

THE STATE OF THE UNIONS 2016:

A PROFILE OF ORGANIZED LABOR IN
NEW YORK CITY, NEW YORK STATE,
AND THE UNITED STATES

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THE JOSEPH S. MURPHY INSTITUTE FOR WORKER EDUCATION AND LABOR STUDIES

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Organized labor in the United States has suffered a sharp decline in numbers and influence in recent years. In addition to the challenges of an anemic economic recovery and persistent unemployment among union members, in many parts of the nation anti-union groups have launched aggressive attacks on collective bargaining rights, especially in the public sector. And in the private sector, where the national unionization rate has fallen to record lows, rising health care costs and employer demands for concessions have made it difficult for many unions to win improvements in wages and benefits, especially since the financial crisis of 2007-08. Inequality in income and wealth has continued to grow, reaching levels not seen since the early twentieth century.

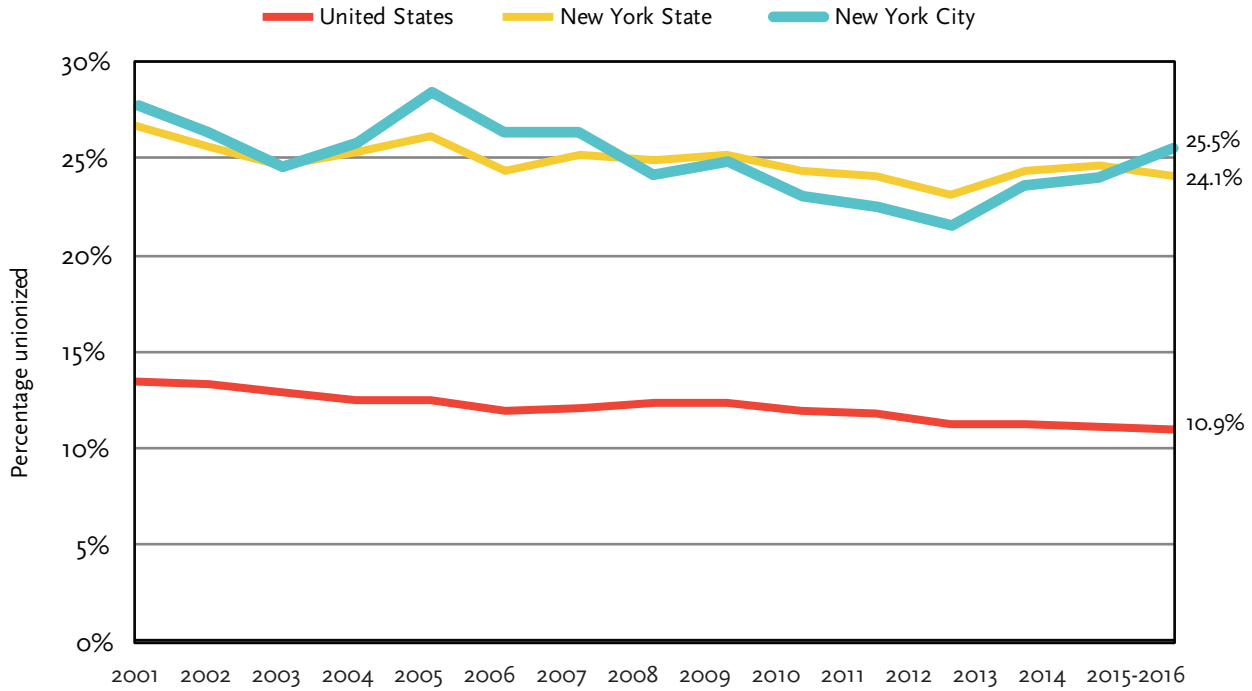
Organized labor is much stronger in New York City and State than in the nation as a whole; indeed, unionization rates in those jurisdictions have enjoyed a modest rebound over the last three years, reversing a longstanding pattern of steady erosion, as Figure 1A shows. Since our 2015 report, moreover, two new pieces of labor legislation have been passed, both strongly promoted by organized labor. One of these measures will raise the minimum wage to \$15 an hour, first in the City, and eventually in the rest of the State. (See pp. 4-5 of this report for an in-depth

analysis.) The second law created a paid family leave program for private-sector employees throughout New York State. Both measures will be phased in gradually over the next few years, so their impact has not yet been felt. Nevertheless they are impressive achievements that will greatly enhance the well-being of New York workers.

Just over one-fourth (25.5 percent) of all wage and salary workers residing in the five boroughs of New York City were union members in 2015-16, up from 21.5 percent in 2012, according to the U.S. Current Population Survey (CPS) data that serve as the primary basis of this report.¹ The unionized share of the workforce was only slightly lower in New York State (24.1 percent) than in the City. New York ranks first in union density among the nation's fifty states, with a unionization rate more than double the U.S. average of 10.9 percent in 2015-16.² In absolute terms, New York State had more union members—just under 2 million—than any state except California, which has a far larger population. In 2015-16, there were about 901,000 union members residing in the five boroughs of New York City, representing 45.3 percent of all union members in the State.³

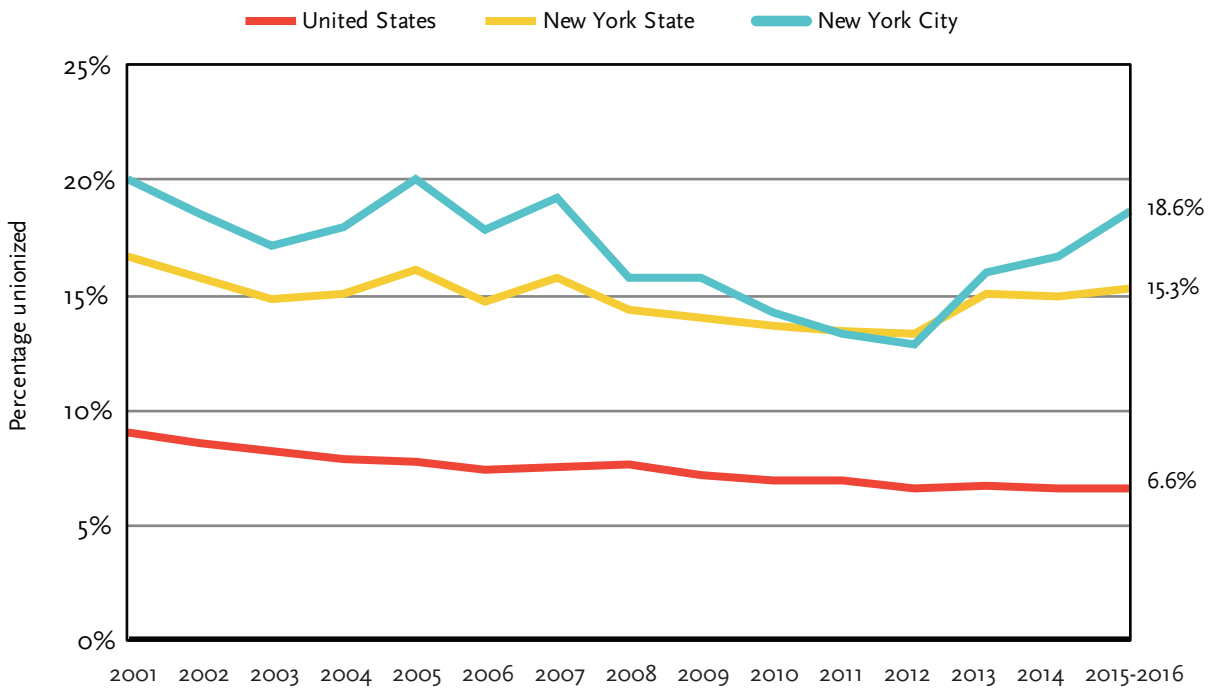
In recent years, there have been slow but steady losses in private-sector union membership at the national level (see Figures 1B and 1C), even before the Great Recession.⁴ By contrast, in the public sector,

FIGURE 1A. UNION DENSITY IN NEW YORK CITY, NEW YORK STATE AND THE UNITED STATES, 2001-2016



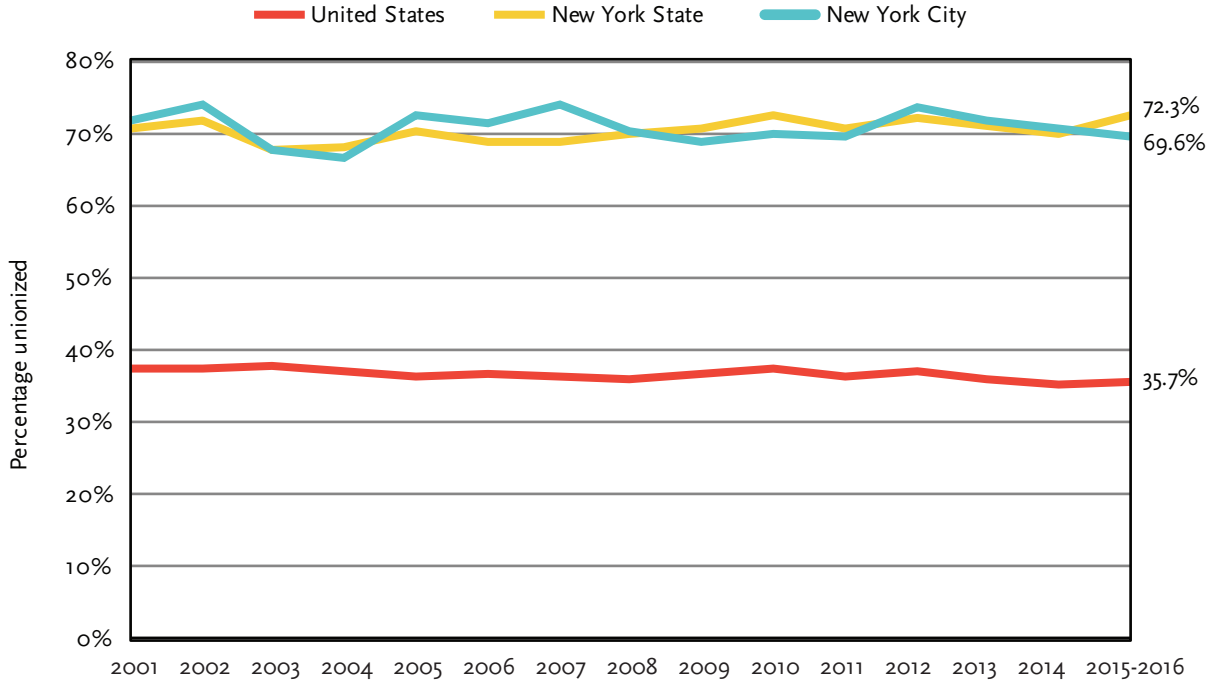
Percentages shown for 2015-16 include the 18 months from January 2015 to June 2016
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2001 – June 2016

FIGURE 1B. PRIVATE-SECTOR UNION DENSITY IN NEW YORK CITY, NEW YORK STATE AND THE UNITED STATES, 2001-16



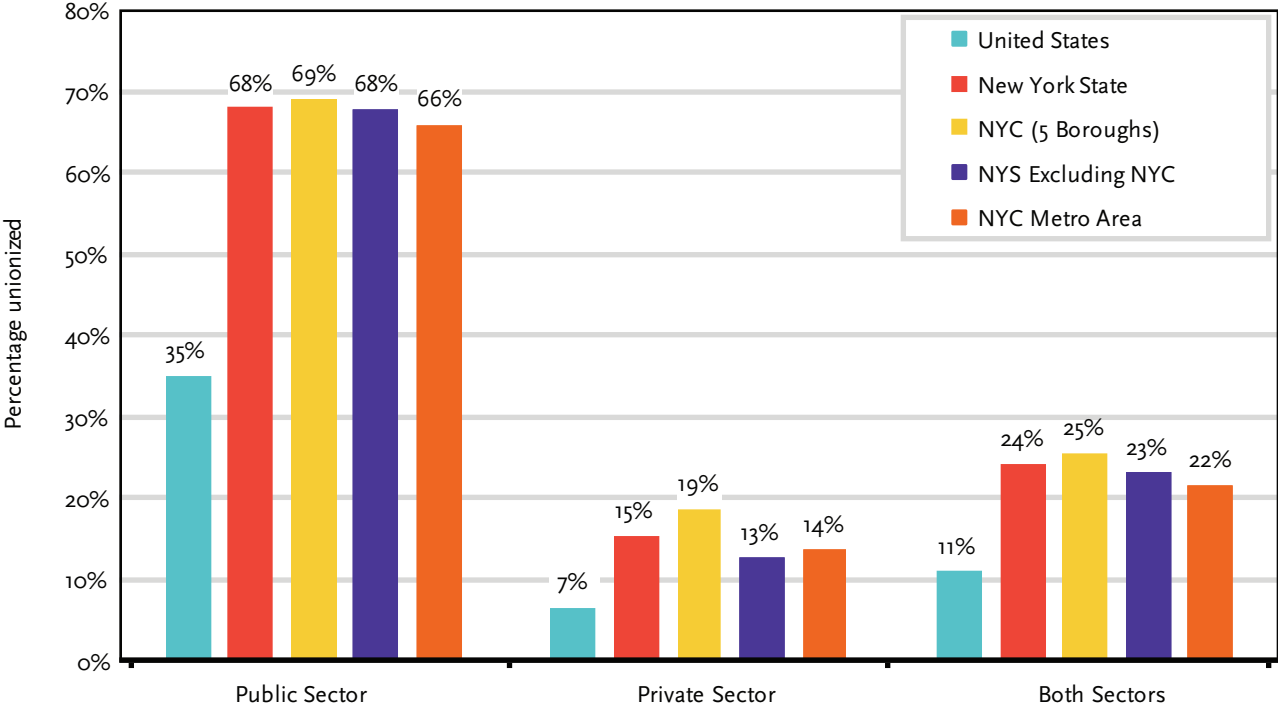
Percentages shown for 2015-16 include the 18 months from January 2015 to June 2016
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2001 – June 2016

FIGURE 1c. PUBLIC-SECTOR UNION DENSITY IN NEW YORK CITY, NEW YORK STATE AND THE UNITED STATES, 2001-16



Percentages shown for 2015-16 include the 18 months from January 2015 to June 2016
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2001 – June 2016

FIGURE 2. UNION DENSITY, BY SECTOR AND SELECTED GEOGRAPHICAL AREAS, 2015-16



Percentages shown for 2015-16 include the 18 months from January 2015 to June 2016
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2015 – June 2016

THE IMPACT OF NEW YORK STATE'S 2016 MINIMUM WAGE LAW: PROJECTIONS TO 2020

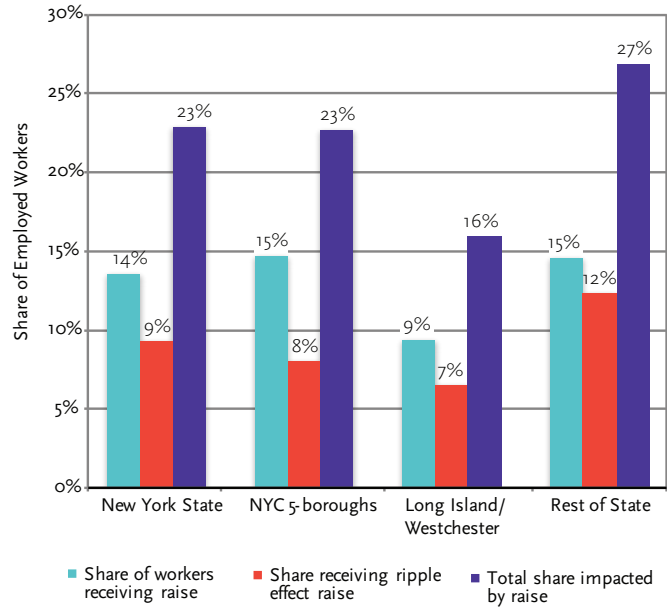
On April 4th, 2016, New York State increased its minimum wage. For the first time, the state will set minimum wages by region. Large employers (11 or more employees) in New York City will be required to pay \$15 per hour by 2018; small employers have until 2019 to reach \$15. The minimum wage in Long Island and Westchester County will be phased in to reach \$15 per hour by 2021. The rest of the state will phase-in increases to \$12.50 by 2020, after which the state Department of Labor will establish a schedule under which the rates will eventually reach \$15 per hour (including \$10 per hour for all tipped workers).¹

Because the higher wage is phased-in over several years, its eventual value will not be the 2016 equivalent of \$15 per hour due to inflation. However, the raises are still significant and will raise the minimum to the highest point in state history, even for upstate.

We begin with estimates of the total number of workers who will be impacted by the minimum wage increase.² Statewide, we project that the minimum wage increase will directly benefit approximately 1.1 million workers across the state by 2020, or 13.6 percent of all employed individuals. Another 765,705, who currently earn up to 40 percent above the new minimum, will likely receive “ripple effect” wage increases as a result of the new law. Altogether almost one in four (23 percent) of workers in the State will receive a raise due to the higher rates.

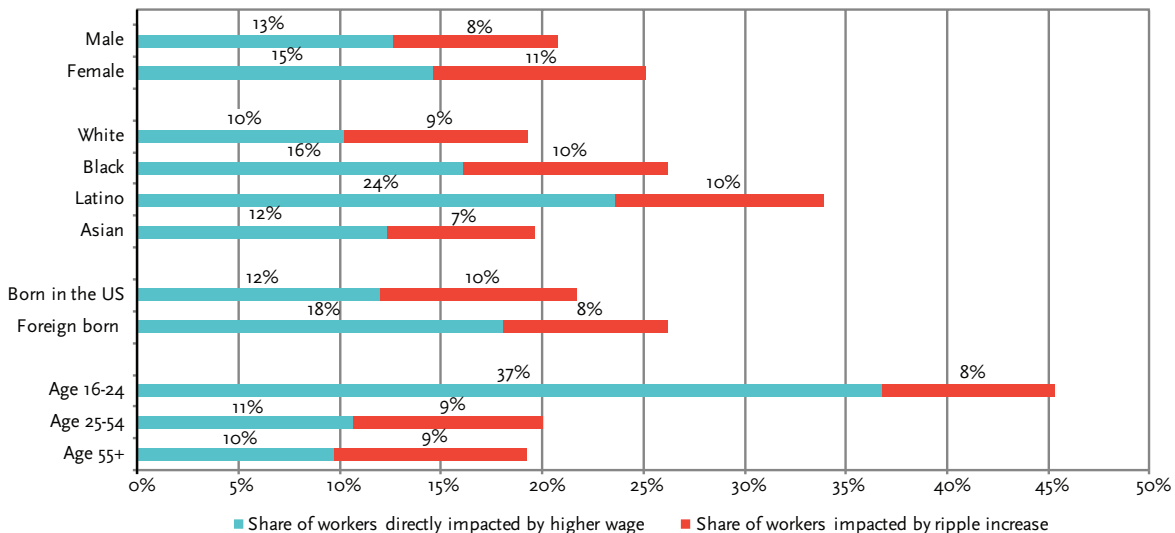
The impact varies by region, as Figure B1 shows. Although the wage rate in upstate New York will only reach \$12.50 by 2020, because current wages there are disproportionately low, the law will have the greatest impact there, directly benefiting almost 27 percent of all workers. The impact will be lowest in Long Island/Westchester, where average wages are higher at present. But even there, about 16 percent of wages in that region will receive a direct or indirect raise.

FIGURE B1. SHARES OF WORKERS IMPACTED BY THE INCREASED MINIMUM WAGE BY 2020, BY REGION



The impact of the higher wage also varies by demographic group. As Figure B2 shows, it will disproportionately benefit female, African American, Latino, immigrant, and young workers—all of whom are overrepresented at the bottom of the labor market. Almost one-quarter of Latino workers will be directly affected. When we include ripple effect increases, over one-quarter of African American workers, and more than one-third of Latino

FIGURE B2. WORKERS IMPACTED BY RAISE, AS A PROPORTION OF DEMOGRAPHIC CATEGORY



workers, will benefit. Although the minimum wage increase will disproportionately affect young workers, it would be wrong to assume that only teenagers will be impacted. Only 5 percent of those receiving direct raises are teenagers (ages 16 to 18). The median age of workers directly affected by the minimum wage increase is 33.

As Figure B3 shows, the raises will disproportionately affect private-sector workers, one-quarter of whom will receive a direct or indirect raise. Only 6 percent of public sector workers will be directly impacted, as wages tend to be higher there already; however, 9 percent will receive ripple effect increases. Although the bulk of unionized workers currently earn relatively high wages, the new law will benefit some of them as well. Over 156,000 union members will receive direct wage increases, and another 167,000 ripple effect increases. In total, 16 percent of union members will benefit.

As Figure B4 shows, employees in two large low-wage industries, namely leisure and hospitality, and wholesale and retail trade will be most impacted by the raise. In the former, almost 40 percent will receive a raise, and in the latter, approximately 37 percent. Health services is another industry that will be disproportionately impacted. The increase will have more limited effects on public administration; finance, insurance and real estate; educational services; and professional services. Still, even in these industries, well over 10 percent of workers will benefit.

1 New York State Department of Labor, "Minimum Wage." <http://www.labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtml>

2 These projections of the numbers of workers impacted by the State's new minimum wage law take inflation into account, adjusting the 2020 rates the law mandates using the New York State Budget Office's own Consumer Price Increase "Consensus Forecast Report" projection, according to which the \$15 rate mandated for New York City in 2020 will be about \$13.80 in 2016 dollars; the \$14 rate for Long Island and Westchester will be about \$12.88 in 2016 dollars; and the \$12.50 rate for the rest of the State will be about \$11.50 in 2016 dollars. (See <http://www.budget.ny.gov/pubs/press/2016/econRevForecastConf/ConsensusForecastReportFY17.pdf>). Because of limitations in the Current Population Survey (CPS) data on which these projections rely, it is not possible to take all aspect of the new law into account. For this reason, we excluded tipped workers from this analysis. We also excluded self-employed workers, who are not covered by the new law. The law exempts certain managerial and professional occupations and also allows employers to pay teenaged workers a sub-minimum wage for up to 90 days. We did not take these factors into account in these projections, including all workers who currently earn less than the rates the new law requires (except for tipped and self-employed workers, as noted). Our projections of ripple effects assume that workers earning up to 40 percent of the new minimum wage will be affected, following Robert Pollin and Jeannette Wicks-Lim, "A \$15 U.S. Minimum Wage: How the Fast-Food Industry Could Adjust Without Shedding Jobs." PERI Working Paper No. 373 (University of Massachusetts-Amherst, 2015).

FIGURE B3. SHARES OF WORKERS IMPACTED BY THE INCREASED MINIMUM WAGE BY 2020

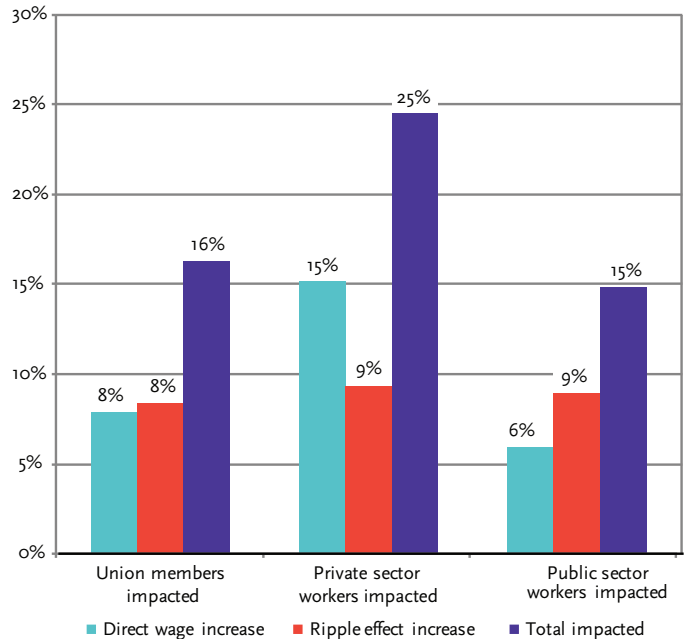
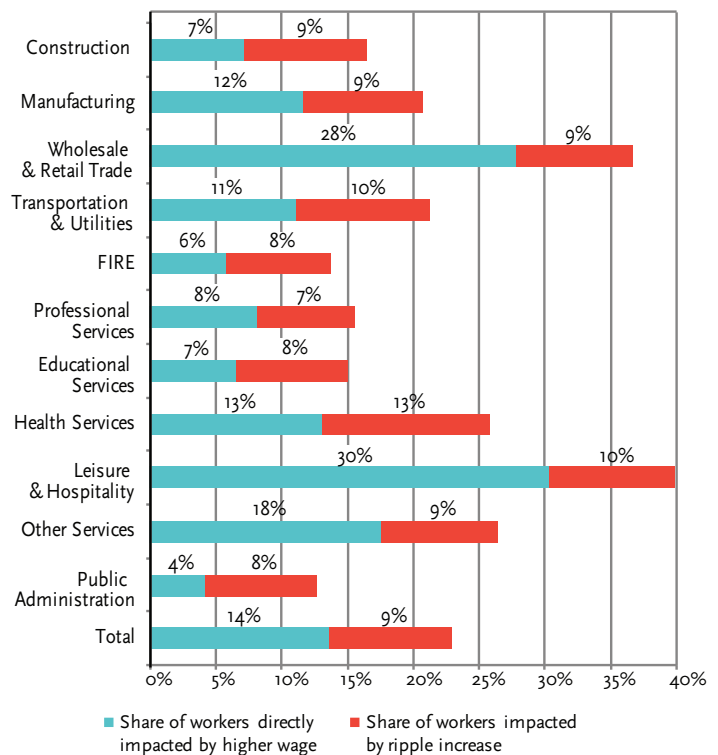


FIGURE B4. SHARE OF WORKERS COVERED BY WAGE INCREASE, BY INDUSTRY



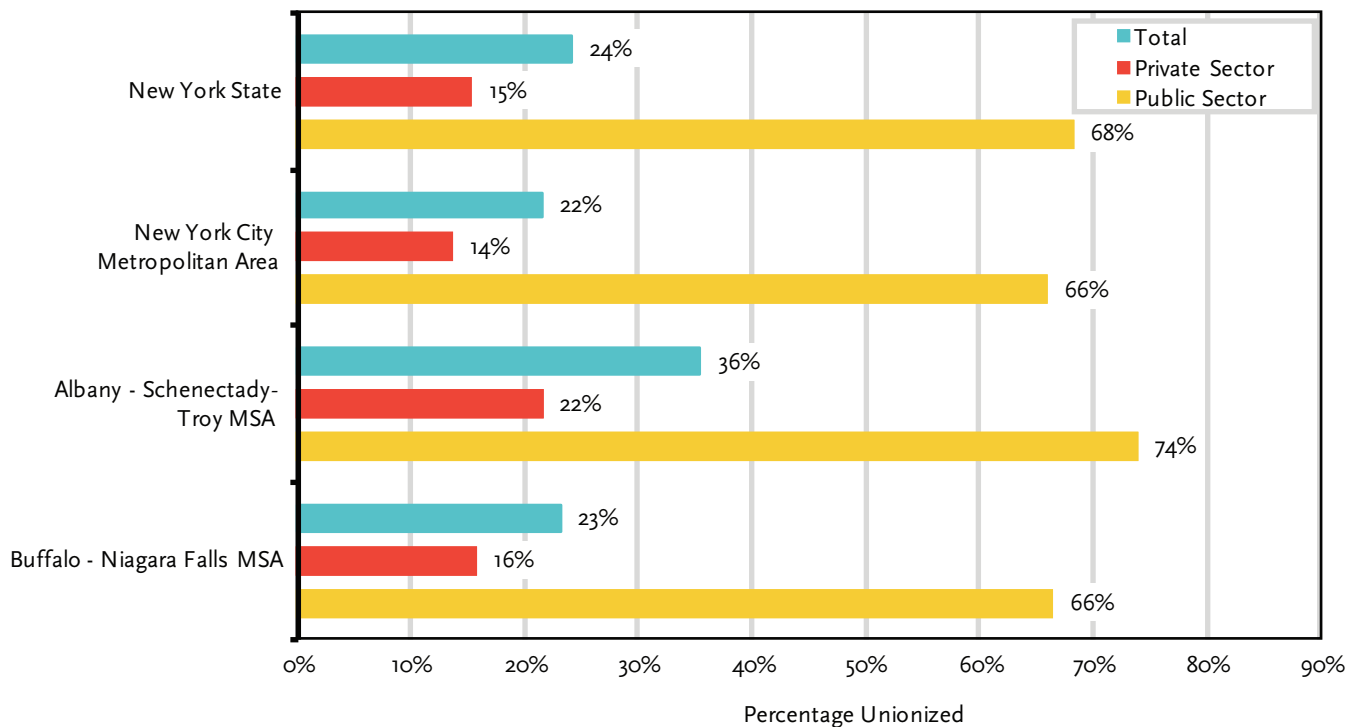
union density has been relatively stable (see Figure 1C). In a striking deviation from the national pattern, private-sector density has increased in New York City and State over the past three years, reflecting, in part, the steady recovery of employment in unionized industries hard hit by the recession, like construction and hotels. Density also increased in health care, and even more in transportation and utilities. Meanwhile, public-sector density has declined slightly in the City (although not the State) relative to previous years.

Geographical Variation in Union Density

Figure 2 shows the 2015-16 private- and public-sector union density levels for the United States overall, New York State, New York City, upstate New York (excluding the five boroughs of New York City), and the larger New York City metropolitan “Combined Statistical Area.”⁵ These are the five entities for which we present detailed data in the bulk of this report.

By way of background, however, we begin with some summary figures for additional geographical areas. Figure 3 shows the 2015-16 private- and public-sector density figures for the state, the New York City metropolitan area, and the next two largest metropolitan areas in the state.⁶ In each of these regions, unionization levels were consistently higher in the public than in the private sector, and consistently higher than the national public-sector average (35.0 percent), ranging from 65.9 percent in the New York City metropolitan area to 73.9 percent in the Albany-Schenectady-Troy area. Private-sector union density was lower across the board, but in this sector too, New York State greatly exceeded the national average of 6.6 percent for 2015-16. As Figure 3 shows, that was not only the case in the State as a whole—where private-sector density was double the national level—but also in its three largest metropolitan areas.

FIGURE 3. UNION DENSITY BY SECTOR, NEW YORK STATE AND SELECTED METROPOLITAN AREAS, 2015-16



Percentages shown for 2015-16 include the 18 months from January 2015 to June 2016
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2015 – June 2016

The large public-private sector differential, combined with the fact that the Capital District has a disproportionate share of public-sector employment, helps to explain why union density is higher in the Albany-Schenectady-Troy metropolitan area than in the other areas shown in Figure 3. As is typical of metropolitan areas that surround state capitals in highly unionized states, private-sector union density is also substantially higher in Albany-Schenectady-Troy than in any other area shown in Figure 3.⁷

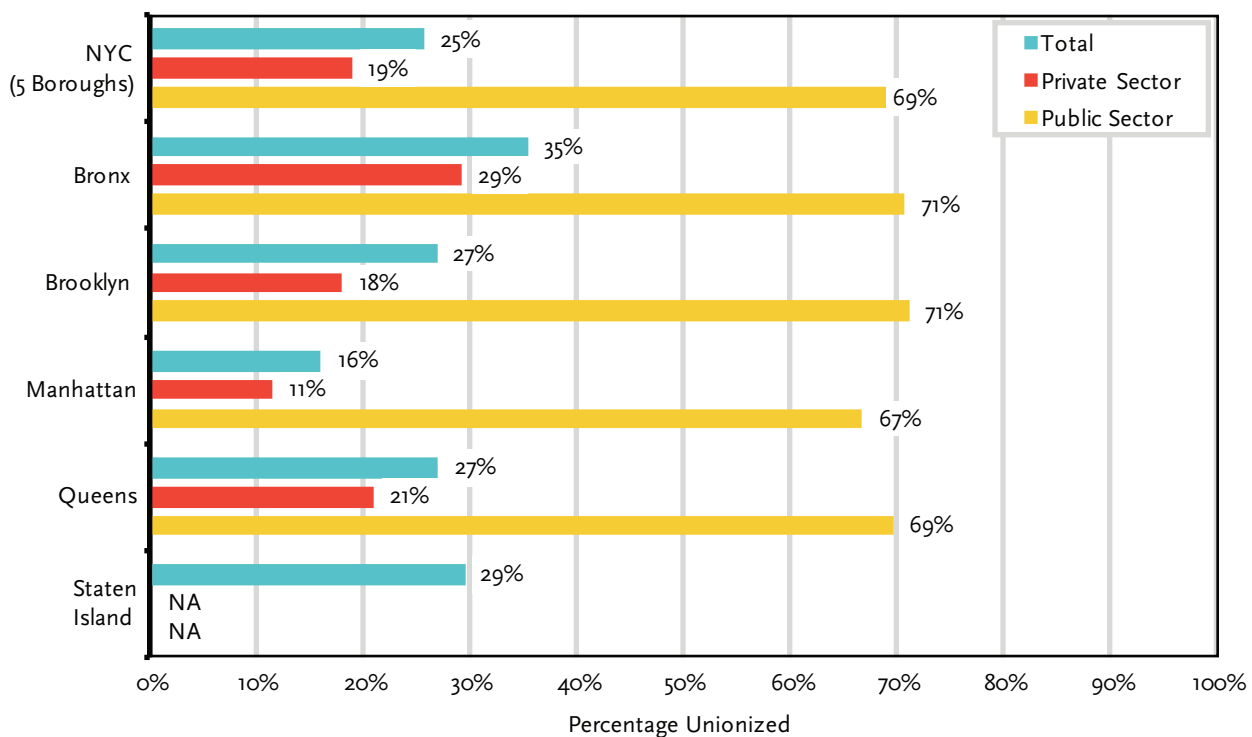
Within New York City, as Figure 4 shows, union density varies across the five boroughs, with substantially higher levels of unionization among residents of the outer boroughs than among those living in Manhattan in 2015-16. The highest private-sector union density level in the city is that for the population of the Bronx; in the case of public-sector unionization there is less variation, but Brooklyn and the Bronx have slightly higher rates than the other

three boroughs. Given CPS sample size limitations, unfortunately we cannot analyze these inter-borough variations in more detail.

Union Membership by Age, Earnings, and Education

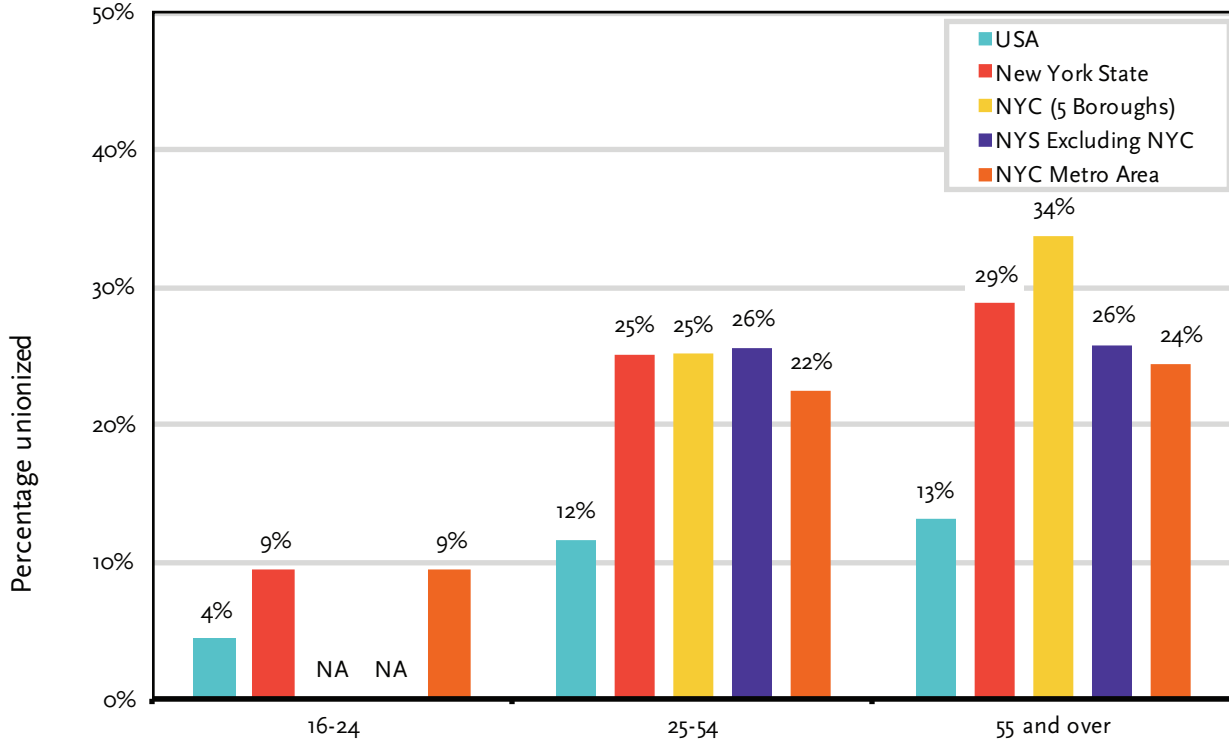
Unionization rates are much higher for older than younger workers. As Figure 5 shows, they are highest for workers aged 55 years or more, somewhat lower for those aged 25-54, and far lower for those aged 16-24. This pattern reflects the limited extent of union organizing among new labor market entrants. In addition, as Figure 6 shows, unionized jobs typically provide workers with higher wages than non-union jobs do. Because higher wages are strongly associated with lower turnover, this tends to generate an older workforce. In addition, unionized jobs typically offer more job security than nonunion jobs, further

FIGURE 4. UNION DENSITY BY SECTOR, NEW YORK CITY AND ITS BOROUGHS, 2015-16



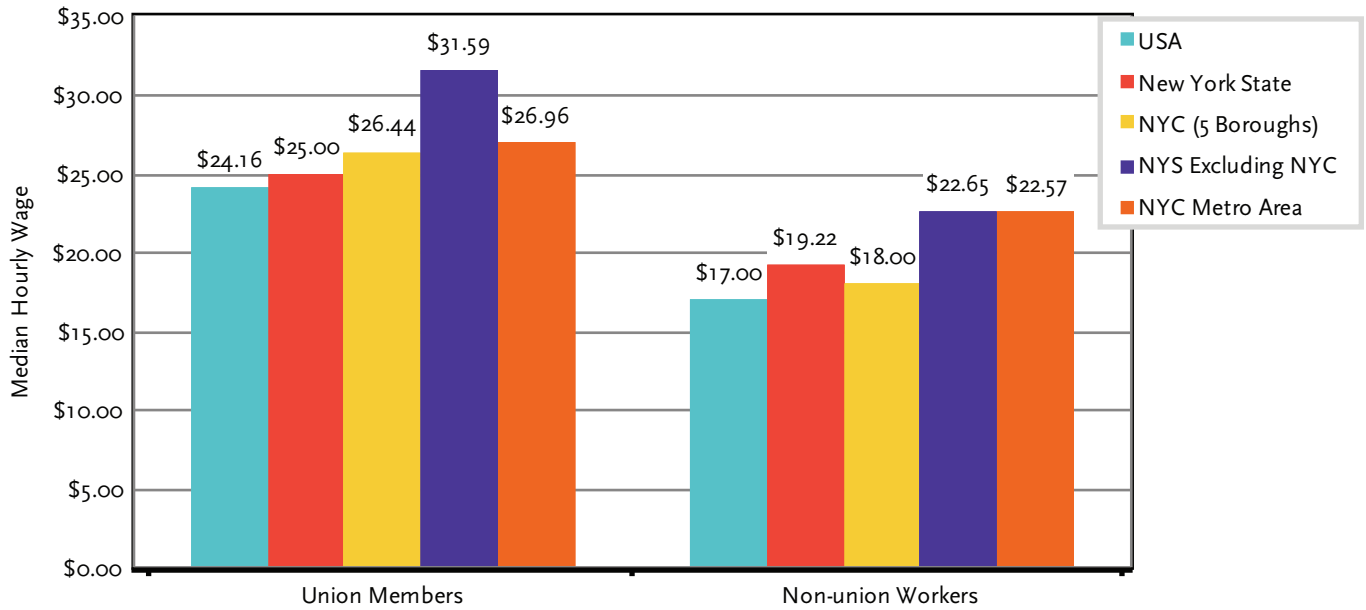
NOTE: Several values reflect subgroups with fewer than 100 observations. See footnote 1 for details. Percentages shown for 2015-16 include the 18 months from January 2015 to June 2016
Source: U.S. Current Population Survey, Outgoing Rotation Group, 2015 – June 2016

FIGURE 5. UNIONIZATION RATES BY AGE, SELECTED GEOGRAPHICAL AREAS, 2015-16



Percentages shown for 2015-16 include the 18 months from January 2015 to June 2016
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2015– June 2016

FIGURE 6. MEDIAN HOURLY EARNINGS, UNION MEMBERS AND NON-UNION WORKERS, SELECTED GEOGRAPHICAL AREAS, 2015-16



Figures reflect preliminary estimates, in 2015 dollars.
 Percentages shown for 2015-16 include the 18 months from January 2015 to June 2016
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2015 – June 2016

reducing turnover and thus further contributing to the relatively higher average age of unionized workers.

Figure 7 shows that—contrary to popular belief—in both New York State and the United States, the more education workers have, the higher their unionization rate tends to be. Whereas decades ago the archetypal union member was a blue collar worker with limited formal education, today mid-level professionals in fields like education and public administration are more likely to be unionized than virtually any other group of workers (as documented in detail below).

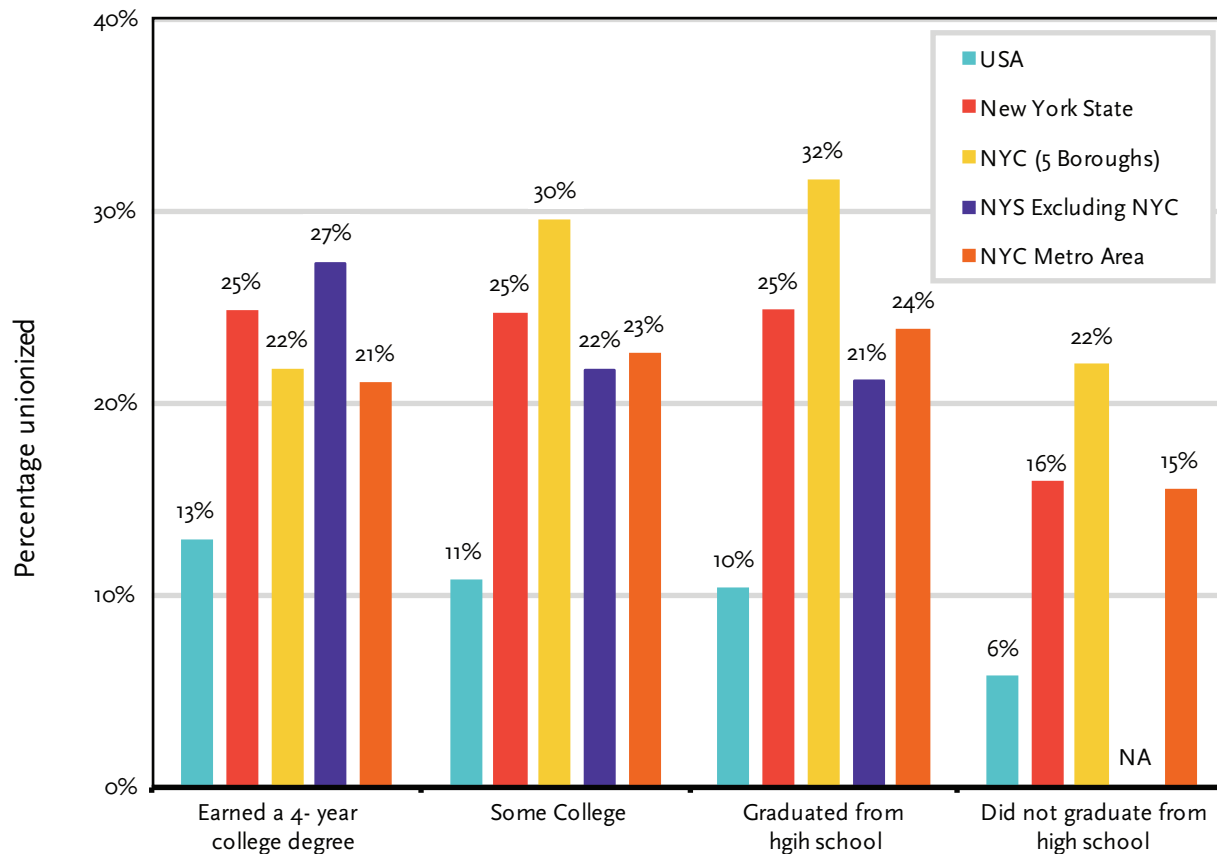
However, the traditional pattern is still in evidence in the five boroughs of New York City and in the New York City metropolitan area, where workers with some college (but not a four-year degree) have higher unionization rates than college graduates do, and high school graduates have the highest rates

of all. This reflects the high union density of New York City’s transportation and health care industries (discussed below), both of which employ large numbers of workers with high school and two-year college degrees.

Industry Variation in Unionization Rates

More than half (54.4 percent) of all unionized workers in the United States are in three basic industry groups: educational services, health care and social assistance, and public administration. In New York City and State, those three industry groups also account for a majority of all unionized workers (53.1 percent and 59.1 percent, respectively). All three of these industry groups are comprised predominantly of public sector jobs (although the health care component of “health care and social assistance” also includes many

FIGURE 7. UNIONIZATION RATES BY EDUCATION, SELECTED GEOGRAPHICAL AREAS, 2015-16



Percentages shown for 2015-16 include the 18 months from January 2015 to June 2016

Source: U.S. Current Population Survey, Outgoing Rotation Group, 2015– June 2016

private-sector workers), and all three include relatively large numbers of college-educated workers.

As Table 1 shows, the composition of union membership in New York City (both in the five boroughs and in the larger metropolitan area), and to a lesser degree in the state as well, differs in some other respects from the national pattern. Manufacturing accounts for a far smaller share of union membership in New York than nationally, especially in the City, while finance, insurance and real estate (FIRE) and professional and business services account for a larger share of the total than is the case elsewhere in the nation.

Table 2 shows the composition of wage and salary employment by industry group for the same five geographical entities for which the composition of union membership is presented in Table 1. Comparing the two tables reveals that, for most industry groups, the share of union membership deviates greatly from the share of employment. Industry groups with high union density, such as educational services, or transportation and utilities, make up a much larger share of union membership than of employment. By contrast, wholesale and retail trade, and the leisure and hospitality industry group, account for a far more substantial share of employment than of union membership.

Figure 8 depicts the industry group data in a different format, showing unionization rates by industry (as opposed to the share of the unionized workforce employed in each industry group, as shown in Table 1) for the City, the metropolitan area, the State, and the nation. Unionization rates vary widely across the twelve industry groups shown. Everywhere education, public administration, and transportation and utilities are the most highly unionized industry groups. In New York City, as well as in the larger metropolitan area and New York State, the next most unionized industry group is health care and social assistance. By contrast, in the United States as a whole, the unionization rate for that industry group is only slightly above average. The other outstanding high-density industry group is construction, across

all the geographic jurisdictions shown. At the other extreme, union density is consistently low—at most 10 percent—for wholesale and retail trade, and for “other services,” regardless of geography.

Because these industry group data are highly aggregated, however, they obscure the complexity of the City, State and nation’s extremely uneven patterns of unionization by industry. The limited sample size of the CPS restricts our ability to capture that complexity for 2015-16. For this reason, we created a different dataset that consolidates CPS data over a much longer period, the thirteen and a half years from January 2003 to June 2016, inclusive.⁸ This 162-month blend provides a much larger sample size, permitting a far more disaggregated analysis of industry variations. Because of the longer time span represented in the data, the unionization rates derived from this dataset differ somewhat from those shown in Figure 8 for 2015-16.⁹

Table 3 summarizes the 2003-2016 data for 41 industry groups, showing unionization rates in the five boroughs of New York City, New York State, and the United States as a whole. For almost all of these industries, both New York City and New York State had substantially higher union density than in the United States as a whole in this period. One notable exception is retail grocery stores, in which the City lags both the State and the nation, reflecting the fact that unlike the rest of the country, New York City has vast numbers of small specialty retail food stores, very few of which are unionized. The City and State alike have a somewhat lower density rate than the nation does for “other transportation.” In a few other industries for which reliable data are not available for the City, due to their low levels of employment there—namely textile and apparel manufacturing; food manufacturing; newspaper, periodical and book publishing; and wholesale grocery and beverages—the national union density rate exceeds that in New York State.

In 13 of the 41 industries shown, 2003-16 unionization rates were at or above 33 percent in New York City: utilities, air transportation, bus service and

**TABLE 1: COMPOSITION OF UNION MEMBERSHIP BY INDUSTRY GROUP,
FOR SELECTED GEOGRAPHICAL AREAS IN NEW YORK AND THE UNITED STATES, 2015-16**

Industry Group	USA	New York State	NYS Excl. NYC	NYC (5 Boroughs)	NYC Metro Area
Construction	7.3%	6.9%	6.4%	6.7%	7.0%
Manufacturing	9.2%	3.0%	1.6%	1.0%	4.6%
Wholesale and retail trade	5.8%	4.5%	5.1%	4.1%	4.9%
Transportation and utilities	12.3%	9.9%	11.2%	10.7%	9.2%
Information services	1.6%	2.0%	2.3%	2.1%	2.0%
Finance, insurance and real estate	1.8%	4.3%	4.5%	7.8%	1.4%
Professional and business services	3.0%	4.9%	5.0%	6.6%	3.5%
Educational Services	28.4%	24.9%	26.7%	16.8%	31.7%
Health Care and Social Assistance	11.6%	20.0%	19.5%	26.2%	15.0%
Leisure and Hospitality	3.0%	3.6%	3.9%	6.0%	1.5%
Other Services	1.2%	1.8%	1.6%	1.9%	1.6%
Public administration	14.4%	14.2%	12.3%	10.1%	17.5%
Other	0.5%	0.1%	0.0%	0.1%	0.1%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%

NOTE: Totals may not sum due to rounding.

Source: U.S. Current Population Survey, Outgoing Rotation Group, 2015 – June 2016

**TABLE 2: COMPOSITION OF WAGE AND SALARY EMPLOYMENT BY INDUSTRY GROUP,
FOR SELECTED GEOGRAPHICAL AREAS IN NEW YORK AND THE UNITED STATES, 2015-16**

Industry Group	USA	New York State	NYS Excl. NYC	NYC (5 Boroughs)	NYC Metro Area
Construction	5.6%	5.0%	5.1%	5.7%	4.5%
Manufacturing	10.9%	6.7%	6.3%	3.5%	9.1%
Wholesale and retail trade	14.0%	12.4%	12.3%	11.0%	13.5%
Transportation and utilities	5.3%	5.4%	6.2%	6.2%	4.9%
Information services	2.0%	2.9%	3.4%	3.4%	2.5%
Finance, insurance and real estate	6.7%	9.4%	10.2%	11.9%	7.6%
Professional and business services	10.6%	10.8%	12.5%	12.8%	9.2%
Educational Services	10.0%	10.9%	10.7%	8.7%	12.6%
Health Care and Social Assistance	14.1%	17.0%	16.3%	17.7%	16.5%
Leisure and Hospitality	9.6%	9.1%	7.9%	9.7%	8.7%
Other Services	4.4%	4.6%	4.4%	5.0%	4.3%
Public administration	5.1%	5.4%	4.7%	4.5%	6.1%
Other	1.6%	0.4%	0.0%	0.1%	0.6%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%

NOTE: Totals may not sum due to rounding.

Source: U.S. Current Population Survey, Outgoing Rotation Group, 2015 – June 2016

urban transit, postal service transportation, other transportation, wired and other telecommunications, elementary and secondary schools, hospitals, nursing care facilities, home health care services, other health care and social assistance, hotels and accommodation, and public administration. With the exception of hotels and accommodation, nursing care facilities, and other health care and social assistance, these industries also had rates at or above 33 percent in the State. Construction was also above that threshold in the State (but not in the City). In some industries, like air transportation and postal service transportation, the high unionization rates are the product of national-level collective bargaining, but for most of the other industries the high rates reflect union strength in local and regional labor markets.

Union contracts may no longer set the wage standard for the City's workforce as a whole, but they often do so in key private-sector industries such as hotels and accommodation, hospitals, nursing care, and telecommunications, as well as in public sector industries like transit, education, home health care (the unionized portion of which is publicly funded) and public administration.

That said, the detailed portrait of industry-specific unionization rates in Table 3 fails to capture some important points of differentiation. For example, although union density in New York City retail grocery stores overall averaged 10.3 percent in the 2003-16 period, nearly all traditional "legacy" supermarkets in the city are unionized. These data also fail to capture the differences among industry segments within construction; commercial construction is far more unionized than its residential counterpart in the City, the State and the nation alike.

Union Membership Demographics

The patterns of unionization by industry have a powerful effect on the demographics of unionism, because males and females, as well as workers of various racial and ethnic origins, are unevenly distributed across industries.¹⁰ For example, educational

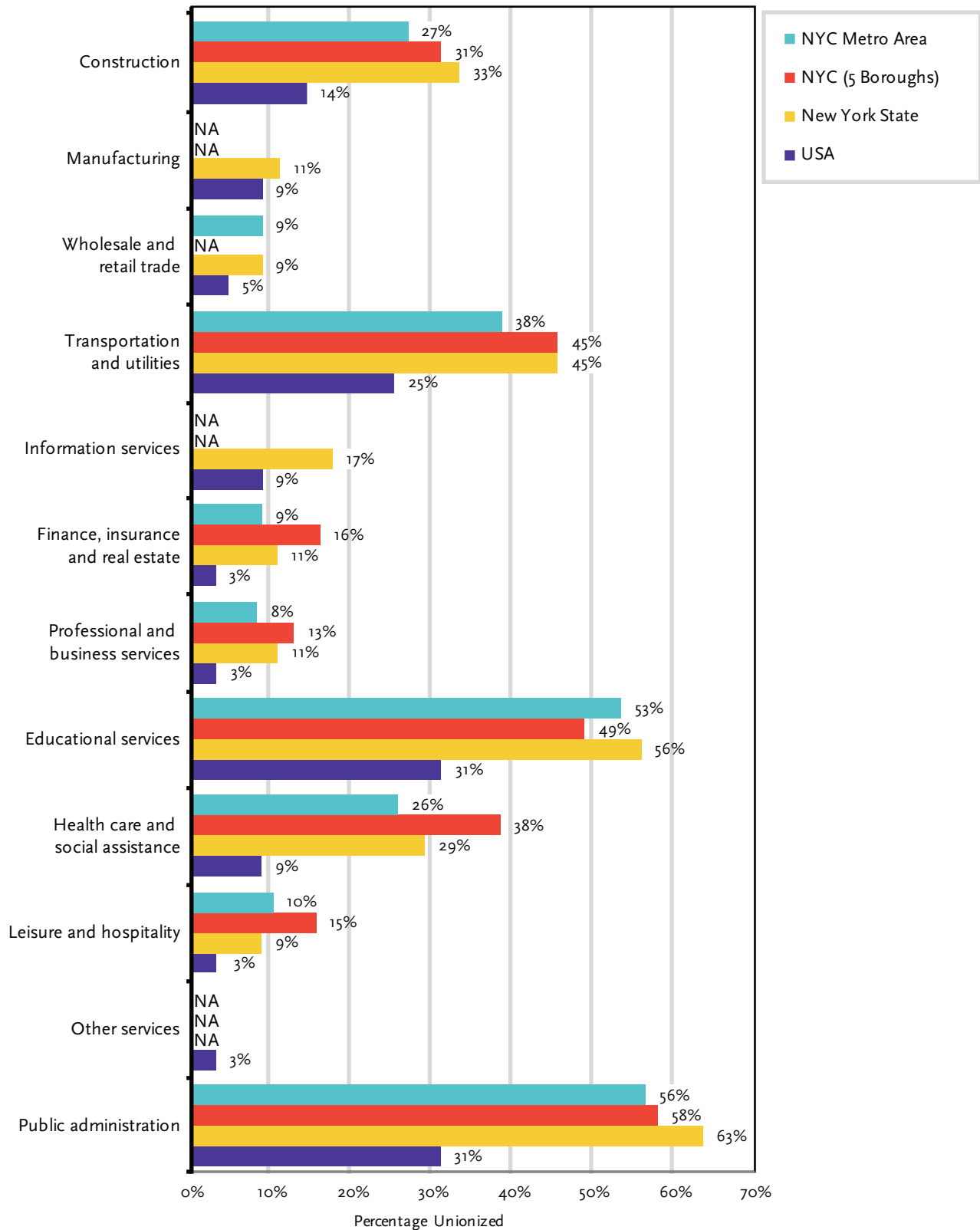
services, as well as health care and social assistance, which have very high unionization rates, rely disproportionately on female workers. So do retail industries like drug stores and department stores, hotels, child day care services, and finance, insurance and real estate. These patterns help explain why the 2015-16 unionization rate for women in New York City and State was slightly higher than that of men, as Figure 9 shows. On the other hand, the male unionization rate was slightly greater than that of females in 2015-16 for the nation as a whole. In all these cases the gender gap is relatively small, and in upstate New York and the New York City metropolitan area, 2015-16 unionization rates were equal for women and men. This represents a significant change from the past, and reflects both the growth of female labor force participation and the disproportionately high unionization level in the public sector, in which employment is female-dominated.

Unionization rates also vary by race and ethnicity, as Figure 10 shows. Like the gender dynamic, this too reflects differential racial and ethnic patterns of employment across industries. African Americans are the most highly unionized group across all five geographical entities, in large part reflecting their disproportionately high representation in public-sector employment. This effect is further amplified in New York City because of the highly unionized transit sector, in which African Americans are also overrepresented. Although this is not the case for the other geographical areas shown in Figure 10, in New York City, Hispanics had the second highest unionization rate among the racial/ethnic groups shown in 2015-16, higher than that of non-Hispanic whites; in New York State and in the New York City metropolitan area, the rates for Hispanics and whites were equal.

Immigrants and Unionization

Unionization rates also vary with nativity, as Figure 11 shows. In 2015-16 U.S.-born workers were more highly unionized than foreign-born workers, regardless of geography, due in large part to the fact that relatively

FIGURE 8. UNIONIZATION RATES BY INDUSTRY GROUP, SELECTED GEOGRAPHICAL AREAS, 2015-16



Percentages shown for 2015-16 include the 18 months from January 2015 to June 2016
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2015 – June 2016

few foreign-born workers are employed in the highly unionized public sector. However, in New York City, the gap has nearly closed: the foreign-born unionization rate is now only one percentage point below that of the U.S. born; in New York State, the gap is only three percentage points. In addition, workers born in the U.S. territory of Puerto Rico—a substantial population group in New York City and the rest of the state—are quite highly unionized.¹¹ Their unionization rate is in fact consistently greater than or equal to that of African Americans (compare Figure 10). This largely reflects the fact that Puerto Rican-born workers (all of whom are U.S. citizens), like African Americans, are highly overrepresented in public sector employment. In contrast, the foreign-born are underrepresented in that segment of the labor force, especially those who arrived in the United States most recently.

As Figure 12 shows, however, foreign-born workers are by no means a homogenous group. The unionization rates of naturalized U.S. citizens and of immigrants who arrived in the United States before 1980 are substantially higher than that of U.S.-born workers, for all the geographical units shown. Recent immigrants, by contrast, have extremely low rates of unionization. These newcomers are relatively young, and as noted above, few younger workers are union members, regardless of nativity. Moreover, the most recent immigrants are disproportionately employed in informal-sector jobs that have relatively low unionization rates.¹² Over time, however, these data suggest that many immigrant workers manage to move up in the labor market, into sectors where unions are present.

Figure 13 shows that unionization rates for foreign-born workers vary much less *within* the public and private sectors than between them. Even foreign-born workers who arrived in the U.S. in or after 1990, whose overall unionization rates are generally low (as Figure 12 shows), had 2015-16 public-sector unionization rates of 60.5 percent in New York State, 55.7 percent in the New York City metropolitan area, and 29.3 percent in the nation as a whole.

Relatively few noncitizens and recently arrived immigrants work in the public sector, however. Only 5.1 percent of all foreign-born noncitizens in the United States, and 14.0 percent of all foreign-born workers who arrived in or after 1990, were employed in the public sector in 2015-16. By contrast, 16.8 percent of the overall U.S. workforce was in the public sector. As a result, the high level of public-sector unionization for these particular immigrant groups does little to boost their overall unionization rate. As the bottom half of Figure 13 shows, private-sector unionization rates are consistently lower than in the public sector for all groups, regardless of citizenship status or date of arrival.

Table 4 offers a closer look at patterns of immigrant unionization by national origin. Due to the limited sample size of the CPS, for this purpose we used the dataset (described above) that includes CPS data from January 2003 to June 2016. Table 4 presents unionization rates for immigrants from various countries and regions for that period, for foreign-born wage and salary workers living in New York City, New York State, and the nation.¹³ (Note that because they are based on multiple years, the data in Table 4 differ from those shown in Figures 11, 12 and 13; since unionization declined between 2003 and 2016 the rates shown in Table 4 are consistently higher than those in 2015-16.)

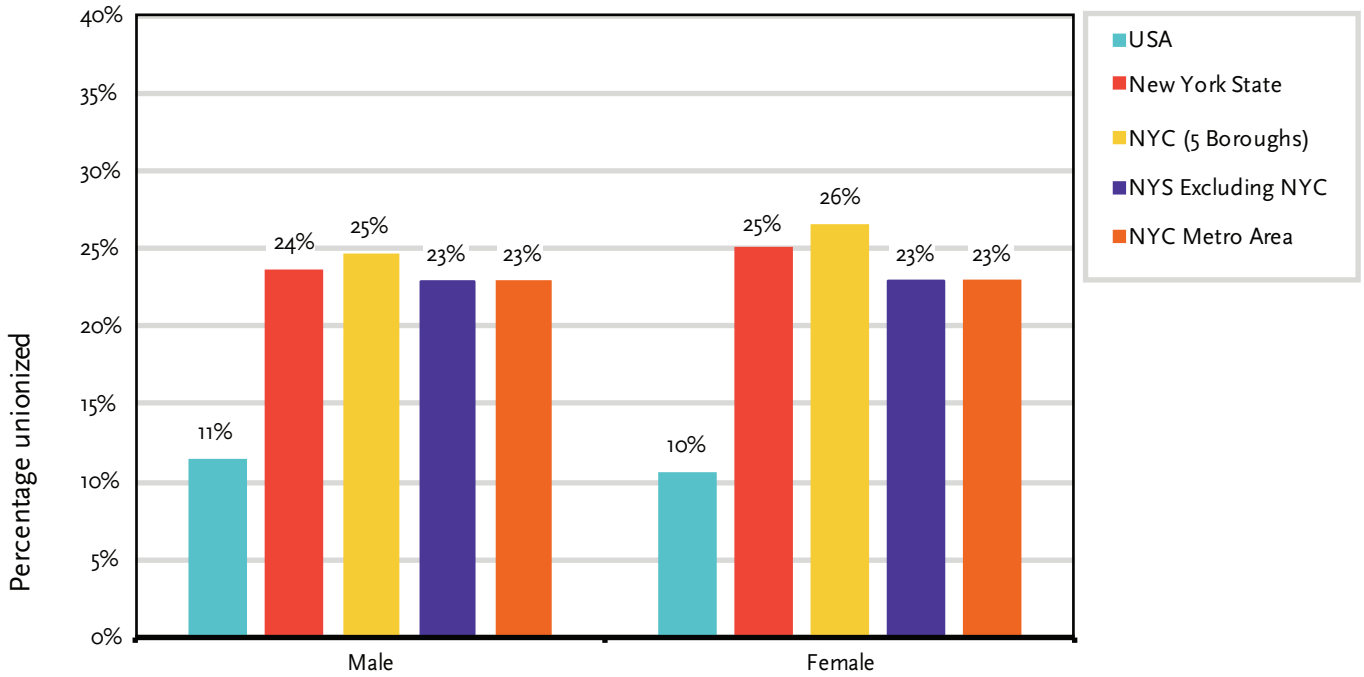
Table 4 reveals that unionization rates vary widely among immigrants by place of birth. There are a number of reasons for this. One involves date of arrival; as Figure 12 shows, immigrants who have been in the United States for an extended period are more likely to be unionized than recent arrivals. Similarly, naturalized citizens are more likely to be unionized than non-citizen immigrants (as Figure 12 also shows). The case of Mexican immigrants in New York State is an extreme one in this respect; as recent arrivals to the area, few of whom are citizens and many of whom are unauthorized, they have the lowest unionization rate of any group in the State (see Table 4).¹⁴ At the other end of the spectrum, Italian-born workers, as well as those born in the

TABLE 3. UNIONIZATION RATES BY INDUSTRY, NEW YORK CITY, NEW YORK STATE, AND THE UNITED STATES, 2003-2016

Industry	New York City (5 boroughs)	New York State	United States
TOTAL (All Industries)	25.5%	24.1%	12.0%
Agriculture and mining	NA	NA	5.1
Utilities	68.0	56.9	28.8
Construction	30.0	33.1	15.6
Food manufacturing	NA	6.0	15.6
Textile and apparel manufacturing	NA	2.3	4.7
Paper products and printing	NA	19.4	13.9
Other manufacturing	8.6	11.0	10.6
Wholesale grocery and beverages	NA	8.2	10.3
Other wholesale trade	NA	4.7	3.0
Retail grocery stores	10.3	19.7	17.7
Pharmacy and drug stores	NA	14.0	4.3
Department and discount stores	NA	3.7	2.2
Other retail trade	10.9	6.7	1.8
Air transportation	37.8	44.1	43.7
Truck transportation	NA	22.4	10.0
Bus service and urban transit	64.6	57.5	37.6
Postal service (transportation)	78.1	73.6	63.7
Couriers and messengers	21.7	32.6	30.3
Other transportation	33.0	34.3	39.9
Newspaper, periodical and book publishing	NA	6.6	7.0
Motion pictures and video	NA	21.1	11.5
Radio, television and cable	NA	13.7	7.0
Wired and other telecommunication	36.3	36.1	19.4
Other information services	NA	25.2	16.7
Finance, insurance and real estate	16.6	11.0	2.3
Building and security services	32.4	22.8	4.8
Other management and professional services	6.2	6.4	1.9
Elementary and secondary schools	65.4	69.1	42.5
Other educational services	19.1	23.0	13.5
Offices of physicians and other health providers	13.0	9.8	2.1
Hospitals	45.0	36.2	13.5
Nursing care facilities	52.7	32.3	7.3
Home health care services	43.0	37.1	7.2
Child day care services	26.2	14.6	3.1
Other health care and social assistance	33.0	26.6	8.4
Performing arts, museums and sports	28.7	25.6	11.7
Amusement, gambling and recreation	NA	9.1	5.1
Hotels and accommodation	42.3	25.0	9.7
Restaurants, food service & drinking places	6.2	4.0	1.3
Other services	9.8	9.2	3.0
Public administration	58.0	63.3	30.5

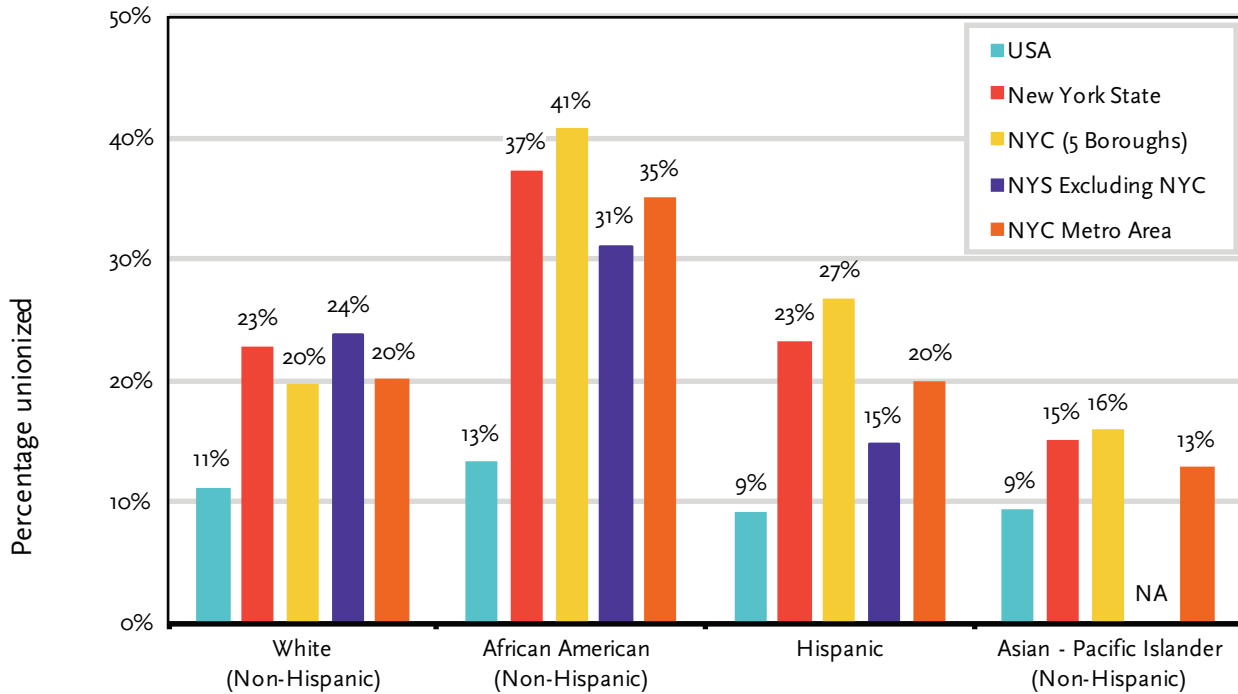
Source: U.S. Current Population Survey, Outgoing Rotation Group, 2003-June 2016.

FIGURE 9. UNIONIZATION RATES BY GENDER, SELECTED GEOGRAPHICAL AREAS, 2015-16



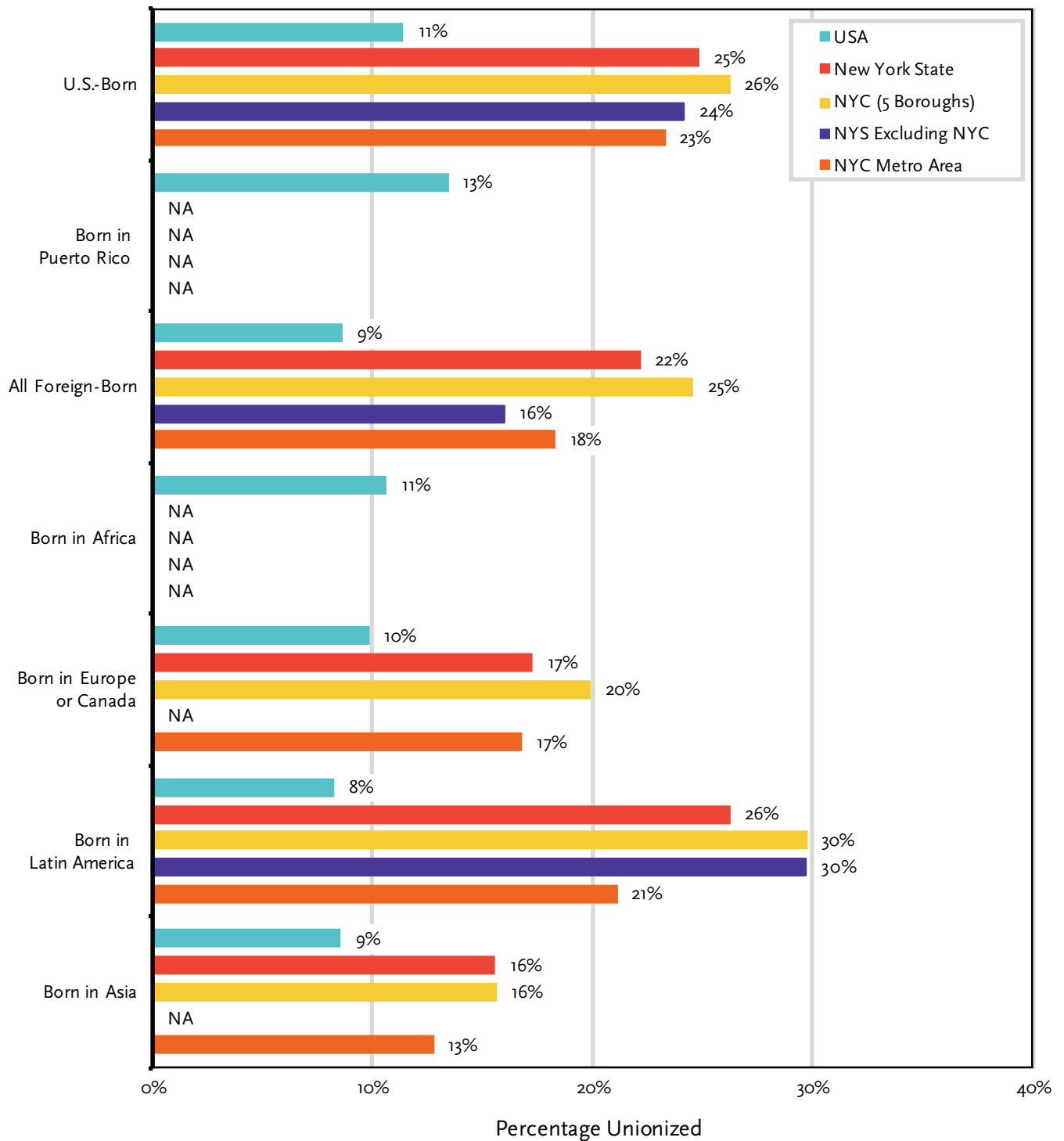
Percentages shown for 2015-16 include the 18 months from January 2015 to June 2016
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2015– June 2016

FIGURE 10. UNIONIZATION RATES BY RACE AND ETHNICITY, SELECTED GEOGRAPHICAL AREAS, 2015-16



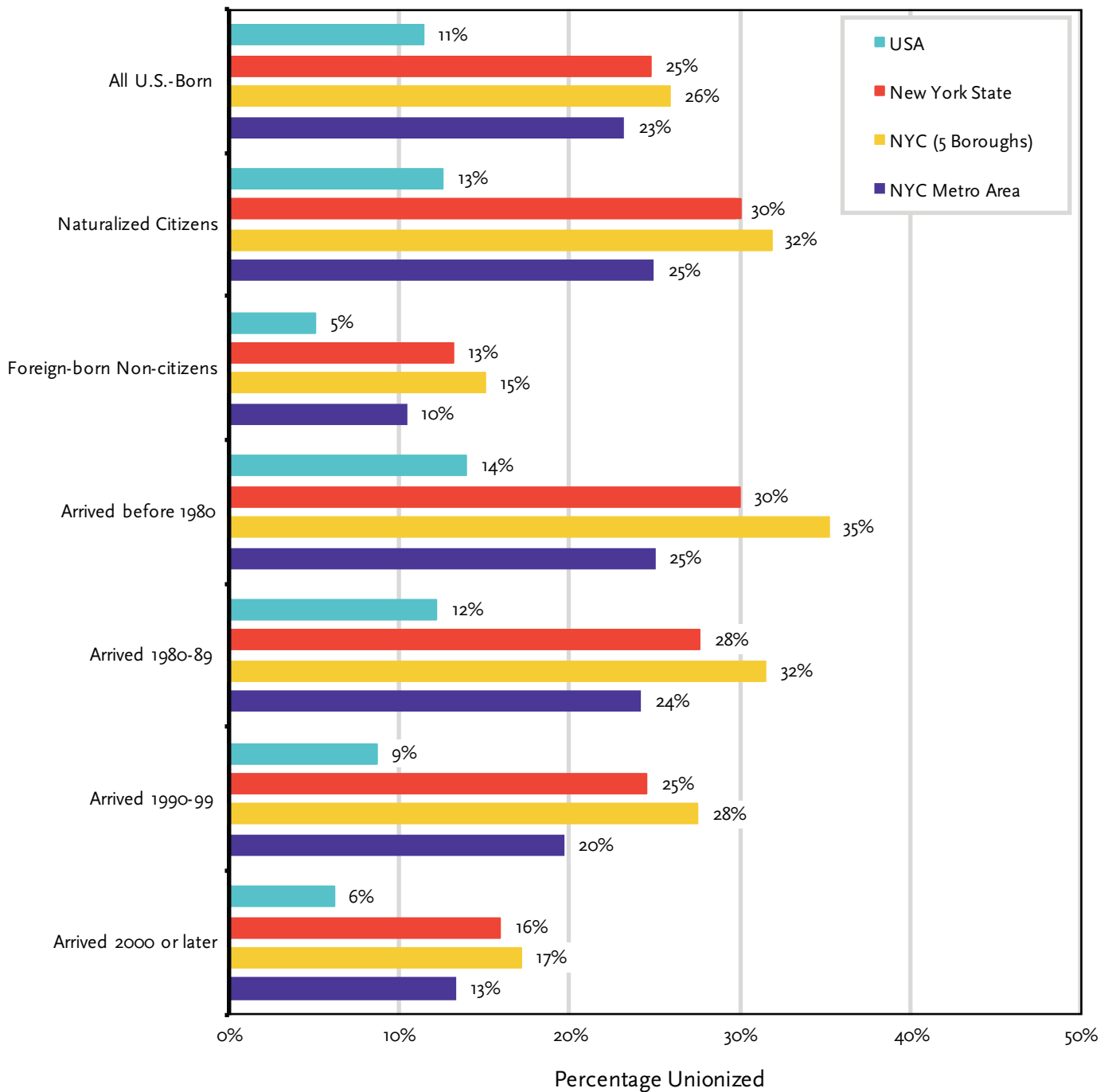
Percentages shown for 2015-16 include the 18 months from January 2015 to June 2016
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2015 – June 2016

FIGURE 11. UNIONIZATION RATES BY SELECTED PLACES OF BIRTH, SELECTED GEOGRAPHICAL AREAS, 2015-16



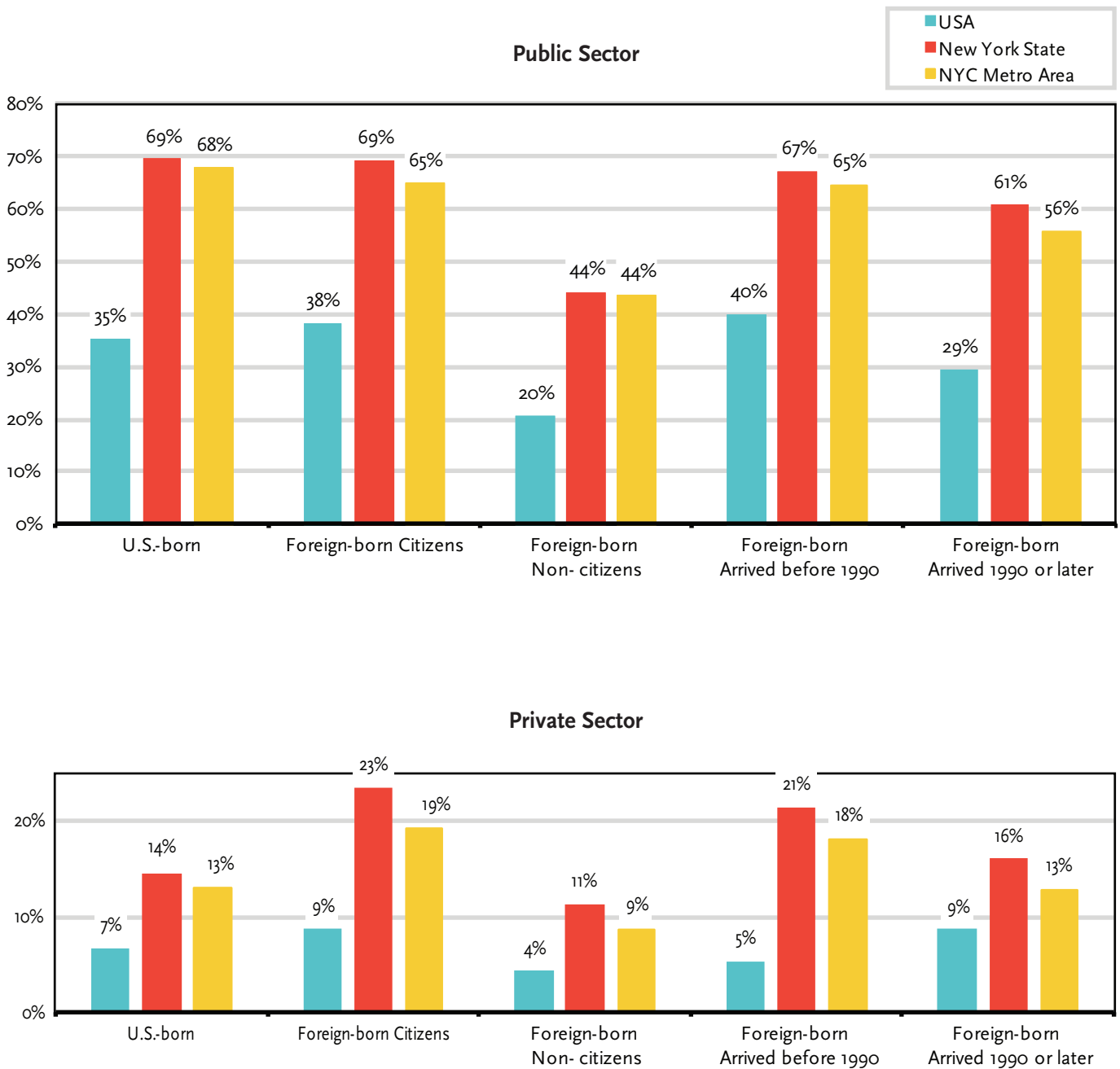
NA = Sample size is insufficient to generate reliable estimates. See footnote 1 in the text.
 Percentages shown for 2015-16 include the 18 months from January 2016 to June 2016
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2016 – June 2016

FIGURE 12. UNIONIZATION RATES BY NATIVITY, CITIZENSHIP STATUS, AND DATE OF ARRIVAL IN THE UNITED STATES, SELECTED GEOGRAPHICAL AREAS, 2015-16



Percentages shown for 2015-16 include the 18 months from January 2015 to June 2016
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2015 – June 2016

FIGURE 13. PUBLIC AND PRIVATE SECTOR UNIONIZATION BY NATIVITY, CITIZENSHIP STATUS AND DATE OF ARRIVAL, UNITED STATES, NEW YORK STATE, AND NEW YORK METROPOLITAN AREA, 2015-16



NA = Sample size is insufficient to generate reliable estimates. See footnote 1 in the text.
 Note: Percentages shown for 2015-16 include the 18 months from January 2015 to June 2016
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2015 – June 2016

Caribbean and the Philippines, are more likely to have arrived decades ago and to have become citizens.

It is striking that several of the immigrant nationalities shown in Table 4 have unionization rates that exceed those of U.S.-born workers. In New York City, that is the case for those born in Italy, Ukraine, India, the Philippines, other Central America, Barbados, the Dominican Republic, Haiti, Jamaica, Trinidad and Tobago, other Caribbean, Colombia, Guyana, other South America, and Ghana. Typically workers from these nationality groups are overrepresented in highly unionized industries. Thus for example, 31.7 percent of all Italian-born workers in the City are employed in education, health care and social assistance and construction (compared to 29.8 percent of all U.S.-born workers in the city). For several other nationality groups, overrepresentation in the health care and social assistance sector largely accounts for their high unionization rates: 42.1 percent of Filipino immigrants, 21.5 percent of Dominican-born, 41.3 percent of the Haitian-born, 38.9 percent of the Jamaican-born, 27.4 percent of the Guyana-born, and 29.2 percent of the other African-born workers in New York City are employed in the highly unionized health care and social assistance industry group; by contrast that industry group employs only 15.0 percent of the city's U.S.-born workers. Similarly, immigrants from Barbados, Bangladesh, Colombia, Haiti, Pakistan, and Africa are overrepresented in the highly unionized transportation industry, which helps to account for their relatively high unionization rates. The specifics are a bit different for immigrants in New York State and in the United States as a whole, but in general the varying unionization rates among the groups shown in Table 4 are closely correlated with their distribution across industries, which have a wide range of union density levels (see Figure 8 and Table 3), as well as with their dates of arrival and citizenship status.

Conclusion

Actively recruiting new members into the ranks of the labor movement, as many dedicated labor organizers have sought to do in recent years, is the primary means by which unions themselves can act to increase the unionization level. Indeed, this is one key counterweight to the downward trend in organized labor's influence. Yet many factors that the labor movement cannot control also critically influence the level of union density. All else equal, if employment declines in a highly unionized sector of the economy, or expands in a non-union (or weakly unionized) sector, union density will fall. The best-known example of this is the steady decline of manufacturing, a former union stronghold, over the past few decades, along with the expansion of private-sector service industries where unions have historically been weak; indeed these combined trends have been a major driver of the general erosion of union density. Conversely, if employment expands in a highly unionized sector or declines in a non-union or weakly unionized one, the overall level of density will increase. Privatization and subcontracting, both of which often involve a shift from union to non-union status for affected workers, further complicate the picture in some settings. Over the long term, given the "churning" effects of employment shifts and (in non-recessionary periods) normal labor market growth and turnover, simply to maintain union density at a given level requires a great deal of new organizing; and to increase density requires far more extensive effort.

In New York City and State, unionization levels have increased recently, and even before that they were far higher than in other parts of the nation—about double the national average. However, this was not the case in the mid-20th century, when unionization was at its peak: In 1953, 34.4 percent of New York State's workers were unionized, only slightly above the 32.6 percent national level.¹⁵ Although since then organized labor has more than held its own in

TABLE 4. UNIONIZATION RATES FOR FOREIGN-BORN WORKERS BY PLACE OF BIRTH, NEW YORK CITY, NEW YORK STATE, AND THE UNITED STATES, 2003-2016

	Place of Birth	New York City (5 boroughs)	New York State	United States
EUROPE	Italy	35.7%	30.1%	14.6%
	Great Britain and Ireland	NA	10.0	8.4
	Other Western Europe	13.0	13.9	9.9
	Russia	20.8	16.7	8.0
	Poland	9.4	13.4	11.0
	Ukraine	33.1	30.3	14.3
	Other Eastern Europe	19.3	18.6	9.5
ASIA	Middle East	NA	8.1	4.3
	China (including Hong Kong)	11.0	11.3	6.3
	Bangladesh	NA	NA	10.0
	India	30.5	29.4	5.5
	Pakistan	NA	NA	6.5
	Philippines	34.6	30.2	15.3
	Korea	NA	NA	8.0
	Other Southeast Asia	NA	12.7	9.5
Other Asia	10.2	10.9	8.0	
LATIN AMERICA	Mexico	NA	8.4	6.2
	El Salvador	NA	8.1	6.8
	Honduras	NA	17.6	4.8
	Other Central America	26.7	20.6	7.7
	Barbados	51.5	51.4	34.7
	Dominican Republic	28.2	26.9	15.6
	Haiti	47.3	42.3	18.0
	Jamaica	39.5	37.8	16.8
	Trinidad and Tobago	49.1	43.5	20.0
	Other Caribbean	45.2	44.3	9.2
	Colombia	26.0	21.6	10.7
	Ecuador	13.7	16.8	11.7
	Guyana	32.3	27.5	19.1
Other South America	32.9	24.2	7.7	
AFRICA	Ghana	28.5	29.4	16.5
	Other Africa	23.7	25.4	10.1
	Other foreign-born	19.0	14.4	9.9
	U.S. (except Puerto Rico)	25.9	24.8	11.4
	Puerto Rico	45.9	41.9	13.4

Source: U.S. Current Population Survey, Outgoing Rotation Group, 2003-June 2016.

New York relative to the nation, in absolute terms unions have lost considerable ground in both the City and State over the past few decades, especially in the private sector. As recently as 1986, New York City's private-sector union density was 25.3 percent, nearly ten percentage points above the 2015-16 level (17.8 percent) level, and statewide the figure was 24.0 percent as recently as 1983 (compared to 15.3 percent in 2015-16).¹⁶

As union strength in the private sector has declined, the ratio of public- to private-sector unionization in New York City and State has soared to record highs. In labor's glory days, a strongly unionized private sector helped foster a social-democratic political culture in New York City.¹⁷ The decline in private-sector density is among the factors that have threatened to undermine that tradition in recent years. Although thus far public-sector density in the State has been preserved intact, there has been a significant decline in the City. Moreover, in New York City (albeit to a much lesser extent than in the rest of the nation) public-sector unions have been increasingly on the political defensive. They were unable to negotiate new contracts for several years in the wake of the Great Recession; although that has been remedied to a great extent under the de Blasio administration, for years many did not receive significant increases in pay or benefits.

Even taking into account New York City and State's unusually high union density levels—the highest of any major U.S. city and the highest of any state—this is a period of profound challenges for organized labor. For the time being, however, New York's unions continue to offer significant protection to a diverse population of workers in both the City and State, including middle-class teachers and other professionals as well as a substantial segment of women, racial-ethnic minorities, and immigrants—in both professional and nonprofessional jobs. The recent increases, however modest, in unionization rates and the resumption of contract bargaining in the public sector, offer a basis for cautious optimism.

Notes

¹ This report (apart from the Appendix) is based on analysis of the U.S. Current Population Survey (CPS) Outgoing Rotation Group data for 2015 and the first six months of 2016. We created a merged data set from the 18 monthly surveys conducted from January 2015 to June 2016, inclusive; the 2015-16 data discussed here and shown in the figures and tables below are the averages for those 18 months. All results are calculated using the CPS unrevised sampling weights, for employed civilian wage and salary workers aged 16 and over. We followed the sample definition and weighting procedures described in Barry T. Hirsch and David A. Macpherson, *Union Membership and Earnings Data Book* (Washington D.C.: Bureau of National Affairs, 2016), pp. 1-8. To ensure reliability, given the limitations of the CPS dataset, we report unionization rates only for subgroups that have a minimum of 100 observations, and a minimum of 50 observations for union members, unless otherwise noted. Rates for subgroups that fall below this threshold are labeled NA (not available). The New York City figures for earlier years are from our September 2010, 2011, 2012, 2013, 2014 and 2015 reports, based on CPS data for January 2009-June 2010, January 2010-June 2011, January 2011-June 2012, January 2012-June 2013, January 2013-June 2014, and January 2014-June 2015 respectively. Those reports are available at http://www.ruthmilkman.info/rm/Policy_Reports.html

² "Union density" denotes the proportion of all wage and salary workers who are union members in a region, occupation, or industry. For the state rankings, see Hirsch and Macpherson 2016.

³ An estimated 901,238 union members resided in New York City's five boroughs in 2015-16, while the statewide total is estimated at 1,988,119. The CPS data on which these estimates are based rely on respondents' self-reports as to whether or not they are union members. (Respondents who indicate that they are not union members are also asked whether they are covered by a union contract, but the analysis in this report does not include those who replied affirmatively to that question.) The geographical data in the CPS (and in this report) refer to respondents' place of residence – not the location of their workplaces. Since many workers commute from other areas to their jobs in the city, this makes the data for the five boroughs of New York City a rather imperfect approximation of the extent of unionization in the city. Some sections of this report present data on union members residing in the wider New York metropolitan area, but that

group includes many individuals who are employed outside New York City.

4 In January 2003, methodological changes were made in the CPS (for details, see <http://www.bls.gov/cps/rvcps03.pdf>.) As a result, the data shown in Figures 1a, 1b and 1c for 2003-2014 are not strictly comparable to those for 2001 and 2002.

5 Throughout this report, unless otherwise indicated, we use the term “New York metropolitan area” to denote the New York-Newark-Bridgeport NY-NJ-CT-PA Combined Statistical Area (CSA), based on the CSA definitions introduced in 2003. The New York-Newark-Bridgeport CSA includes the following counties (in addition to the five boroughs of New York City proper): Dutchess, Nassau, Orange, Putnam, Rockland, Suffolk, Ulster and Westchester Counties, New York; Bergen, Essex, Hudson, Hunterdon, Mercer, Middlesex, Monmouth, Morris, Ocean, Passaic, Somerset, Sussex and Union Counties, New Jersey; Litchfield, New Haven and Fairfield Counties, Connecticut. The CSA also includes Pike County, Pennsylvania, but that is not included in our dataset. For details, see <http://www.whitehouse.gov/sites/default/files/omb/assets/omb/bulletins/fy2009/09-01.pdf>

6 These are “Metropolitan Statistical Areas” based on the 2003 U.S. Census (OMB) area definitions.

7 The only metropolitan areas (based on 2003 Census area definitions) outside of New York State for which Hirsch and MacPherson report greater 2015 union density than the New York-Newark-NY -NJ-PA CSA were the Colorado Springs, CO MSA, the Fresno-Madera, CA CSA and the Topeka, KS MSA (the latter is the a state capital). See Hirsch and MacPherson 2015, pp. 38-49. Note that smaller MSAs are not included due to small sample sizes.

8 The CPS methodology changed substantially in January 2003, making it impractical to include data from before that date.

9 Since unionization has declined somewhat since 2003 (see Figure 1a-c), the results of this analysis slightly overestimate the actual levels of density for each industry shown in Table 3.

10 Given the nation’s winner-take-all union representation system, and the fact that a relatively small proportion of present-day union membership is the product of recent organizing, the demographic makeup of union membership mainly reflects the demographic makeup of employment in highly unionized industries and sectors. Although unionized workers are more likely than their nonunion counterparts to express pro-union attitudes, this

is typically a consequence rather than a cause of union affiliation. See Richard B. Freeman and Joel Rogers, *What Workers Want* (Ithaca: Cornell University Press, 1999), pp. 68-77. Moreover, individual workers seldom have the opportunity to make independent decisions about union affiliation. Instead, unionization occurs when entire workplaces (or occasionally, entire industries) are organized, and once established, unionization in those workplaces tends to persist over time. Later, as a result of workforce turnover and de-unionization, strongly pro-union workers may be employed in non-union settings, and workers with little enthusiasm for organized labor may find themselves employed in union shops.

11 Puerto Ricans born on the U.S. mainland cannot be separately identified in these data. Those born in Puerto Rico are likely to be older, all else equal, which further contributes to their higher unionization rate. Because the number of observations in the 2015-16 dataset for respondents born in Puerto Rico falls below our threshold of 50, Figure 11 does not include figures for the other geographical jurisdictions this group.

12 Recent immigrants are also disproportionately employed in professional services in the State and nationally, although this is not the case in New York City.

13 Table 4 only includes nationalities for which there are 100 or more total observations and 50 union members or more in the 2003-16 dataset.

14 The CPS data do not include information on immigration status.

15 See Leo Troy, *Distribution of Union Membership among the States, 1939 and 1953* (National Bureau of Economic Research, 1957), available at <http://www.nber.org/chapters/c2688.pdf>. In 1939 the figures were 23.0 percent for New York State and 21.5 for the nation. Figures for New York City union membership levels during these years, unfortunately, are not available.

16 The 1986 private-sector figure is 25.3 percent for the New York PMSA (NYC’s five boroughs as well as Putnam, Westchester and Rockland Counties). This and the 1983 statewide figure can be found at <http://unionstats.gsu.edu/> See also Gregory DeFreitas and Bhaswati Sengupta, “The State of New York Unions 2007,” (Hofstra University Center for the Study of Labor and Democracy, 2007), which includes 1980s data, available at https://www.hofstra.edu/pdf/cld_stateofnyunions2007.pdf

17 See Joshua B. Freeman, *Working-Class New York* (New York: The New Press, 2000).

Appendix*

The table below is compiled from a variety of sources and indicates the number of members claimed by individual unions with jurisdictions over New York City-based workplaces. Unlike the Current Population Survey (CPS) data that serve as the basis for the rest of this report, the membership numbers below show the number of unionized jobs in New York City — not the number of City residents who are union members.

For a variety of reasons, the total number shown in the table is higher than the CPS figure cited on page 1 of this report (901,000) for the number of union members in New York City. Perhaps the most important factor here is that many union members who are employed in the City are commuters who live in the surrounding suburbs. In addition, some unions may inflate their membership numbers, and unions with broader geographical jurisdictions do not always know precisely how many of their members are employed in the City. Moreover, many of the unions listed, especially those in sectors like construction

and entertainment, have large numbers of members whose employment is irregular and for whom unemployment is common. Even when they are employed, workers in these sectors may oscillate between jobs in the City and those in other locations. All these factors help account for the larger total in the table below, compared to the CPS estimate cited above. There is also a factor operating in the opposite direction: since the CPS is a household survey that relies on responses from individuals, it is likely to include numerous cases of unionized workers who are unaware of the fact that they are members of labor organizations, potentially leading to an undercount. (It is also possible that some individual respondents to the CPS believe they are union members when in fact they are not, but in all likelihood the greater error is in the opposite direction.)

*The data in this table were compiled from the most recent available LM-2/3/4 forms (typically from 2015) and other sources by Luke Elliott-Negri. Thanks to Ed Ott for assistance with this effort as well.

UNION NAME	Reported Membership
Alliance for Economic Justice	19
Amalgamated Transit Union ^{a, c}	17,067
American Association of University Professors	477
American Federation of Government Employees	8,899
American Federation of Musicians ^b	8,046
American Federation of School Administrators— Council of Supervisory Associations	6,159
American Federation of State, County and Municipal Employees ^c	127,194
American Federation of Teachers ^c (includes 18,488 members of PSC-CUNY and 117,424 in the NYC UFT)	147,492
American Postal Workers Union	7,662
Associated Actors and Artistes of America ^b (includes 18,902 members of Actors Equity Association; 1,127 members of the American Guild of Musical Artists; and 31,555 members of SAG-AFTRA)	51,654
Bakery, Confectionery, Tobacco Workers and Grain Millers International Union ^c	1,487
Benefit Fund Staff Association	605
Brotherhood of Security Personnel	104
Building and Construction Trades Department ^b	160
Civilian Technicians Association	5

UNION NAME	Reported Membership
Communication Workers of America ^{a, c}	29,217
Evelyn Gonzalez Union	96
Fordham Law School Bargaining Committee	80
Furniture Liquidators of New York	10
Graphic Artists Guild ^b	744
Hot and Crusty Workers Association ^d	23
Hunts Point Police Benevolent Association	37
Independent School Transportation Workers Association	325
Independent Guard Union	9
Industrial Workers of the World	43
International Alliance of Theatrical Stage Employees ^b	19,315
International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers ^b	5,964
International Association of Fire Fighters ^a	8,427
International Association of Heat and Frost Insulators and Allied Workers ^b	952
International Association of Machinists and Aerospace Workers ^e	10,749
International Brotherhood of Boilermakers ^b	498
International Brotherhood of Electrical Workers ^b	29,640
International Brotherhood of Teamsters ^c	55,000
International Federation of Professional and Technical Engineers	126
International Longshoremen's Association ^c	1,263
International Organization of Masters, Mates & Pilots ^c	200
International Union of Bricklayers and Allied Craftworkers ^b	6,906
International Union of Elevator Constructors ^b	2,513
International Union of Journeymen and Allied Trades ^b	35,232
International Union of Operating Engineers ^b	17,413
International Union of Painters and Allied Trades ^b	7,166
Jewish Committee Staff Organization	98
Kingsbrook Jewish Medical Center Staff Association	7
Laborers' International Union of North America ^b	17,292
League of International Federated Employees ^c	897
Local One Security Officers	520
Maritime Trades Department Port Council	24
Metal Trades Department ^b	20
Mount Sinai Pharmacy Association	100
National Air Traffic Controllers Association	152
National Alliance of Postal and Federal Employees	719
National Association of Letter Carriers	8,260
National Labor Relations Board Union	80
National Postal Mail Handlers Union ^c	1,785
National Treasury Employees Union	3,244
National Union of Labor Investigators	92
Neergaard Employees Association	9
New York Professional Nurses Association	1,216

UNION NAME	Reported Membership
New York State Federation of Physicians and Dentists	70
New York State Nurses Association	25,063
Newspaper and Mail Deliverers Union	694
Novelty Production Workers	2,439
Office and Professional Employees International Union ^c	9,789
Operative Plasterers' and Cement Masons' International Association ^b	881
Organization of Staff Analysts ^a	5,000
Organization of Union Representatives	13
Patrolmen's Benevolent Association ^a	24,155
Postal and Federal Employees Alliance	363
Professional Association of Holy Cross High School	49
Professional Dieticians of New York City	45
Restaurant Workers Union 318	100
Security Alliance Federation of Employees	41
Service Employees International Union ^{a, c} (includes 150,138 NYC members in SEIU 1199; 70,000 members in SEIU Local 32B-J; and 10,000 members in Workers United)	246,080
Sheet Metal Workers International Association ^b	3,359
Special Patrolman Benevolent Association	200
Staff Association of the General Board of Global Ministries	53
Stage Directors and Choreographers ^b	2,841
St. John's Preparatory Teachers Association	33
Taxi Workers Alliance ^f	19,250
Transport Workers Union ^a	48,819
UNITE HERE ^c	32,041
United Association of Plumbers and Pipefitters ^b	13,945
United Auto Workers ^e (includes 220 members of the National Writers Union ^f)	11,063
United Brotherhood of Carpenters and Joiners ^{b, c}	17,077
United Food and Commercial Workers International Union ^c (includes 8,951 members in the Retail, Wholesale and Department Store Union)	17,421
United Nations International School Staff Association	228
United Production Workers Union	2,091
United Steelworkers	529
United Uniformed Workers of New York ^{a, g} (includes 5,243 members in the Detectives Endowment Association; 4,670 members in the Sergeants Benevolent Association, 1,630 members in the Lieutenants Benevolent Association, 8,928 members in the Correction Officers Benevolent Association, 6,179 members in the Sanitation Workers Local 831; 2,493 members in the Uniformed Fire Officers Association, and 1,194 members in the Sanitation Officers Local 444).	125,000
United Union of Roofers, Waterproofers and Allied Workers ^b	1,098
Utility Workers of New York ^c	8,494
Writers Guild of America ^b	2,100
TOTAL	1,263,917

^a Under the Landrum-Griffin Act (1959) and Civil Service Reform Act (1978) private-sector, postal and federal employee unions are required to file LM-2/3/4 forms. Public sector unions not covered by these acts are not required to file such records, and thus membership data were obtained directly from the union.

^b Data for these unions include some members working outside New York City. It is impossible to obtain precise data for those employed in the city, because the occupations they represent are not tied to stable workplaces; rather workers are hired for specific projects which are typically, but not always, located in the five boroughs of the city. Therefore New York City data for this union may be overstated.

^c The membership figures for this union are available in LM2/3/4 forms. However because the union's geographical jurisdiction extends beyond the five boroughs of New York City, the number shown was obtained directly from the union.

^d This organization had 23 members at the start of 2016, but the owners of the establishment for which they work closed the operation in February.

^e Precise membership estimates for one or more of the locals in this union are not available. The figures shown are likely to be inflated because they include some members employed outside New York City.

^f This union has dues paying members, but does not currently have collective bargaining rights.

^g In addition to those listed above, this number includes the following unions, which may also have some members outside the city limits: Assistant Deputy/Deputy Wardens Association; Bridge and Tunnel Officers Benevolent Association; Captains Endowment Association; Correction Captains Association; NYC Detective Investigators Association; NYS Court Officers Association; Police Benevolent Association MTA; Port Authority Detectives Endowment Association; Port Authority Lieutenants Benevolent Association; Port Authority Police Benevolent Association; Superior Officers Benevolent Association - Triborough Bridge and Tunnel Authority; and Uniformed Fire Alarm Dispatchers Benevolent Association. The aggregate number (125,000) was obtained from a 2013 media report; the numbers for individual unions in the coalition were obtained from the New York City Independent Budget Office and are current (2016).

Source: Unless otherwise indicated, the above data are extracted from the most recent LM-2, LM-3 and LM-4 forms that private sector unions are required to submit annually to the U.S. Department of Labor, available at <http://www.dol.gov/olms/regs/compliance/rrlo/lmrda.htm>

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The Joseph S. Murphy Institute for Worker Education and Labor Studies was established over twenty years ago with the support of the late CUNY Chancellor Joseph S. Murphy. The Institute, part of CUNY's School of Professional Studies, conducts strategic research, organizes public forums and conferences, and publishes the journal *New Labor Forum*. The Institute's worker education program offers a wide variety of undergraduate and graduate courses and degree programs designed to meet the academic and career advancement needs of working adults and union members in the New York City area.