

# NEWS RELEASE

## BUREAU OF LABOR STATISTICS

U. S. D E P A R T M E N T O F L A B O R



For release 10:00 a.m. (ET) Tuesday, January 23, 2024

USDL-24-0096

Technical information: (202) 691-6378 • cpsinfo@bls.gov • www.bls.gov/cps

Media contact: (202) 691-5902 • PressOffice@bls.gov

### UNION MEMBERS — 2023

The **union membership rate**—the percent of wage and salary workers who were members of unions—was 10.0 percent in 2023, little changed from the previous year, the U.S. Bureau of Labor Statistics reported today. The number of wage and salary workers belonging to unions, at 14.4 million, also showed little movement over the year. 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 workers.

These data on union membership are collected as part of the Current Population Survey (CPS), a monthly sample survey of about 60,000 eligible households that obtains information on employment and unemployment among the nation’s civilian noninstitutional population age 16 and over. For further information, see the Technical Note in this news release.

#### Highlights from the 2023 data:

- The union membership rate of public-sector workers (32.5 percent) continued to be more than five times higher than the rate of private-sector workers (6.0 percent). (See table 3.)
- The highest unionization rates were among workers in education, training, and library occupations (32.7 percent) and protective service occupations (31.9 percent). (See table 3.)
- Men continued to have a higher union membership rate (10.5 percent) than women (9.5 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 86 percent of earnings for workers who were union members (\$1,090 versus \$1,263). (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 had the highest union membership rates (24.1 percent and 20.6 percent, respectively), while South Carolina and North Carolina had the lowest (2.3 percent and 2.7 percent, respectively). (See table 5 and chart 1.)

## Industry and Occupation of Union Members

In 2023, 7.0 million employees in the **public sector** belonged to unions, compared with 7.4 million workers in the **private sector**. (See table 3.)

In the **public sector**, both union membership and the union membership rate (32.5 percent) were little changed over the year. In 2023, the union membership rate continued to be highest in local government (38.4 percent), which employs many workers in heavily unionized occupations, such as police officers, firefighters, and teachers.

The number of union workers employed in the **private sector** increased by 191,000 to 7.4 million in 2023, while the unionization rate was unchanged at 6.0 percent. Industries with high unionization rates included utilities (19.9 percent), transportation and warehousing (15.9 percent), educational services (12.9 percent), and motion picture and sound recording industries (12.1 percent). Low unionization rates occurred in finance (1.2 percent), professional and technical services (1.3 percent), food services and drinking places (1.4 percent), and insurance (1.5 percent).

In 1983, the first year for which comparable data are available, the union membership rate for private-sector workers in nonagricultural industries was 16.8 percent. Since that time, this rate (at 6.1 percent in 2023) has generally trended down. The public-sector union membership rate showed little net change from 1983 (36.7 percent) to 2011 (37.0 percent) but has since declined to 32.5 percent.

Among **occupational groups**, the highest unionization rates in 2023 were in education, training, and library occupations (32.7 percent) and in protective service occupations (31.9 percent). Unionization rates were lowest in sales and related occupations (2.9 percent), food preparation and serving related occupations (3.2 percent), computer and mathematical occupations (3.8 percent), and management occupations (4.1 percent).

## Selected Characteristics of Union Members

In 2023, the unionization rate for **women** was little changed over the year at 9.5 percent, while the rate for **men** was unchanged at 10.5 percent. Both the number of women, at 6.6 million, and the number of men, at 7.8 million, who were union members changed little over the year. (See table 1.)

Among the major **race and ethnicity groups**, Black workers continued to have a higher union membership rate in 2023 (11.8 percent) than White workers (9.8 percent), Asian workers (7.8 percent), and Hispanic workers (9.0 percent). The union membership rates of Asian workers, White workers, Black workers, and Hispanic workers were little different from 2022.

By **age**, workers ages 45 to 54 had the highest union membership rate in 2023, at 12.6 percent. Younger workers—those ages 16 to 24—had the lowest union membership rate, at 4.4 percent. In 2023, the union membership rate for **full-time workers** (10.9 percent) was more than double that for **part-time workers** (5.2 percent).

### **Union Representation**

In 2023, 16.2 million wage and salary workers were represented by a union, little different than in 2022. The percentage of workers represented by a union was 11.2 percent in 2023, also little different than a year earlier. Workers represented by a union include both union members (14.4 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 \$1,263 in 2023, while nonunion workers had median usual weekly earnings of \$1,090. In addition to coverage by a collective bargaining agreement, these earnings differences reflect a variety of influences, including variations in the distributions of union members and nonunion employees by occupation, industry, age, firm size, or geographic region. (See tables 2 and 4.)

### **Union Membership by State**

In 2023, 31 states and the District of Columbia had union membership rates below the U.S. average (10.0 percent), while 19 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 chart 1.)

Eleven states had union membership rates below 5.0 percent in 2023. South Carolina had the lowest rate (2.3 percent). The next lowest rates were in North Carolina and South Dakota (2.7 percent and 3.6 percent, respectively). Two states had union membership rates over 20.0 percent in 2023: Hawaii (24.1 percent) and New York (20.6 percent).

In 2023, about 29 percent of the 14.4 million union members lived in just two states (California at 2.5 million and New York at 1.7 million). However, these two states accounted for 17 percent 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 [www.bls.gov/cps/documentation.htm#pop](http://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 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/documentation.htm#reliability](http://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, 2022-2023 annual averages**  
 [Numbers in thousands]

Characteristic	2022					2023				
	Total employed	Members of unions <sup>1</sup>		Represented by unions <sup>2</sup>		Total employed	Members of unions <sup>1</sup>		Represented by unions <sup>2</sup>	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
<b>AGE AND SEX</b>										
Total, 16 years and over.....	141,673	14,285	10.1	16,002	11.3	144,541	14,424	10.0	16,193	11.2
16 to 24 years.....	18,811	830	4.4	984	5.2	19,759	863	4.4	1,023	5.2
25 years and over.....	122,863	13,456	11.0	15,018	12.2	124,782	13,561	10.9	15,170	12.2
25 to 34 years.....	33,030	2,965	9.0	3,343	10.1	33,584	3,021	9.0	3,440	10.2
35 to 44 years.....	30,955	3,460	11.2	3,848	12.4	31,731	3,522	11.1	3,941	12.4
45 to 54 years.....	27,753	3,502	12.6	3,904	14.1	28,177	3,547	12.6	3,931	14.0
55 to 64 years.....	23,130	2,799	12.1	3,097	13.4	22,980	2,753	12.0	3,056	13.3
65 years and over.....	7,995	731	9.1	826	10.3	8,310	717	8.6	802	9.7
Men, 16 years and over.....	73,672	7,771	10.5	8,551	11.6	75,079	7,847	10.5	8,730	11.6
16 to 24 years.....	9,481	504	5.3	583	6.1	9,866	531	5.4	619	6.3
25 years and over.....	64,192	7,267	11.3	7,968	12.4	65,213	7,316	11.2	8,110	12.4
25 to 34 years.....	17,370	1,654	9.5	1,827	10.5	17,724	1,734	9.8	1,945	11.0
35 to 44 years.....	16,350	1,895	11.6	2,085	12.8	16,810	1,905	11.3	2,102	12.5
45 to 54 years.....	14,313	1,819	12.7	1,989	13.9	14,586	1,876	12.9	2,076	14.2
55 to 64 years.....	11,931	1,497	12.5	1,621	13.6	11,849	1,434	12.1	1,585	13.4
65 years and over.....	4,228	402	9.5	446	10.5	4,244	367	8.7	403	9.5
Women, 16 years and over.....	68,001	6,515	9.6	7,451	11.0	69,462	6,577	9.5	7,463	10.7
16 to 24 years.....	9,330	326	3.5	401	4.3	9,893	332	3.4	404	4.1
25 years and over.....	58,671	6,189	10.5	7,050	12.0	59,569	6,244	10.5	7,060	11.9
25 to 34 years.....	15,660	1,311	8.4	1,516	9.7	15,860	1,287	8.1	1,495	9.4
35 to 44 years.....	14,605	1,565	10.7	1,764	12.1	14,922	1,618	10.8	1,840	12.3
45 to 54 years.....	13,441	1,683	12.5	1,915	14.2	13,591	1,671	12.3	1,855	13.7
55 to 64 years.....	11,199	1,302	11.6	1,475	13.2	11,131	1,319	11.8	1,471	13.2
65 years and over.....	3,767	328	8.7	380	10.1	4,066	350	8.6	399	9.8
<b>RACE, HISPANIC OR LATINO ETHNICITY, AND SEX</b>										
White, 16 years and over.....	108,230	10,792	10.0	12,111	11.2	109,689	10,777	9.8	12,130	11.1
Men.....	57,186	5,947	10.4	6,530	11.4	57,949	5,952	10.3	6,625	11.4
Women.....	51,044	4,846	9.5	5,581	10.9	51,740	4,826	9.3	5,505	10.6
Black or African American, 16 years and over.....	18,499	2,140	11.6	2,374	12.8	19,182	2,262	11.8	2,509	13.1
Men.....	8,725	1,138	13.0	1,246	14.3	9,017	1,190	13.2	1,309	14.5
Women.....	9,774	1,002	10.3	1,128	11.5	10,165	1,072	10.5	1,200	11.8
Asian, 16 years and over.....	9,615	800	8.3	882	9.2	10,044	786	7.8	904	9.0
Men.....	5,025	384	7.6	426	8.5	5,261	414	7.9	483	9.2
Women.....	4,590	416	9.1	455	9.9	4,783	372	7.8	420	8.8
Hispanic or Latino ethnicity, 16 years and over. . .	26,386	2,335	8.8	2,652	10.0	27,361	2,462	9.0	2,742	10.0
Men.....	14,669	1,336	9.1	1,506	10.3	15,027	1,381	9.2	1,524	10.1
Women.....	11,717	999	8.5	1,146	9.8	12,334	1,081	8.8	1,218	9.9
<b>FULL- OR PART-TIME STATUS<sup>3</sup></b>										
Full-time workers.....	118,869	13,021	11.0	14,552	12.2	120,907	13,197	10.9	14,783	12.2
Part-time workers.....	22,628	1,247	5.5	1,432	6.3	23,476	1,210	5.2	1,390	5.9

<sup>1</sup> Data refer to members of a labor union or an employee association similar to a union.

<sup>2</sup> 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.

<sup>3</sup> 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, 2022-2023 annual averages**

Characteristic	2022				2023			
	Total	Members of unions <sup>1</sup>	Repre-sented by unions <sup>2</sup>	Non-union <sup>3</sup>	Total	Members of unions <sup>1</sup>	Repre-sented by unions <sup>2</sup>	Non-union <sup>3</sup>
<b>AGE AND SEX</b>								
Total, 16 years and over.....	\$1,059	\$1,216	\$1,203	\$1,029	\$1,117	\$1,263	\$1,253	\$1,090
16 to 24 years.....	691	795	798	685	714	809	810	709
25 years and over.....	1,123	1,242	1,233	1,100	1,170	1,294	1,284	1,155
25 to 34 years.....	992	1,115	1,104	979	1,045	1,160	1,150	1,027
35 to 44 years.....	1,181	1,329	1,320	1,161	1,250	1,375	1,374	1,232
45 to 54 years.....	1,194	1,350	1,327	1,167	1,255	1,390	1,381	1,232
55 to 64 years.....	1,154	1,225	1,223	1,144	1,217	1,289	1,280	1,205
65 years and over.....	1,031	1,157	1,179	1,010	1,080	1,152	1,150	1,064
Men, 16 years and over.....	1,154	1,273	1,266	1,137	1,202	1,341	1,333	1,180
16 to 24 years.....	713	801	805	707	736	813	812	729
25 years and over.....	1,219	1,314	1,305	1,201	1,273	1,374	1,367	1,258
25 to 34 years.....	1,040	1,147	1,144	1,023	1,107	1,212	1,209	1,090
35 to 44 years.....	1,297	1,409	1,397	1,270	1,364	1,448	1,452	1,347
45 to 54 years.....	1,336	1,405	1,378	1,324	1,396	1,465	1,445	1,385
55 to 64 years.....	1,294	1,303	1,301	1,293	1,380	1,397	1,384	1,380
65 years and over.....	1,196	1,234	1,264	1,179	1,181	1,191	1,185	1,181
Women, 16 years and over.....	958	1,146	1,135	932	1,005	1,174	1,165	983
16 to 24 years.....	656	778	779	649	691	784	797	685
25 years and over.....	1,002	1,160	1,151	979	1,060	1,197	1,186	1,034
25 to 34 years.....	938	1,069	1,049	923	985	1,120	1,094	971
35 to 44 years.....	1,065	1,202	1,192	1,036	1,136	1,266	1,260	1,112
45 to 54 years.....	1,058	1,262	1,238	1,018	1,115	1,317	1,312	1,079
55 to 64 years.....	1,007	1,146	1,145	987	1,065	1,148	1,147	1,043
65 years and over.....	874	968	973	857	977	1,118	1,115	960
<b>RACE, HISPANIC OR LATINO ETHNICITY, AND SEX</b>								
White, 16 years and over.....	1,085	1,246	1,234	1,056	1,138	1,294	1,277	1,115
Men.....	1,172	1,301	1,294	1,156	1,225	1,367	1,353	1,204
Women.....	973	1,169	1,156	946	1,021	1,204	1,188	997
Black or African American, 16 years and over.....	878	1,022	1,010	849	920	1,102	1,099	901
Men.....	921	1,089	1,065	893	970	1,156	1,159	937
Women.....	835	969	958	812	889	1,048	1,037	872
Asian, 16 years and over.....	1,401	1,402	1,408	1,400	1,474	1,422	1,437	1,482
Men.....	1,559	1,493	1,504	1,566	1,635	1,444	1,472	1,680
Women.....	1,234	1,337	1,344	1,220	1,299	1,378	1,369	1,289
Hispanic or Latino ethnicity, 16 years and over.....	823	1,087	1,084	804	874	1,112	1,098	841
Men.....	887	1,133	1,133	858	915	1,162	1,147	893
Women.....	761	1,008	993	740	800	1,041	1,028	776

<sup>1</sup> Data refer to members of a labor union or an employee association similar to a union.

<sup>2</sup> 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.

<sup>3</sup> 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, 2022-2023 annual averages**  
 [Numbers in thousands]

Occupation and industry	2022					2023				
	Total employed	Members of unions <sup>1</sup>		Represented by unions <sup>2</sup>		Total employed	Members of unions <sup>1</sup>		Represented by unions <sup>2</sup>	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
<b>OCCUPATION</b>										
Management, professional, and related occupations.....	59,979	6,268	10.5	7,202	12.0	62,381	6,440	10.3	7,355	11.8
Management, business, and financial operations occupations.....	24,013	933	3.9	1,168	4.9	25,434	1,034	4.1	1,247	4.9
Management occupations.....	15,693	603	3.8	747	4.8	16,626	680	4.1	816	4.9
Business and financial operations occupations.....	8,319	329	4.0	421	5.1	8,808	353	4.0	431	4.9
Professional and related occupations.....	35,966	5,335	14.8	6,034	16.8	36,947	5,406	14.6	6,109	16.5
Computer and mathematical occupations.....	5,948	195	3.3	248	4.2	6,361	242	3.8	299	4.7
Architecture and engineering occupations.....	3,335	200	6.0	231	6.9	3,510	208	5.9	256	7.3
Life, physical, and social science occupations.....	1,679	152	9.1	180	10.7	1,770	188	10.6	212	12.0
Community and social service occupations.....	2,749	436	15.9	495	18.0	2,746	391	14.2	440	16.0
Legal occupations.....	1,547	80	5.1	102	6.6	1,593	81	5.1	105	6.6
Education, training, and library occupations.....	8,976	3,027	33.7	3,347	37.3	9,202	3,005	32.7	3,355	36.5
Arts, design, entertainment, sports, and media occupations.....	2,352	187	8.0	215	9.2	2,317	192	8.3	208	9.0
Healthcare practitioners and technical occupations.....	9,381	1,058	11.3	1,216	13.0	9,448	1,100	11.6	1,234	13.1
Service occupations.....	22,968	2,293	10.0	2,502	10.9	23,587	2,162	9.2	2,410	10.2
Healthcare support occupations.....	4,777	395	8.3	442	9.3	4,834	369	7.6	429	8.9
Protective service occupations.....	3,071	1,062	34.6	1,126	36.7	3,083	985	31.9	1,057	34.3
Food preparation and serving related occupations.....	7,749	279	3.6	316	4.1	8,048	259	3.2	286	3.6
Building and grounds cleaning and maintenance occupations.....	4,595	438	9.5	484	10.5	4,635	420	9.1	488	10.5
Personal care and service occupations.....	2,776	118	4.3	133	4.8	2,987	128	4.3	149	5.0
Sales and office occupations.....	27,804	1,674	6.0	1,924	6.9	27,730	1,727	6.2	1,971	7.1
Sales and related occupations.....	12,183	361	3.0	434	3.6	12,226	358	2.9	440	3.6
Office and administrative support occupations.....	15,621	1,313	8.4	1,490	9.5	15,503	1,370	8.8	1,532	9.9
Natural resources, construction, and maintenance occupations.....	12,180	1,736	14.3	1,864	15.3	12,132	1,741	14.4	1,866	15.4
Farming, fishing, and forestry occupations.....	910	39	4.3	43	4.7	877	40	4.5	42	4.8
Construction and extraction occupations.....	6,831	1,120	16.4	1,190	17.4	6,916	1,124	16.3	1,196	17.3
Installation, maintenance, and repair occupations.....	4,439	577	13.0	631	14.2	4,339	577	13.3	628	14.5
Production, transportation, and material moving occupations.....	18,742	2,315	12.4	2,510	13.4	18,712	2,353	12.6	2,590	13.8
Production occupations.....	7,898	903	11.4	966	12.2	7,888	916	11.6	1,035	13.1
Transportation and material moving occupations.....	10,844	1,412	13.0	1,544	14.2	10,823	1,438	13.3	1,555	14.4
<b>INDUSTRY</b>										
Private sector.....	120,356	7,223	6.0	8,167	6.8	122,963	7,414	6.0	8,428	6.9
Agriculture and related industries.....	1,252	48	3.9	54	4.3	1,248	28	2.2	33	2.6
Nonagricultural industries.....	119,103	7,175	6.0	8,113	6.8	121,715	7,386	6.1	8,395	6.9
Mining, quarrying, and oil and gas extraction.....	556	36	6.5	43	7.7	577	25	4.3	28	4.9
Construction.....	8,671	1,019	11.7	1,076	12.4	8,920	954	10.7	1,017	11.4
Manufacturing.....	14,577	1,139	7.8	1,254	8.6	14,922	1,181	7.9	1,353	9.1
Durable goods.....	9,305	741	8.0	825	8.9	9,599	772	8.0	878	9.1
Nondurable goods.....	5,272	398	7.5	429	8.1	5,323	409	7.7	475	8.9
Wholesale and retail trade.....	17,868	742	4.2	861	4.8	18,012	700	3.9	827	4.6
Wholesale trade.....	2,879	94	3.3	112	3.9	2,927	137	4.7	150	5.1
Retail trade.....	14,988	648	4.3	749	5.0	15,085	563	3.7	677	4.5
Transportation and utilities.....	7,564	1,148	15.2	1,220	16.1	7,624	1,256	16.5	1,337	17.5
Transportation and warehousing.....	6,596	958	14.5	1,020	15.5	6,495	1,031	15.9	1,103	17.0
Utilities.....	968	190	19.6	200	20.7	1,129	224	19.9	234	20.8
Information <sup>3</sup> .....	2,361	198	8.4	216	9.1	2,582	191	7.4	200	7.8
Publishing, except Internet.....	398	19	4.8	24	6.0	579	21	3.6	23	4.1
Motion pictures and sound recording industries.....	429	74	17.3	76	17.8	391	47	12.1	49	12.5

See footnotes at end of table.



**Table 3. Union affiliation of employed wage and salary workers by occupation and industry, 2022-2023 annual averages — Continued**  
 [Numbers in thousands]

Occupation and industry	2022					2023				
	Total employed	Members of unions <sup>1</sup>		Represented by unions <sup>2</sup>		Total employed	Members of unions <sup>1</sup>		Represented by unions <sup>2</sup>	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
Broadcasting (except internet).....	308	35	11.3	35	11.5	270	26	9.7	27	10.1
Telecommunications.....	771	64	8.3	72	9.3	884	83	9.4	88	9.9
Financial activities.....	9,335	169	1.8	237	2.5	9,284	161	1.7	219	2.4
Finance and insurance.....	7,117	90	1.3	136	1.9	7,025	95	1.3	134	1.9
Finance.....	4,523	59	1.3	89	2.0	4,431	55	1.2	75	1.7
Insurance.....	2,594	30	1.2	48	1.8	2,594	39	1.5	59	2.3
Real estate and rental and leasing.....	2,219	80	3.6	100	4.5	2,259	67	3.0	85	3.8
Professional and business services.....	16,572	373	2.2	467	2.8	16,820	382	2.3	504	3.0
Professional and technical services.....	11,182	143	1.3	202	1.8	11,361	152	1.3	228	2.0
Management, administrative, and waste services.....	5,390	230	4.3	265	4.9	5,459	230	4.2	276	5.1
Education and health services.....	23,643	1,841	7.8	2,140	9.0	24,344	1,982	8.1	2,263	9.3
Educational services.....	4,897	606	12.4	704	14.4	5,156	666	12.9	766	14.8
Health care and social assistance.....	18,747	1,235	6.6	1,436	7.7	19,188	1,316	6.9	1,498	7.8
Leisure and hospitality.....	12,026	342	2.8	406	3.4	12,660	372	2.9	435	3.4
Arts, entertainment, and recreation.....	2,281	144	6.3	173	7.6	2,537	156	6.2	190	7.5
Accommodation and food services.....	9,745	198	2.0	233	2.4	10,123	216	2.1	245	2.4
Accommodation.....	1,174	81	6.9	85	7.3	1,284	95	7.4	101	7.9
Food services and drinking places.....	8,571	117	1.4	148	1.7	8,839	121	1.4	144	1.6
Other services <sup>3</sup> .....	5,932	168	2.8	194	3.3	5,970	182	3.0	212	3.6
Other services, except private households...	5,267	165	3.1	186	3.5	5,314	172	3.2	202	3.8
Public sector.....	21,318	7,062	33.1	7,835	36.8	21,577	7,010	32.5	7,765	36.0
Federal government.....	3,989	972	24.4	1,124	28.2	4,106	1,032	25.1	1,192	29.0
State government.....	7,157	2,142	29.9	2,372	33.1	7,417	2,122	28.6	2,377	32.0
Local government.....	10,171	3,948	38.8	4,339	42.7	10,053	3,856	38.4	4,195	41.7

<sup>1</sup> Data refer to members of a labor union or an employee association similar to a union.

<sup>2</sup> 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.

<sup>3</sup> 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.

**Table 4. Median weekly earnings of full-time wage and salary workers by union affiliation, occupation, and industry, 2022-2023 annual averages**

Occupation and industry	2022				2023			
	Total	Members of unions <sup>1</sup>	Represented by unions <sup>2</sup>	Non-union <sup>3</sup>	Total	Members of unions <sup>1</sup>	Represented by unions <sup>2</sup>	Non-union <sup>3</sup>
<b>OCCUPATION</b>								
Management, professional, and related occupations.....	\$1,465	\$1,406	\$1,388	\$1,477	\$1,527	\$1,455	\$1,445	\$1,539
Management, business, and financial operations occupations.....	1,569	1,503	1,487	1,573	1,630	1,628	1,613	1,631
Management occupations.....	1,658	1,639	1,598	1,662	1,730	1,673	1,665	1,732
Business and financial operations occupations.....	1,464	1,346	1,339	1,470	1,517	1,493	1,484	1,519
Professional and related occupations.....	1,392	1,388	1,369	1,398	1,458	1,435	1,423	1,468
Computer and mathematical occupations.....	1,789	1,531	1,513	1,819	1,890	1,587	1,596	1,897
Architecture and engineering occupations.....	1,735	1,750	1,740	1,734	1,785	1,731	1,736	1,793
Life, physical, and social science occupations.....	1,463	1,494	1,444	1,468	1,541	1,407	1,442	1,553
Community and social service occupations.....	1,128	1,304	1,296	1,080	1,147	1,439	1,429	1,094
Legal occupations.....	1,763	1,882	1,893	1,750	1,880	1,620	1,566	1,894
Education, training, and library occupations.....	1,148	1,332	1,304	1,050	1,180	1,368	1,347	1,077
Arts, design, entertainment, sports, and media occupations.....	1,273	1,509	1,480	1,257	1,343	1,596	1,577	1,328
Healthcare practitioners and technical occupations.....	1,354	1,450	1,434	1,342	1,404	1,506	1,501	1,386
Service occupations.....	697	994	986	673	721	998	982	702
Healthcare support occupations.....	685	778	789	676	713	753	761	707
Protective service occupations.....	1,024	1,329	1,304	875	1,113	1,420	1,430	954
Food preparation and serving related occupations.....	622	725	724	620	660	725	709	658
Building and grounds cleaning and maintenance occupations.....	671	787	784	654	692	792	776	682
Personal care and service occupations.....	686	747	765	683	725	950	907	720
Sales and office occupations.....	880	973	963	871	923	1,012	1,004	916
Sales and related occupations.....	941	883	888	944	1,001	921	940	1,003
Office and administrative support occupations.....	847	995	974	829	891	1,021	1,012	878
Natural resources, construction, and maintenance occupations.....	965	1,295	1,280	910	1,001	1,389	1,368	951
Farming, fishing, and forestry occupations.....	645	–	–	643	689	–	–	682
Construction and extraction occupations.....	943	1,288	1,275	890	985	1,385	1,369	921
Installation, maintenance, and repair occupations.....	1,043	1,346	1,322	1,007	1,092	1,428	1,395	1,044
Production, transportation, and material moving occupations.....	821	1,052	1,041	797	869	1,083	1,053	834
Production occupations.....	862	1,046	1,052	829	895	1,051	1,019	871
Transportation and material moving occupations.....	796	1,058	1,032	770	841	1,098	1,082	810
<b>INDUSTRY</b>								
Private sector.....	1,026	1,153	1,145	1,018	1,087	1,184	1,168	1,077
Agriculture and related industries.....	709	–	–	710	770	–	–	772
Nonagricultural industries.....	1,032	1,155	1,147	1,021	1,091	1,186	1,170	1,082
Mining, quarrying, and oil and gas extraction.....	1,504	–	–	1,488	1,424	–	–	1,438
Construction.....	1,007	1,319	1,306	976	1,044	1,424	1,411	1,007
Manufacturing.....	1,102	1,116	1,126	1,098	1,148	1,135	1,107	1,153
Durable goods.....	1,133	1,112	1,125	1,133	1,173	1,182	1,148	1,175
Nondurable goods.....	1,048	1,124	1,127	1,038	1,102	1,091	1,063	1,112
Wholesale and retail trade.....	859	812	823	861	900	896	900	900
Wholesale trade.....	1,057	1,012	993	1,063	1,152	1,019	1,078	1,157
Retail trade.....	814	780	797	815	846	849	852	846
Transportation and utilities.....	995	1,261	1,246	958	1,063	1,321	1,293	1,018
Transportation and warehousing.....	943	1,203	1,178	909	993	1,262	1,231	966
Utilities.....	1,501	1,531	1,530	1,492	1,571	1,686	1,655	1,544
Information <sup>4</sup> .....	1,501	1,610	1,587	1,492	1,572	1,689	1,702	1,562
Publishing, except Internet.....	1,495	–	–	1,517	1,890	–	–	1,896
Motion pictures and sound recording industries.....	1,388	2,276	2,277	1,300	1,334	–	–	1,252
Broadcasting (except internet).....	1,479	–	–	1,475	1,426	–	–	1,314
Telecommunications.....	1,418	1,690	1,611	1,397	1,465	1,397	1,404	1,473
Financial activities.....	1,326	1,337	1,271	1,327	1,385	1,154	1,170	1,393
Finance and insurance.....	1,377	1,667	1,348	1,378	1,466	1,139	1,276	1,471
Finance.....	1,451	1,835	1,663	1,450	1,542	1,086	1,133	1,548
Insurance.....	1,274	–	–	1,275	1,352	–	1,314	1,353
Real estate and rental and leasing.....	1,088	1,160	1,228	1,082	1,150	1,226	1,151	1,150
Professional and business services.....	1,353	1,091	1,112	1,362	1,407	987	1,052	1,417
Professional and technical services.....	1,641	1,531	1,529	1,644	1,729	1,575	1,560	1,731
Management, administrative, and waste services.....	796	842	835	794	868	838	848	870

See footnotes at end of table.

**Table 4. Median weekly earnings of full-time wage and salary workers by union affiliation, occupation, and industry, 2022-2023 annual averages — Continued**

Occupation and industry	2022				2023			
	Total	Members of unions <sup>1</sup>	Repre-sented by unions <sup>2</sup>	Non-union <sup>3</sup>	Total	Members of unions <sup>1</sup>	Repre-sented by unions <sup>2</sup>	Non-union <sup>3</sup>
Education and health services.....	\$1,032	\$1,157	\$1,149	\$1,018	\$1,097	\$1,199	\$1,193	\$1,078
Educational services.....	1,152	1,197	1,180	1,146	1,193	1,329	1,321	1,168
Health care and social assistance.....	1,004	1,141	1,134	995	1,062	1,145	1,145	1,049
Leisure and hospitality.....	707	788	813	703	747	900	891	740
Arts, entertainment, and recreation.....	886	808	844	889	934	1,073	1,053	926
Accommodation and food services.....	678	781	803	675	712	827	830	709
Accommodation.....	731	764	786	726	788	874	881	776
Food services and drinking places.....	668	791	812	665	701	756	753	700
Other services <sup>4</sup> .....	910	1,239	1,231	899	923	1,151	1,136	915
Other services, except private households.....	938	1,249	1,243	923	950	1,163	1,146	940
Public sector.....	1,168	1,271	1,260	1,121	1,229	1,346	1,341	1,161
Federal government.....	1,394	1,269	1,279	1,452	1,481	1,393	1,410	1,526
State government.....	1,138	1,250	1,237	1,084	1,169	1,291	1,290	1,123
Local government.....	1,136	1,291	1,270	1,019	1,187	1,357	1,346	1,074

<sup>1</sup> Data refer to members of a labor union or an employee association similar to a union.

<sup>2</sup> 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.

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

<sup>4</sup> 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).

**Table 5. Union affiliation of employed wage and salary workers by state, 2022-2023 annual averages**  
 [Numbers in thousands]

State	2022					2023				
	Total employed	Members of unions <sup>1</sup>		Represented by unions <sup>2</sup>		Total employed	Members of unions <sup>1</sup>		Represented by unions <sup>2</sup>	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
Alabama.....	2,066	149	7.2	173	8.4	2,088	156	7.5	180	8.6
Alaska.....	298	48	16.0	52	17.3	307	45	14.8	47	15.2
Arizona.....	3,061	169	5.5	189	6.2	3,164	133	4.2	152	4.8
Arkansas.....	1,204	59	4.9	68	5.7	1,217	62	5.1	71	5.8
California.....	16,240	2,617	16.1	2,856	17.6	16,349	2,514	15.4	2,769	16.9
Colorado.....	2,672	178	6.7	201	7.5	2,730	189	6.9	235	8.6
Connecticut.....	1,658	236	14.2	256	15.4	1,610	255	15.9	272	16.9
Delaware.....	442	38	8.5	42	9.4	436	38	8.8	44	10.1
District of Columbia.....	331	30	9.1	34	10.4	347	32	9.1	36	10.4
Florida.....	9,100	414	4.5	511	5.6	9,453	442	4.7	578	6.1
Georgia.....	4,521	200	4.4	244	5.4	4,626	211	4.6	250	5.4
Hawaii.....	572	125	21.9	134	23.4	573	138	24.1	147	25.6
Idaho.....	825	39	4.7	49	5.9	810	37	4.5	44	5.5
Illinois.....	5,611	735	13.1	789	14.1	5,537	708	12.8	755	13.6
Indiana.....	3,023	223	7.4	260	8.6	3,054	245	8.0	278	9.1
Iowa.....	1,506	105	7.0	132	8.7	1,490	107	7.2	131	8.8
Kansas.....	1,318	129	9.8	160	12.1	1,360	120	8.9	144	10.6
Kentucky.....	1,791	141	7.9	185	10.3	1,719	152	8.8	194	11.3
Louisiana.....	1,801	76	4.2	94	5.2	1,765	76	4.3	91	5.2
Maine.....	527	48	9.2	61	11.5	566	52	9.2	61	10.8
Maryland.....	2,816	327	11.6	372	13.2	2,822	302	10.7	362	12.8
Massachusetts.....	3,241	413	12.7	447	13.8	3,267	412	12.6	443	13.6
Michigan.....	4,212	589	14.0	644	15.3	4,409	564	12.8	623	14.1
Minnesota.....	2,697	382	14.2	411	15.2	2,673	356	13.3	378	14.1
Mississippi.....	1,102	62	5.6	79	7.2	1,081	75	7.0	106	9.8
Missouri.....	2,681	257	9.6	284	10.6	2,734	255	9.3	286	10.4
Montana.....	466	52	11.2	57	12.3	470	56	11.8	61	13.0
Nebraska.....	923	60	6.5	74	8.1	940	68	7.3	88	9.4
Nevada.....	1,287	146	11.3	164	12.8	1,382	171	12.4	201	14.5
New Hampshire.....	687	70	10.1	77	11.2	668	62	9.3	73	10.9
New Jersey.....	4,161	619	14.9	666	16.0	4,211	679	16.1	729	17.3
New Mexico.....	806	71	8.8	86	10.6	805	60	7.5	73	9.1
New York.....	8,124	1,679	20.7	1,795	22.1	8,300	1,711	20.6	1,787	21.5
North Carolina.....	4,409	125	2.8	173	3.9	4,623	125	2.7	152	3.3
North Dakota.....	365	23	6.4	28	7.6	359	22	6.2	27	7.5
Ohio.....	4,989	641	12.8	699	14.0	5,108	641	12.5	691	13.5
Oklahoma.....	1,587	88	5.5	113	7.1	1,705	115	6.8	132	7.7
Oregon.....	1,810	281	15.5	305	16.9	1,808	255	14.1	270	15.0
Pennsylvania.....	5,628	715	12.7	767	13.6	5,786	749	12.9	822	14.2
Rhode Island.....	505	81	16.1	89	17.7	507	62	12.3	67	13.2
South Carolina.....	2,050	35	1.7	40	2.0	2,130	49	2.3	63	3.0
South Dakota.....	412	13	3.1	17	4.2	425	15	3.6	18	4.2
Tennessee.....	2,931	163	5.5	184	6.3	2,981	178	6.0	205	6.9
Texas.....	12,496	518	4.1	643	5.1	13,019	586	4.5	701	5.4
Utah.....	1,540	60	3.9	133	8.7	1,584	65	4.1	134	8.4
Vermont.....	284	34	12.1	38	13.4	301	43	14.3	46	15.4
Virginia.....	3,906	146	3.7	175	4.5	4,042	176	4.3	226	5.6
Washington.....	3,413	615	18.0	653	19.1	3,491	576	16.5	632	18.1
West Virginia.....	689	64	9.2	69	10.0	691	60	8.7	70	10.1
Wisconsin.....	2,648	187	7.1	212	8.0	2,761	205	7.4	232	8.4
Wyoming.....	243	14	5.6	18	7.3	256	14	5.6	17	6.6

<sup>1</sup> Data refer to members of a labor union or an employee association similar to a union.

<sup>2</sup> 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, 2023 annual averages

(U.S. rate = 10.0 percent)

