



Union Membership Byte 2021

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Contents

Contents	2
Overview	3
Demographic Trends	8
Industry and Occupation Trends by Sector	14
Geographic Trends by Sector	21
References	29

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Overview

The overall union membership rate increased by half a percentage point in 2020, rising to 10.8 percent of all employed (**Table 1**). This represents the largest year-over-year gain since directly comparable data became available in the early 1980s. However, the number of union members declined by 321,000 in 2020 (**Table 2**), amid heavy job losses throughout the economy during the COVID-19 pandemic. The increase in union density reflects the fact that the percent decline in the number of employed was over three times larger for nonunion workers than for union members. A similar dynamic was observed in 2007 and 2008, following the financial crisis.

The union coverage rate increased by the same amount as the membership rate in 2020. The former grew to 12.1 percent, though the number of workers covered by a union contract fell by 444,000. Private sector unionization followed a similar pattern, albeit with a much more modest (0.1 percentage points to 6.3 percent) rise in the membership rate. This rate increase was accompanied by a loss of 428,000 private sector union members. By contrast, both the share and number of union members grew substantially in the public sector in 2020 (**Figure 1**). The former increased by 1.2 percentage points to 34.8 percent, while the latter grew by 107,000 workers. These gains are especially remarkable given [concerted efforts](#) in recent years to erode public sector collective bargaining.

Other notable highlights include:

- Public sector unionization increased at all levels of government: federal, state, and local.
- The gender gap continued to narrow in 2020. It is now only half a percentage point, down from ten percentage points in the early 1980s.
- Both the share and the number of union members increased among Black and Hispanic workers, reflecting a long-term trend toward increased racial and ethnic diversity in the labor movement.
- The historically highly unionized manufacturing industry saw a dip in the union membership rate, though it remains above the private sector average.

- The state with the largest increase in the public sector unionization rate was Connecticut, which also had the second largest overall rate increase.
- Nevada, once hailed as a state where labor unions had flourished in spite of right-to-work laws, experienced the largest statewide decline in the private sector union membership rate.



TABLE 1**Union Membership and Coverage Rates, 2019–2020***(percent of employees)*

	Membership			Coverage		
	2019	2020	Change	2019	2020	Change
<i>All</i>	10.3	10.8	0.5	11.6	12.1	0.5
Public sector	33.6	34.8	1.2	37.2	38.4	1.2
Private sector	6.2	6.3	0.1	7.1	7.2	0.1
<i>Gender</i>						
Women	9.7	10.5	0.8	11.0	11.8	0.8
Men	10.8	11.0	0.2	12.1	12.3	0.2
<i>Race or ethnicity</i>						
White	10.3	10.7	0.4	11.5	12.0	0.5
Black	11.2	12.3	1.1	12.7	13.9	1.2
Hispanic	8.9	9.8	0.9	10.2	11.0	0.8
Asian	8.8	8.9	0.1	10.0	10.0	0.0
<i>Age</i>						
16–24	4.4	4.4	0.0	5.2	5.2	0.0
25–34	8.8	9.8	1.0	10.3	11.0	0.7
35–44	11.8	12.2	0.4	13.1	13.5	0.4
45–54	12.6	13.2	0.6	13.9	14.7	0.8
55–64	12.7	13.0	0.3	14.1	14.5	0.4
65 or over	9.7	9.0	–0.7	10.9	10.1	–0.8
<i>Education*</i>						
Less than high school	5.3	5.4	0.2	6.2	6.2	0.0
High school	9.6	10.0	0.4	10.7	11.0	0.4
Some college	10.2	11.0	0.8	11.2	12.0	0.7
College	9.9	10.0	0.1	11.3	11.6	0.3
Advanced Degree	15.3	15.5	0.2	17.5	17.6	0.1
<i>Nativity*</i>						
U.S. born	10.7	11.2	0.5	12.0	12.5	0.5
Foreign born	8.3	8.8	0.6	9.4	10.0	0.6

Source: Data for all, public, private, gender, race/ethnicity and age, from Bureau of Labor Statistics (2021); * data for education and nativity from CEPR analysis of Current Population Survey Outgoing Rotation Group, for 2019–2020. Some differences in the third and sixth columns reflect rounding.

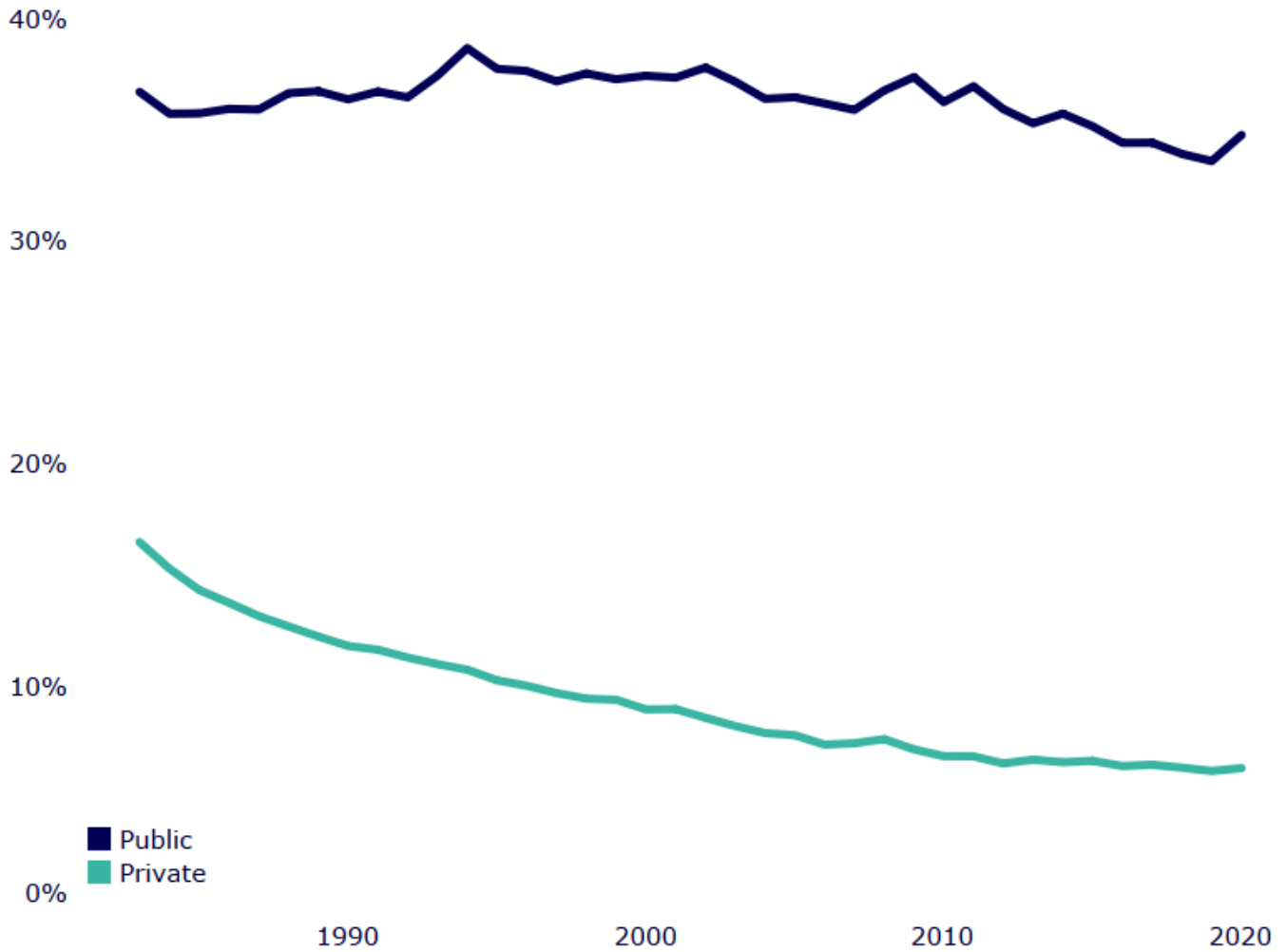
TABLE 2**Union Members and Workers Covered by a Union Contract, 2019–2020***(thousands of workers)*

	Membership			Coverage		
	2019	2020	Change	2019	2020	Change
<i>All</i>	14,574	14,253	-321	16,383	15,939	-444
Public sector	7,066	7,173	107	7,821	7,921	100
Private sector	7,508	7,080	-428	8,562	8,018	-544
<i>Gender</i>						
Women	6,624	6,672	48	7,538	7,507	-31
Men	7,950	7,582	-368	8,845	8,432	-413
<i>Race or ethnicity</i>						
White	11,208	10,944	-264	12,583	12,221	-362
Black	2,043	2,055	12	2,310	2,321	11
Hispanic	2,258	2,315	57	2,590	2,586	-4
Asian	817	766	-51	932	855	-77
<i>Age</i>						
16–24	827	741	-86	977	865	-112
25–34	2,973	3,071	98	3,464	3,455	-9
35–44	3,515	3,475	-40	3,906	3,836	-70
45–54	3,543	3,469	-74	3,918	3,868	-50
55–64	2,952	2,842	-110	3,266	3,175	-91
65 or over	764	656	-108	852	740	-112
<i>Education*</i>						
Less than high school	598	519	-79	702	592	-110
High school	3,541	3,331	-210	3,937	3,655	-282
Some college	3,998	3,919	-79	4,415	4,274	-140
College	3,419	3,397	-22	3,891	3,905	15
Advanced Degree	3,011	3,085	74	3,430	3,509	79
<i>Nativity*</i>						
U.S. born	12,554	12,331	-223	14,084	13,767	-317
Foreign born	2,012	1,919	-93	2,291	2,169	-122

Source: Data for all, public, private, gender, race/ethnicity and age, from Bureau of Labor Statistics (2021); * data for education and nativity from CEPR analysis of Current Population Survey Outgoing Rotation Group, for 2019–2020. Some differences in the third and sixth columns reflect rounding.

Figure 1

Union Membership Rate, Public and Private Sectors, 1983—2020



Source: CEPR analysis of Current Population Survey Outgoing Rotation Group.

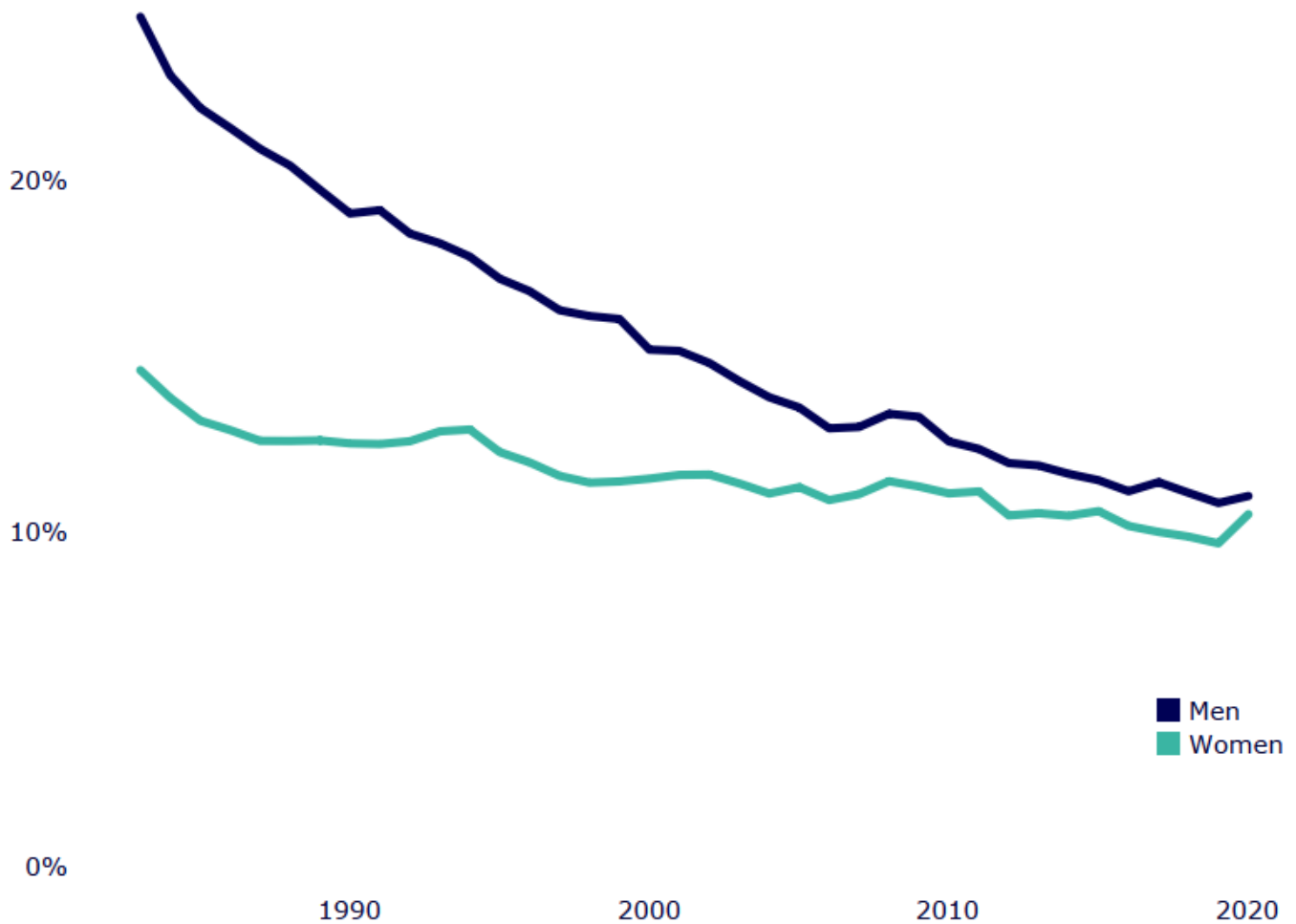
Demographic Trends

Union membership has diversified significantly over the last several decades. In 1989, nearly half of all union workers were white men; their share now sits at less than a third.

Growth in union membership was especially pronounced among women in 2020, and the gender gap in unionization narrowed for the third year in a row (**Figure 2**). The membership rate for women increased by 0.8 percentage points to 10.5 percent, and the number grew by 48,000. Men's membership rate increased by 0.2 percentage points to 11.0 percent, accompanied by a loss of over 368,000 members. The gender gap in union membership rates is now only half a percentage point, having shrunk from a whopping ten percentage points in 1983.

Figure 2

Union Membership Rate, By Gender, 1983—2020



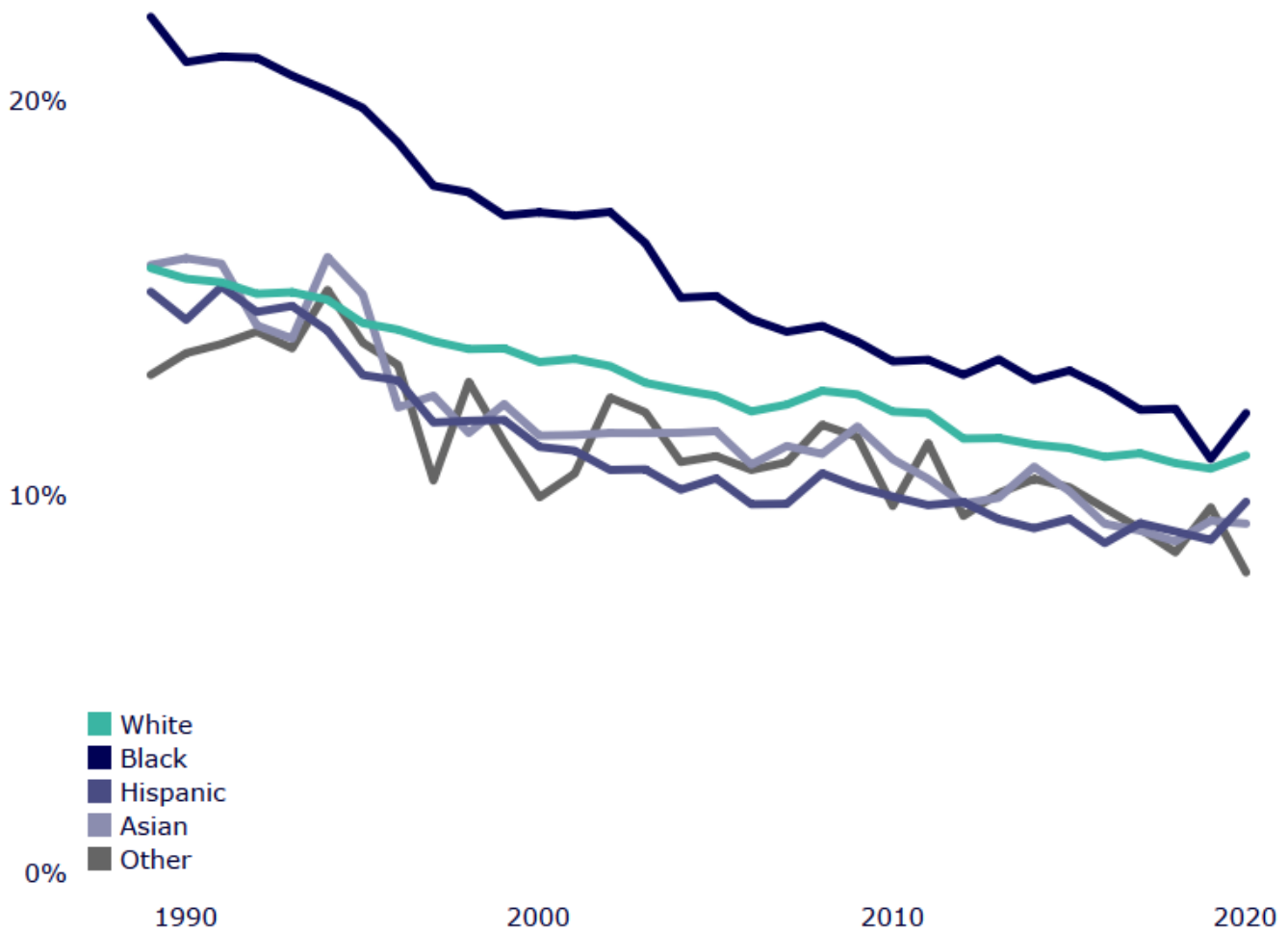
Source: CEPR analysis of Current Population Survey Outgoing Rotation Group.

Black and Hispanic membership gains were also notable in 2020. **(Figure 3)**. Black union membership grew by 1.1 percentage points to 12.3 percent, and increased by 12,000 workers. The unionization rate for Hispanics increased by 0.9 percentage points to 9.8 percent, and the number of members swelled by 57,000. The unionization rate for whites increased by 0.4 percentage points to 10.7 percent, but the number of members fell by 264,000. Similarly, the Asian union membership share increased by 0.1 percentage points to 8.9 percent, but the number of members declined by 51,000 members, respectively.



Figure 3

Union Membership Rate, By Race/Ethnicity, 1989—2020



Source: CEPR analysis of Current Population Survey Outgoing Rotation Group.

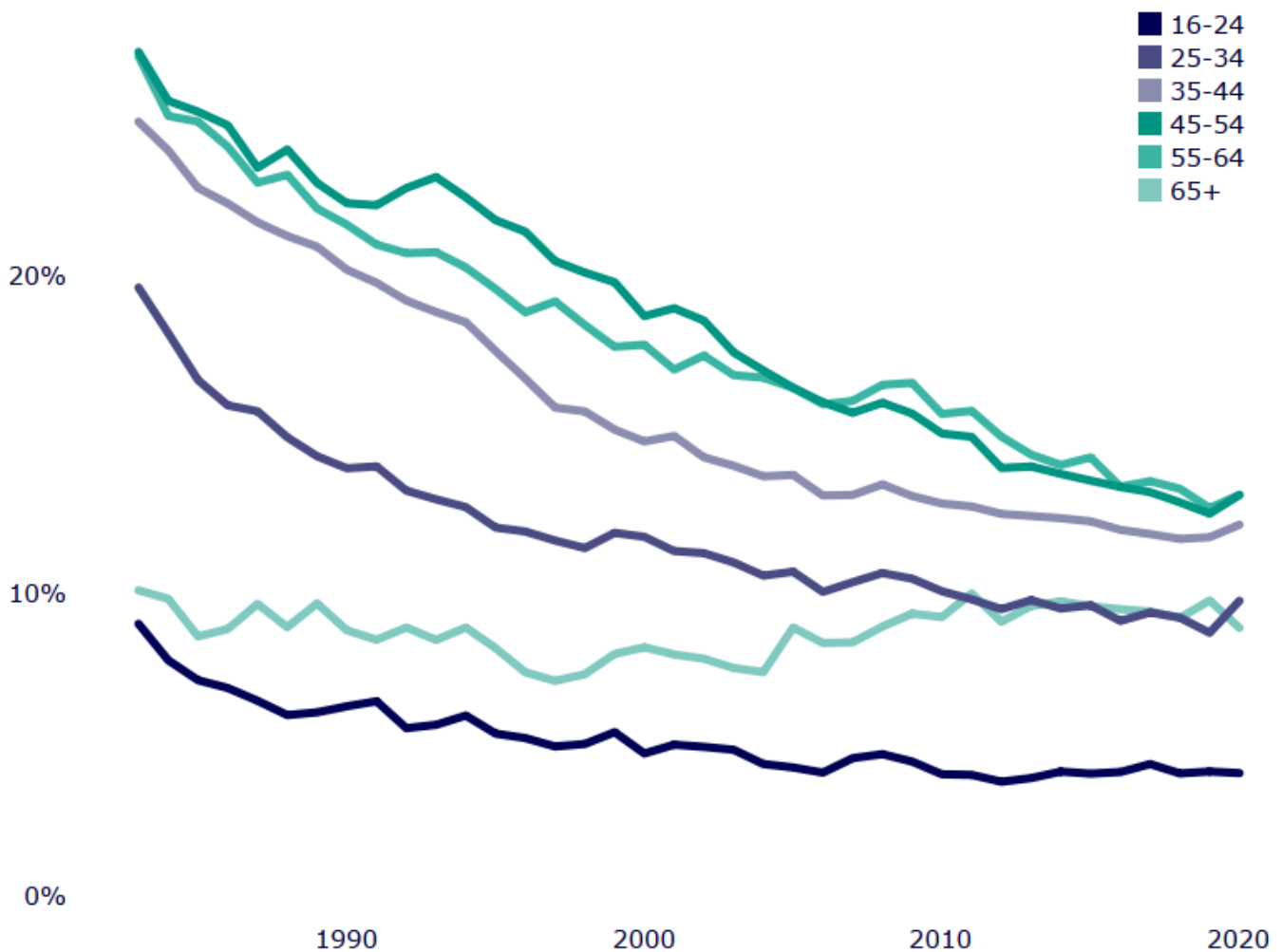
Note: Race/Ethnicity categories are mutually exclusive. White includes those who identified exclusively as non-Hispanic white. Black encompasses non-Hispanics who identified as Black, including those who also identified as other races. Hispanic includes all respondents who indicated they were Hispanic, including those who identified as other races. Asian refers to non-Hispanic Asians, Hawaiians, and Pacific Islanders who did not also identify as Black. Other comprises those who identified as American Indians or Alaskan natives and who did not also identify as Black, Hispanic, Asian, Hawaiian, or Pacific Islander, as well as those who identified exclusively as non-White, non-Black, and non-Asian races.



Union membership rates increased for all but the youngest and oldest age groups (Figure 4). The most pronounced upturn occurred among workers ages 25–34, rising by 1.0 percentage points to 9.8 percent. This group was also the only cohort that experienced growth in the number of members, swelling by 98,000 workers. Perhaps unsurprisingly given the pandemic, steep declines occurred among workers 65 and older. Their membership rate fell by 0.7 percentage points to 9 percent, alongside an exodus of 108,000 members in this age category.

Figure 4

Union Membership Rate, By Age, 1983—2020

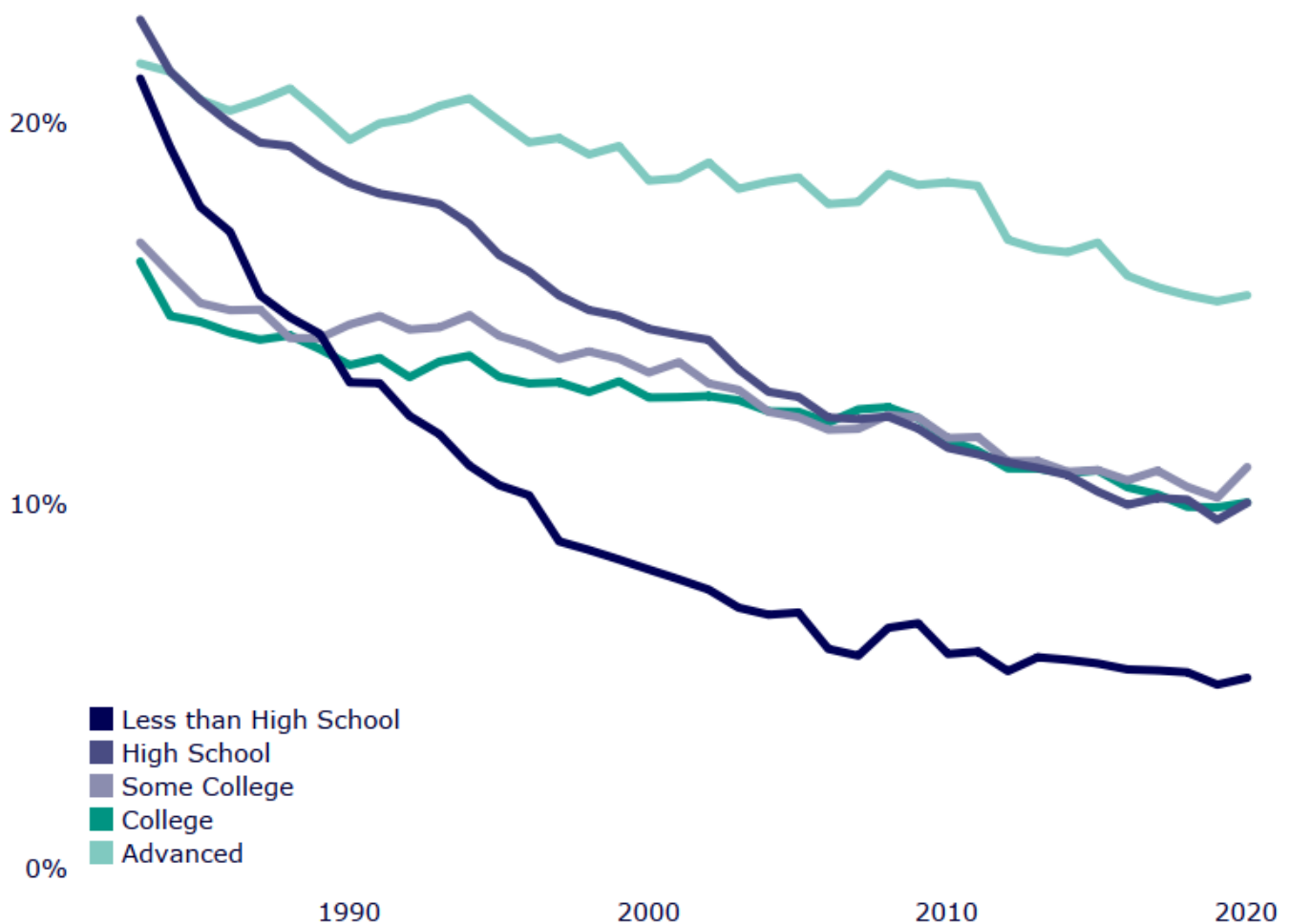


Source: CEPR analysis of Current Population Survey Outgoing Rotation Group.

Union membership rates also increased across all education levels (**Figure 5**). Those with some college but no bachelor’s degree experienced the largest bump, and their membership rate rose 0.8 percentage points to 11.0 percent. As measured by the number of union members, the steepest declines were among high school graduates, whose membership contracted by 210,000 workers. However, this group also experienced the second largest bump in membership rates, which rose by 0.4 percentage points to 10.0 percent. Those with advanced degrees were the only educational group in which the number of union members increased. Their membership grew by 74,000 workers, alongside a 0.2 percentage point increase in their membership share to 15.5 percent.

Figure 5

Union Membership Rate, By Education, 1983—2020



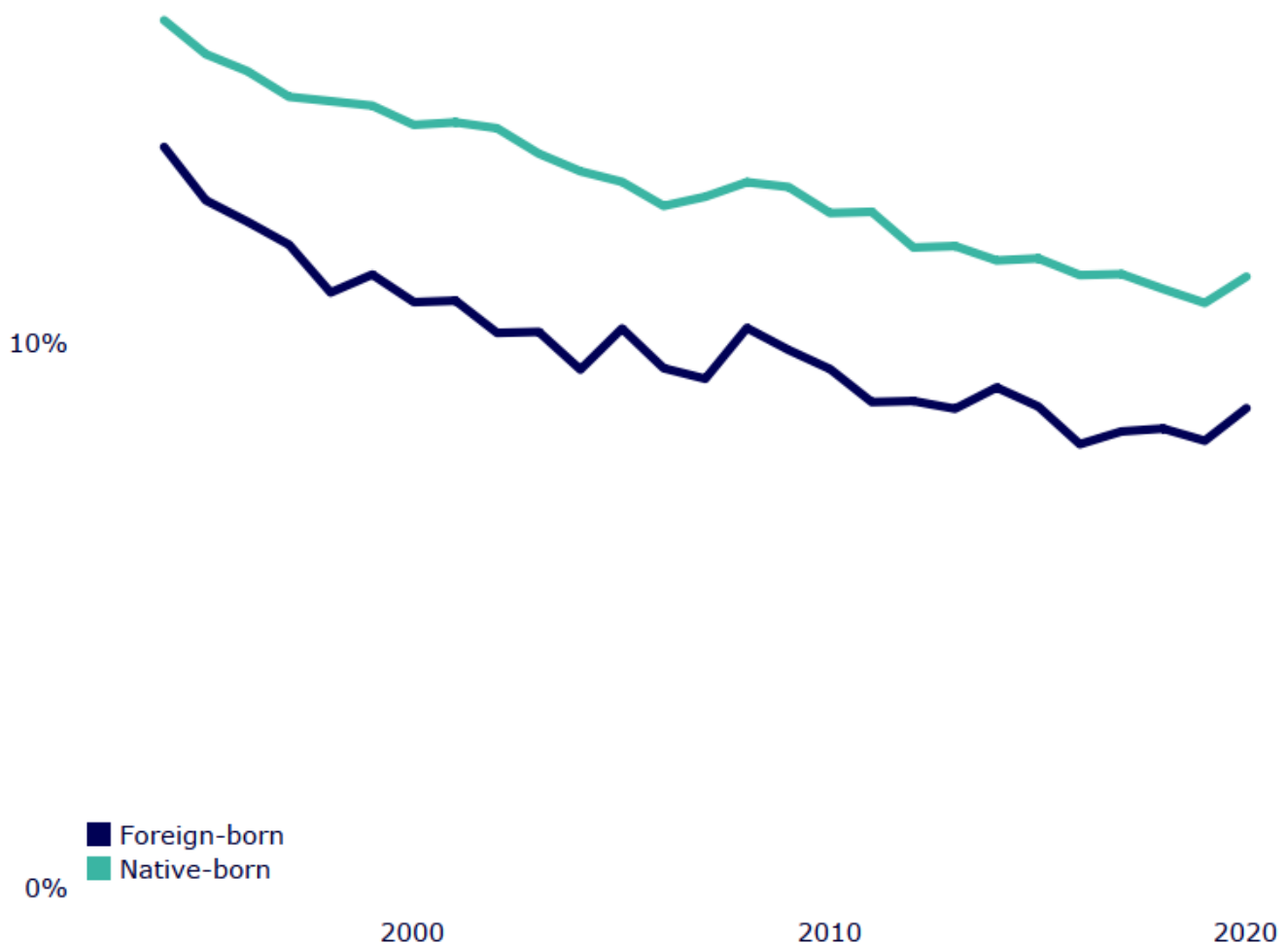
Source: CEPR analysis of Current Population Survey Outgoing Rotation Group.



Native-born workers remain more likely than foreign-born workers to be union members, and the gap between these groups remains little changed from 2019 (Figure 6). The rate of union membership grew for both foreign- and native-born workers, with the former's increasing by 0.6 points to 8.8 percent, and the latter's by 0.5 points to 11.2 percent. Membership totals, meanwhile, shrunk by 223,000 among the native-born and 93,000 among the foreign-born.

Figure 6

Union Membership Rate, By Nativity, 1994—2020



Source: CEPR analysis of Current Population Survey Outgoing Rotation Group.

Industry and Occupation Trends by Sector

Table 3 shows union membership by industry and sector. In the private sector, the most marked growth in membership rates occurred in mining, quarrying, and oil and gas extraction (up 1.6 percentage points), followed by educational services (up 1.2 percentage points). The most substantial private sector unionization rate declines were in non-internet broadcasting (down 3.4 percentage points); utilities (down 2.9 percentage points); and arts, entertainment, and recreation (down 1.8 percentage points).

Nearly all private sector industries lost union members in 2020, though leisure and hospitality was hardest hit (down 161,000), followed by manufacturing (down 110,000). The number of union members grew in retail trade (up 57,000); mining quarrying, and oil and gas extraction (up 9,000); finance and insurance (also up 9,000); and transportation and warehousing (up 4,000).

The slight downtick in the manufacturing unionization rate is notable in a year when rates rose in so many other industries. The decline in 2020 was slight, and the union membership share in manufacturing is still above the private sector average. However, while manufacturing was historically a heavily unionized industry (**Figure 7**), it is clear that that is no longer the case.

Public sector union membership grew at every level in 2020. The most pronounced rate increase was in local government, where the union membership share grew by 2.3 percentage points to 41.7 percent. The unionization rate also increased at the federal and state levels, by 0.4 percentage points and 0.5 percentage points, respectively. Federal and state government each added 42,000 union members in 2020, while local government added 24,000.

TABLE 3

Union Membership By Detailed Industry and Sector, 2019–2020

	Membership Rate (percent of employees)			Number of Members (thousands of employees)		
	2019	2020	Change	2019	2020	Change
<i>Private Sector</i>	6.2	6.3	0.1	7,508	7,080	-428
Agriculture & related industries	1.7	1.7	-0.1	23	21	-2
Nonagricultural industries	6.3	6.4	0.1	7,485	7,059	-426
Mining, quarrying, and oil and gas extraction	4.0	5.6	1.6	28	37	9
Construction	12.6	12.7	0.0	1,055	993	-62
Manufacturing	8.6	8.5	-0.1	1,291	1,181	-110
Durable Goods	8.8	8.7	-0.2	835	754	-81
Nondurable goods	8.2	8.2	0.0	455	427	-28
Wholesale and retail trade	4.1	4.5	0.4	741	787	46
Wholesale trade	4.5	4.3	-0.3	143	133	-10
Retail Trade	4.0	4.6	0.6	598	655	57
Transportation and utilities	17.3	17.6	0.4	1,166	1,135	-31
Transportation and warehousing	16.1	17.0	0.9	912	916	4
Utilities	23.4	20.6	-2.9	254	219	-35
Information*	10.3	9.3	-1.0	242	200	-41
Publishing, except internet	3.3	2.4	-0.9	12	8	-3
Motion pictures and sound recording	13.6	14.0	0.4	53	40	-13
industries						
Broadcasting (except internet)	11.0	7.6	-3.4	53	30	-23
Telecommunications	14.1	14.3	0.2	115	111	-4
Financial activities	1.9	1.9	-0.1	182	169	-13
Finance and insurance	1.2	1.4	0.1	87	96	9
Finance	1.1	1.2	0.1	49	53	4
Insurance	1.4	1.7	0.3	37	43	6
Real estate and rental and leasing	4.0	3.5	-0.6	95	74	-21
Professional and business services	2.2	2.2	0.0	339	323	-16
Professional and technical services	1.4	1.3	-0.1	143	132	-10
Management, administrative, and waste	3.6	4.0	0.4	197	191	-7
services						
Education and health services	8.0	8.4	0.5	1,885	1,876	-9
Educational services	12.3	13.5	1.2	608	607	-1
Health care and social assistance	6.8	7.1	0.3	1,278	1,269	-9
Leisure and hospitality	2.9	2.2	-0.7	384	223	-161
Arts, entertainment, and recreation	6.6	4.8	-1.8	164	86	-79
Accommodation and food services	2.1	1.6	-0.5	220	137	-83
Accommodation	6.5	5.7	-0.8	93	52	-41
Food services and drinking places	1.4	1.2	-0.2	128	85	-43
Other services*	2.8	2.5	-0.3	172	134	-38
Other services, except private households	3.1	2.8	-0.3	163	130	-33

<i>Public Sector</i>	33.6	34.8	1.2	7,066	7,173	107
Federal Government	25.6	26.0	0.4	974	1,014	40
State Government	29.4	29.9	0.5	2,043	2,085	42
Local Government	39.4	41.7	2.3	4,050	4,074	24

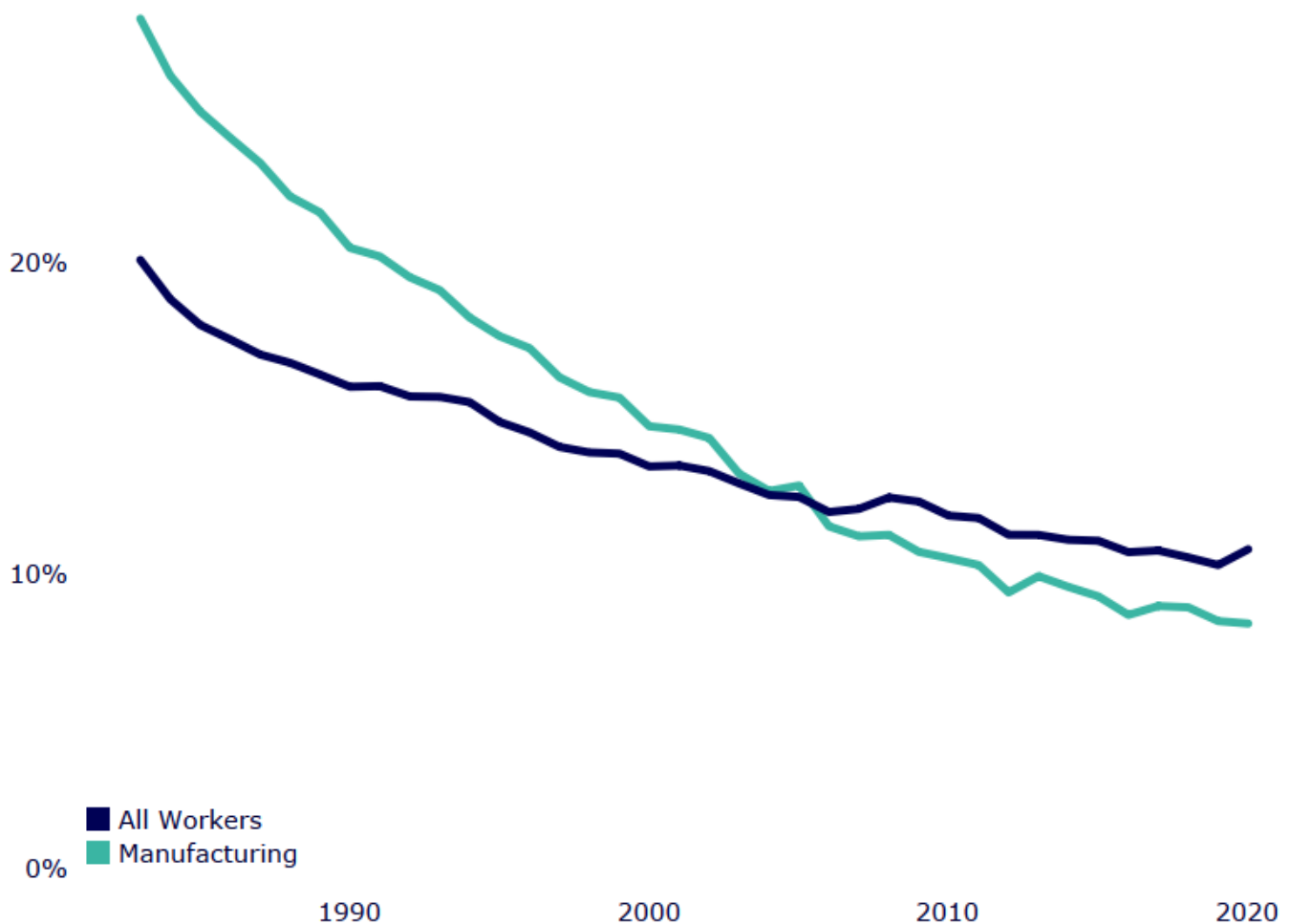
Source: Data from Bureau of Labor Statistics (2021). Some differences in columns three and six reflect rounding.

* Includes other industries, not shown separately.



Figure 7

Union Membership Rate, 1983—2020



Source: CEPR analysis of Current Population Survey Outgoing Rotation Group.

Tables 4 and 5 show union membership by occupation and sector. The union membership share in public sector farming, fishing, and forestry occupations more than doubled in 2020, increasing by 14.3 percentage points to 24 percent (compared to 9.7 percent in 2019). Public sector unionization rates also rose in transportation and material moving occupations (up 3.7 percentage points), as well as in installation, maintenance, and repair occupations and production occupations (both up 2.7 percentage points).

The number of union members increased in public sector health care support occupations (61,000), protective service occupations (50,000), and professional and related occupations



(75,000). Within the latter, there was an especially notable increase in the number of union members in the education, training, and library occupations subcategory (up 22,000).

Public sector membership shares fell most dramatically in personal care and service occupations (down 2.7 percentage points), and health care support occupations (down 2.2 percentage points). The former also experienced the biggest public sector contraction in members, losing 90,000 union workers.

Private sector union membership shares grew most in protective service occupations, up 2.3 percentage points to 9.5 percent. Within professional and related occupations, the unionization rate for those in education, training, and library occupations also increased by 2.1 percentage points to 14.2 percent. Private sector unionization rates fell most markedly in personal care and service occupations (down 1.2 percentage points), and office and administrative support occupations (down 0.6 percentage points). Office and administrative support occupations also lost the most union members (down 180,000) within private sector occupations.

TABLE 4**Union Membership Rate By Occupation and Sector, 2019–2020***(percent of employees)*

	Private Sector			Public Sector		
	2019	2020	Change	2019	2020	Change
Management, business, and financial operations occupations	2.2	2.1	-0.1	19.8	19.6	-0.2
Professional and related occupations*	6.7	6.7	0.0	37.8	38.9	1.1
Community and social service occupations	5.3	4.8	-0.4	36.3	36.0	-0.3
Education, training, and library occupations	12.1	14.2	2.1	45.7	48.3	2.6
Healthcare practitioner and technical occupations	9.4	9.5	0.1	31.5	29.7	-1.8
Healthcare support occupations	6.1	6.2	0.0	25.2	23.0	-2.2
Protective service occupations	7.2	9.5	2.3	46.9	48.9	2.0
Food preparation and serving related occupations	2.7	2.4	-0.3	20.8	22.2	1.4
Building and grounds cleaning and maintenance occupations	5.5	6.2	0.7	29.3	31.5	2.3
Personal care and service occupations	3.4	2.2	-1.2	21.5	18.8	-2.7
Sales and related occupations	2.6	3.1	0.4	17.3	15.6	-1.8
Office and administrative support occupations	4.5	3.9	-0.6	30.6	31.8	1.3
Farming, fishing, and forestry occupations	1.8	2.0	0.2	9.7	24.0	14.3
Construction and extraction occupations	16.2	16.4	0.3	33.7	34.5	0.9
Installation, maintenance, and repair occupations	12.7	12.7	0.0	31.3	34.0	2.7
Production occupations	11.1	11.1	0.0	30.0	32.8	2.7
Transportation and material moving occupations	12.5	12.8	0.4	32.4	36.1	3.7

Source: Data from CEPR analysis of Current Population Survey Outgoing Rotation Group, 2019–2020. Some differences in columns three and six reflect rounding.

* Includes other occupation categories, not shown separately.

TABLE 5**Number of Union Members By Occupation and Sector, 2019–2020***(thousands of employees)*

	Private Sector			Public Sector		
	2019	2020	Change	2019	2020	Change
Management, business, and financial operations occupations	419.4	403.7	-15.7	535.4	557.6	22.2
Professional and related occupations*	1672.5	1629.2	-43.2	3643.0	3718.0	75.0
Community and social service occupations	92.1	81.5	-10.5	315.9	319.4	3.5
Education, training, and library occupations	417.7	444.1	26.4	2636.9	2658.4	21.5
Healthcare practitioner and technical occupations	765.2	757.3	-8.0	309.7	312.1	2.3
Healthcare support occupations	206.5	254.0	47.5	59.8	120.6	60.8
Protective service occupations	73.2	88.8	15.6	962.6	1012.7	50.1
Food preparation and serving related occupations	217.6	148.4	-69.2	76.8	70.6	-6.2
Building and grounds cleaning and maintenance occupations	235.5	218.0	-17.5	197.2	176.7	-20.5
Personal care and service occupations	137.4	46.0	-91.3	126.9	36.8	-90.2
Sales and related occupations	349.8	366.2	16.5	26.0	23.1	-2.9
Office and administrative support occupations	656.1	475.8	-180.3	850.0	867.9	17.9
Farming, fishing, and forestry occupations	18.7	17.9	-0.8	2.9	6.5	3.6
Construction and extraction occupations	1034.0	954.8	-79.1	158.4	149.9	-8.4
Installation, maintenance, and repair occupations	524.1	495.0	-29.1	115.5	124.5	9.0
Production occupations	895.2	783.4	-111.9	78.7	84.4	5.8
Transportation and material moving occupations	1068.1	1200.9	132.8	225.6	218.8	-6.8

Source: Data from CEPR analysis of Current Population Survey Outgoing Rotation Group, 2019–2020. Some differences in columns three and six reflect rounding.

* Includes other occupation categories, not shown separately.

Geographic Trends by Sector

Tables 6 and 7 and Figures 8, 9, and 10 show union membership by state and sector. In 2020, the largest share increases took place in Maine (up 2.9 percentage points), followed by Connecticut (up 2.6 percentage points), Minnesota (up 2.1 percentage points), and Oregon and Maryland (both up 1.8 percentage points). Texas added the most union members (66,000), followed by Pennsylvania (41,000), Minnesota (34,000), North Carolina (27,000), and Ohio (27,000).

Washington state supplanted New York with the largest overall reduction in members in 2020. The number of union workers in those states declined by 81,000 and 71,000, respectively. Significant drops also occurred in California (down 63,000), Missouri (down 59,000), and Colorado (down 55,000). Missouri experienced the largest drop in membership share (down 1.7 percentage points), followed by Colorado (down 1.6 percentage points), Washington (down 1.4 percentage points), South Dakota (1.3 percentage points), and Nevada (down 1.2 percentage points).

The greatest increase in the number of public sector union members was in Texas (up 67,000), while the largest decrease was in Florida (down 45,000). Annual changes in public sector membership rates ranged from an 11.4 percentage point increase in Connecticut to a 7.9 percentage point decrease in South Dakota.

In the private sector, the biggest jump in the number of union members took place in Pennsylvania (up 27,000), while the largest drop occurred in New York (down 95,000). Maryland saw the biggest increase in its private sector unionization rate (up 1.7 percentage points), while Nevada saw the largest decline (down 2.0 percentage points). The situation in Nevada is especially striking, as the state had previously been held up as an [example of how unions could flourish in spite of right-to-work legislation](#).

TABLE 6**Union Membership Rate By State and Sector, 2019–2020***(percent of employees)*

	All			Public Sector			Private Sector		
	2019	2020	Change	2019	2020	Change	2019	2020	Change
Alabama	8.5	8.0	-0.5	19.0	20.9	2.0	6.5	5.4	-1.1
Alaska	17.1	17.7	0.6	39.8	41.1	1.3	8.4	9.5	1.1
Arizona	5.7	5.3	-0.4	20.2	19.3	-0.8	3.4	3.0	-0.5
Arkansas	5.2	4.7	-0.5	9.3	10.4	1.2	4.3	3.6	-0.7
California	15.2	16.2	1.0	52.6	51.7	-0.9	8.8	9.6	0.8
Colorado	9.0	7.4	-1.6	24.2	19.5	-4.7	6.0	5.0	-1.0
Connecticut	14.5	17.1	2.6	62.7	74.1	11.4	7.1	8.6	1.6
Delaware	8.7	9.7	1.0	34.8	38.2	3.4	4.4	4.5	0.1
District of Columbia	9.3	8.6	-0.7	20.5	18.0	-2.5	5.3	4.7	-0.6
Florida	6.2	6.4	0.2	26.5	24.8	-1.7	3.1	3.6	0.5
Georgia	4.1	4.6	0.5	9.1	14.1	5.0	3.2	3.0	-0.2
Hawaii	23.5	23.7	0.2	52.7	53.7	1.0	14.6	13.3	-1.3
Idaho	4.9	5.6	0.7	17.4	17.2	-0.3	3.0	3.5	0.5
Illinois	13.6	14.3	0.7	45.8	55.0	9.2	8.9	8.5	-0.4
Indiana	8.3	8.3	0.0	21.0	26.9	6.0	6.7	5.8	-0.9
Iowa	6.3	6.6	0.3	18.5	20.6	2.1	4.0	3.8	-0.2
Kansas	8.7	8.9	0.2	22.5	20.9	-1.7	5.6	6.4	0.8
Kentucky	8.0	7.5	-0.5	16.6	12.2	-4.4	6.7	6.5	-0.1
Louisiana	5.3	5.9	0.6	14.1	15.4	1.4	3.4	3.8	0.4
Maine	11.8	14.7	2.9	45.7	46.6	0.9	5.6	6.4	0.8
Maryland	11.3	13.1	1.8	33.5	33.5	0.1	4.6	6.3	1.7
Massachusetts	12.0	12.0	0.0	51.2	53.8	2.7	6.6	6.4	-0.2
Michigan	13.6	15.2	1.6	45.1	44.2	-0.9	9.8	11.1	1.3
Minnesota	13.7	15.8	2.1	53.7	61.5	7.8	7.4	7.5	0.1
Mississippi	6.3	7.1	0.8	16.2	16.5	0.3	4.1	5.2	1.1
Missouri	11.1	9.4	-1.7	28.1	27.8	-0.3	8.2	6.4	-1.8
Montana	10.5	12.0	1.5	34.5	38.2	3.7	5.3	5.6	0.3
Nebraska	8.4	9.6	1.2	28.0	35.1	7.1	4.6	4.6	0.0
Nevada	14.6	13.4	-1.2	32.9	34.8	1.9	11.6	9.6	-2.0
New Hampshire	10.3	9.8	-0.5	44.7	44.1	-0.6	5.2	4.3	-0.9
New Jersey	15.7	16.1	0.4	58.1	59.3	1.2	8.0	8.3	0.3
New Mexico	7.1	7.1	0.0	17.2	16.7	-0.5	3.6	3.7	0.0
New York	21.0	22.0	1.0	65.5	68.3	2.8	12.7	12.6	-0.1
North Carolina	2.3	3.1	0.8	8.5	11.1	2.6	1.2	1.8	0.7
North Dakota	6.0	6.2	0.2	19.1	18.1	-1.0	3.3	3.7	0.3
Ohio	11.9	13.2	1.3	42.4	45.5	3.1	6.9	7.1	0.2
Oklahoma	6.2	6.0	-0.2	20.4	15.4	-5.0	3.1	3.8	0.7
Oregon	14.4	16.2	1.8	53.2	52.3	-0.9	7.3	9.0	1.6
Pennsylvania	12.0	13.5	1.5	52.6	53.8	1.2	7.1	8.2	1.1
Rhode Island	17.4	17.8	0.4	62.3	67.2	4.9	10.0	9.9	0.0
South Carolina	2.2	2.9	0.7	7.4	8.2	0.8	1.3	1.9	0.6
South Dakota	5.6	4.3	-1.3	21.3	13.4	-7.9	2.6	2.7	0.1
Tennessee	4.6	4.4	-0.2	14.7	13.5	-1.2	2.9	2.8	0.0



Texas	4.0	4.9	0.9	14.2	17.2	3.0	2.5	2.7	0.2
Utah	4.4	3.7	-0.7	11.1	12.7	1.5	3.1	1.8	-1.3
Vermont	11.2	11.8	0.6	42.8	41.5	-1.3	5.3	5.5	0.2
Virginia	4.0	4.4	0.4	9.9	12.6	2.7	2.5	2.1	-0.4
Washington	18.8	17.4	-1.4	52.3	50.6	-1.7	12.0	10.3	-1.8
West Virginia	10.2	10.7	0.5	21.2	24.7	3.5	7.8	7.3	-0.5
Wisconsin	8.1	8.7	0.6	25.7	22.1	-3.6	5.1	6.5	1.3
Wyoming	7.3	7.6	0.3	13.6	14.1	0.5	5.1	5.1	0.0

Source: "All" category from Bureau of Labor Statistics (2021); public and private sector data from CEPR analysis of Current Population Survey Outgoing Rotation Group, 2019–2020. Some differences in columns three, six, and nine reflect rounding.

TABLE 7**Number of Union Members By State and Sector, 2019–2020***(thousands of employees)*

	All			Public Sector			Private Sector		
	2019	2020	Change	2019	2020	Change	2019	2020	Change
Alabama	173	151	-22	62	66	4	112	85	-27
Alaska	48	49	1	31	30	-2	17	20	3
Arizona	174	155	-19	84	80	-4	90	74	-16
Arkansas	62	55	-7	18	19	1	44	35	-9
California	2504	2441	-63	1253	1218	-35	1247	1221	-26
Colorado	237	182	-55	107	79	-28	132	104	-28
Connecticut	244	262	18	141	146	5	103	115	11
Delaware	38	41	3	21	26	5	16	16	0
District of Columbia	34	30	-4	19	18	-1	14	11	-3
Florida	551	524	-27	319	274	-45	233	252	19
Georgia	180	194	14	60	90	29	119	104	-15
Hawaii	135	120	-15	70	70	0	64	50	-14
Idaho	37	41	4	18	19	1	20	22	2
Illinois	771	739	-32	334	350	17	438	386	-52
Indiana	249	235	-14	71	90	18	178	145	-33
Iowa	97	93	-4	46	48	2	51	44	-7
Kansas	112	114	2	53	45	-7	58	68	10
Kentucky	144	127	-17	41	34	-6	102	92	-10
Louisiana	94	99	5	44	47	3	50	52	2
Maine	69	82	13	42	53	11	28	28	1
Maryland	330	351	21	226	226	0	103	126	23
Massachusetts	406	357	-49	209	188	-21	197	170	-28
Michigan	589	604	15	212	218	6	379	387	8
Minnesota	364	398	34	193	238	46	171	160	-10
Mississippi	70	74	4	33	30	-3	37	44	8
Missouri	297	238	-59	111	98	-13	185	139	-46
Montana	46	50	4	27	31	5	19	19	0
Nebraska	75	85	10	40	51	11	34	34	0
Nevada	201	161	-40	63	63	0	138	99	-39
New Hampshire	69	62	-7	39	38	-1	31	23	-7
New Jersey	642	600	-42	363	336	-27	279	262	-17
New Mexico	58	53	-5	36	33	-2	22	20	-2
New York	1732	1661	-71	849	874	25	883	789	-95
North Carolina	102	129	27	59	65	6	44	65	22
North Dakota	21	21	0	11	11	0	10	10	0
Ohio	610	637	27	305	347	42	305	288	-18
Oklahoma	96	90	-6	58	44	-13	39	46	7
Oregon	255	275	20	145	148	3	110	126	16
Pennsylvania	676	717	41	319	335	16	357	384	27
Rhode Island	83	81	-2	42	42	0	40	39	-1
South Carolina	47	59	12	24	27	3	23	32	9
South Dakota	22	17	-5	13	8	-6	9	9	0

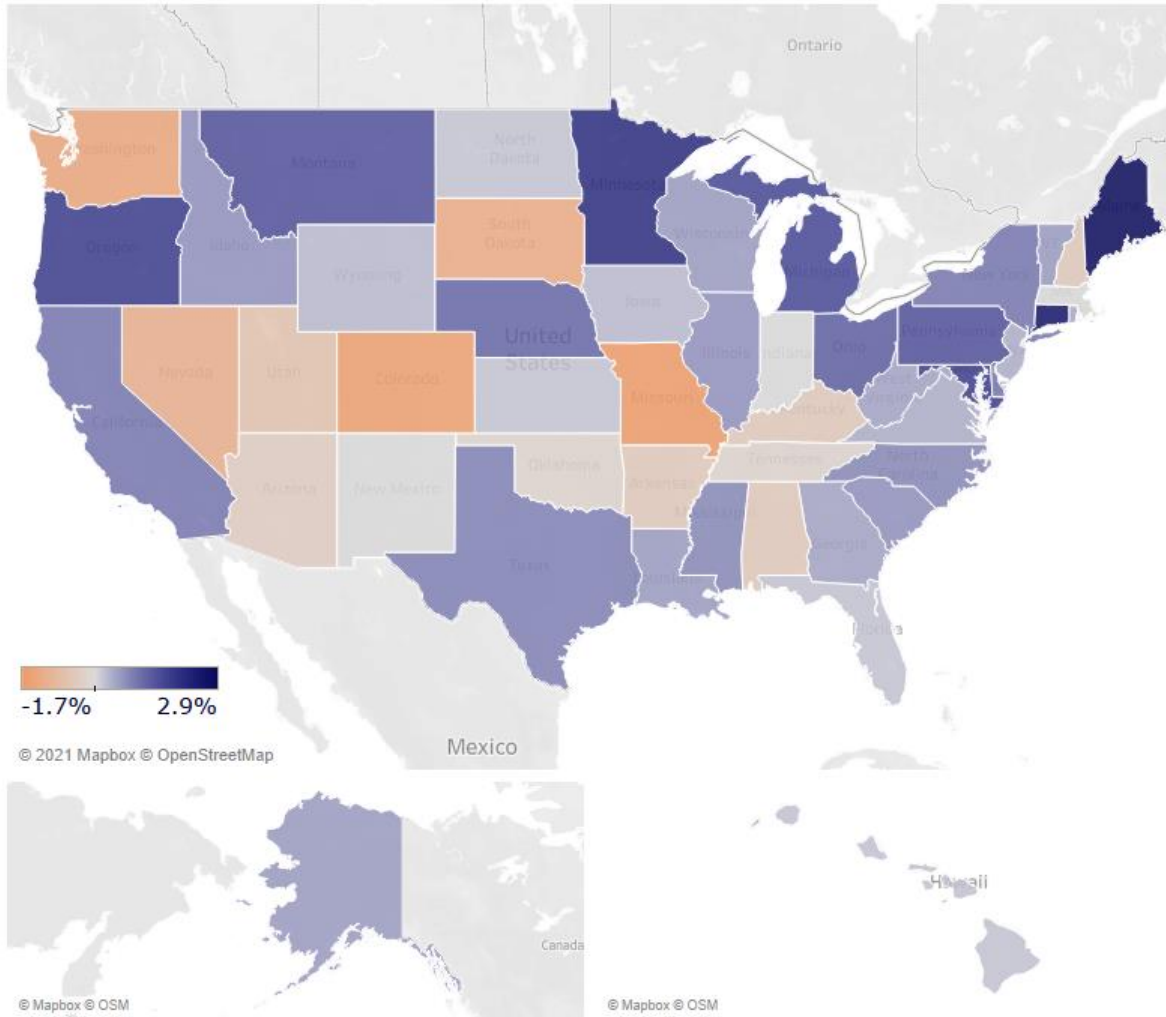


Tennessee	135	117	-18	62	52	-10	72	65	-7
Texas	497	563	66	230	298	67	267	268	1
Utah	62	51	-11	25	31	5	36	21	-16
Vermont	33	31	-2	20	19	0	13	12	-1
Virginia	156	164	8	80	105	25	76	59	-17
Washington	638	557	-81	298	286	-12	339	271	-68
West Virginia	72	71	-1	26	31	5	45	40	-6
Wisconsin	218	227	9	99	84	-15	119	143	25
Wyoming	18	18	0	8	9	1	9	9	0

Source: "All" category from Bureau of Labor Statistics (2021); public and private sector data from CEPR analysis of Current Population Survey Outgoing Rotation Group, 2019-2020. Some differences in columns three, six, and nine reflect rounding.

Figure 8

Change in Union Membership Share, 2019—2020

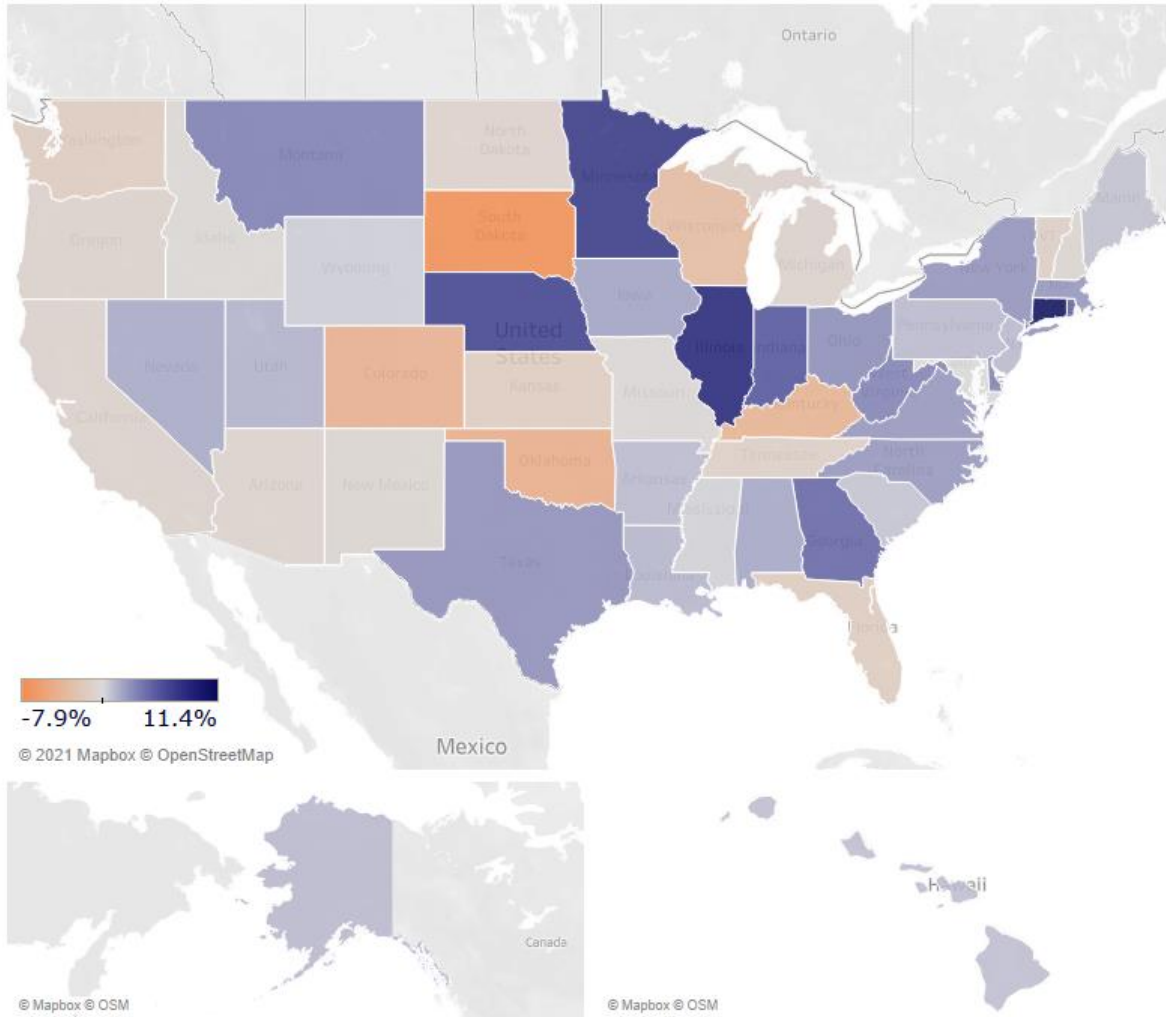


Source: Bureau of Labor Statistics (2021).



Figure 9

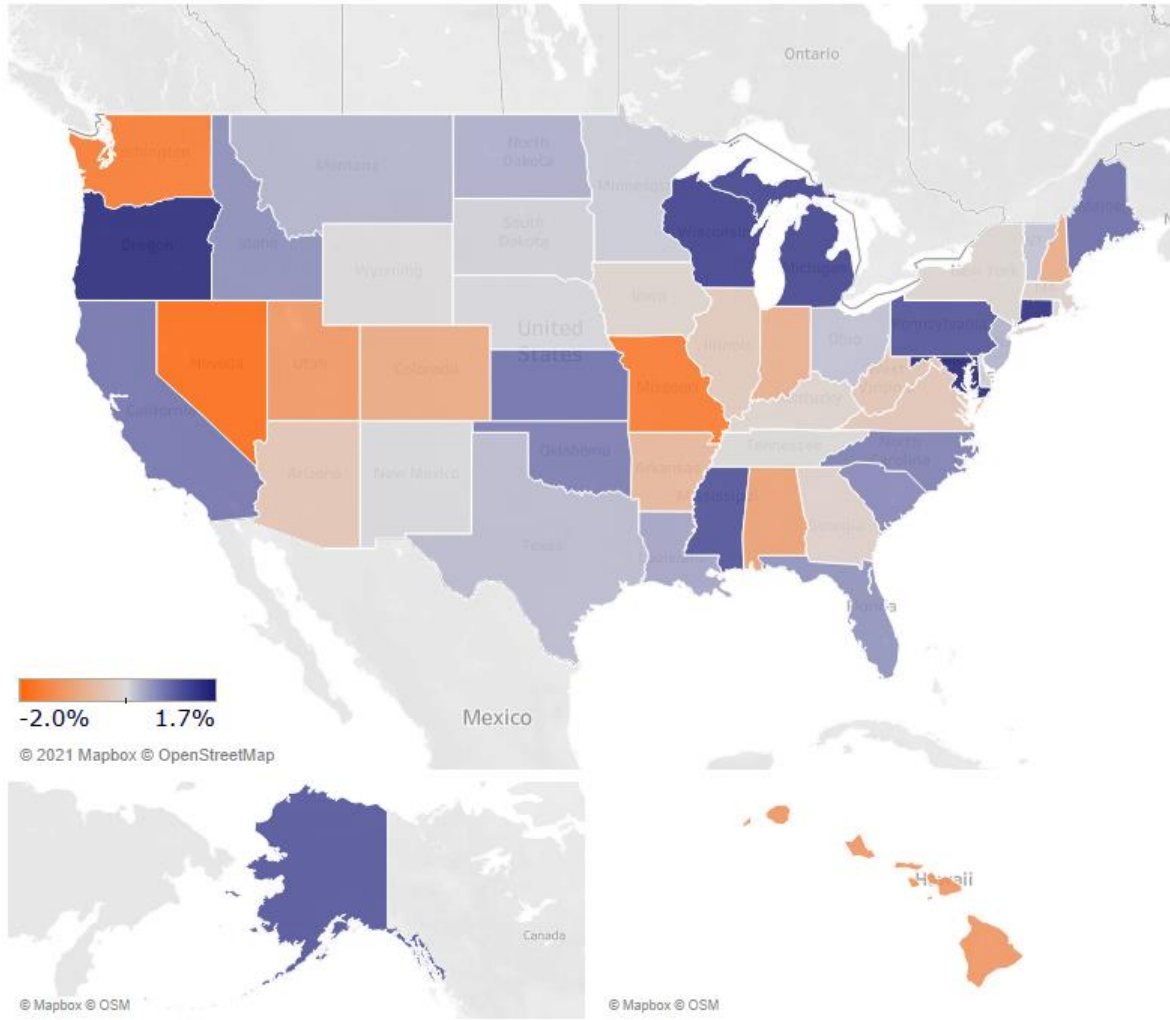
Change in Public Sector Union Membership Share, 2019—2020



Source: CEPR analysis of CPS ORG (2019-2020).

Figure 10

Change in Private Sector Union Membership Share, 2019—2020



Source: CEPR analysis of CPS ORG (2019-2020).

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