	5,307	717	13.5	775	14.6
Rhode Island.....	475	83	17.4	90	19.0	455	81	17.8	87	19.1
South Carolina.....	2,140	47	2.2	59	2.7	2,036	59	2.9	77	3.8
South Dakota.....	395	22	5.6	26	6.7	385	17	4.3	21	5.5
Tennessee.....	2,947	135	4.6	162	5.5	2,678	117	4.4	137	5.1
Texas.....	12,334	497	4.0	642	5.2	11,607	563	4.9	693	6.0
Utah.....	1,409	62	4.4	83	5.9	1,403	51	3.7	75	5.4
Vermont.....	290	33	11.2	35	12.0	265	31	11.8	36	13.8
Virginia.....	3,881	156	4.0	201	5.2	3,703	164	4.4	201	5.4
Washington.....	3,393	638	18.8	684	20.2	3,201	557	17.4	596	18.6
West Virginia.....	704	72	10.2	78	11.1	666	71	10.7	75	11.3
Wisconsin.....	2,698	218	8.1	245	9.1	2,592	227	8.7	264	10.2
Wyoming.....	243	18	7.3	21	8.7	240	18	7.6	22	9.3

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, 2020 annual averages

(U.S. rate = 10.8 percent)

