

LABOR UNIONS AND COLLECTIVE BARGAINING IN THE US: AN OVERVIEW

Marick F. Masters

Professor of Business

Mike Ilitch School of Business

Wayne State University

marickm@wayne.edu

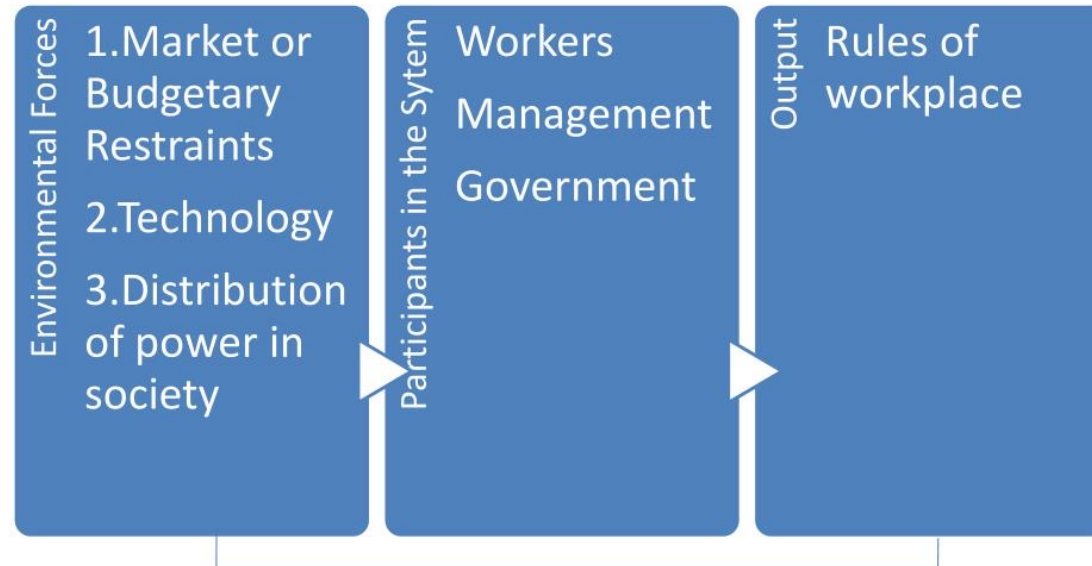
January 31, 2023

Agenda

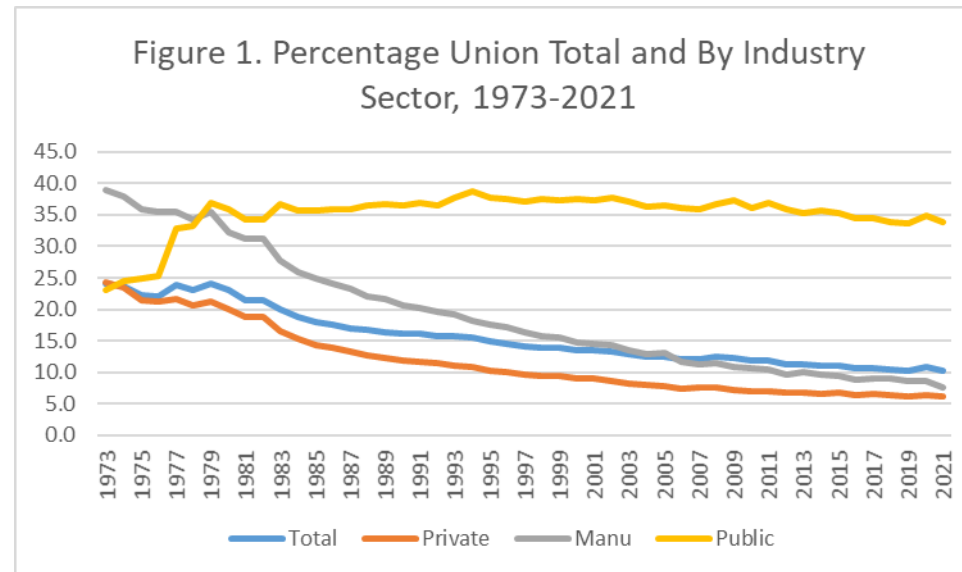
- Overview of US Industrial Relations System
- Membership: Composition, Trends, Status
- Laws and Regulations: Rights and Responsibilities
- Collective Bargaining Agreements
- Wages and Benefits
- Strikes
- Organizing
- Public Opinion

INDUSTRIAL RELATIONS SYSTEM

A simplified version of Dunlop's
Approach to Industrial Relation



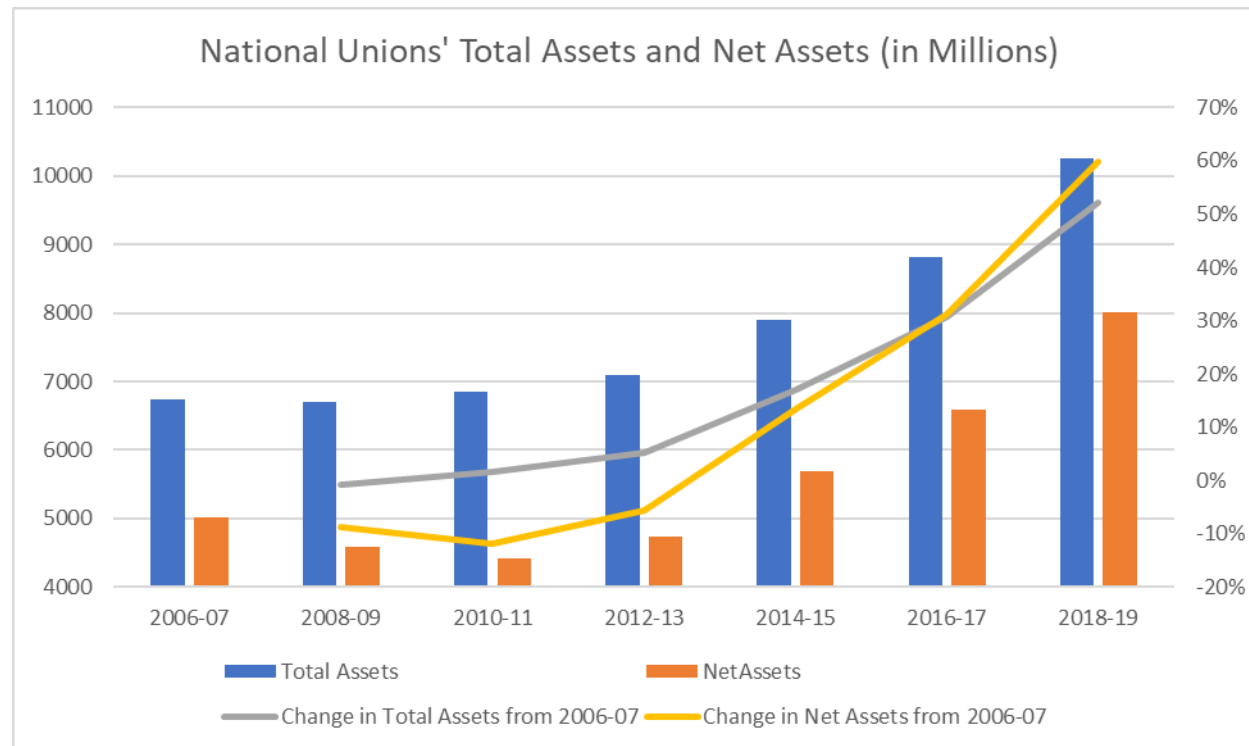
US MEMBERSHIP TRENDS BY INDUSTRY SECTOR



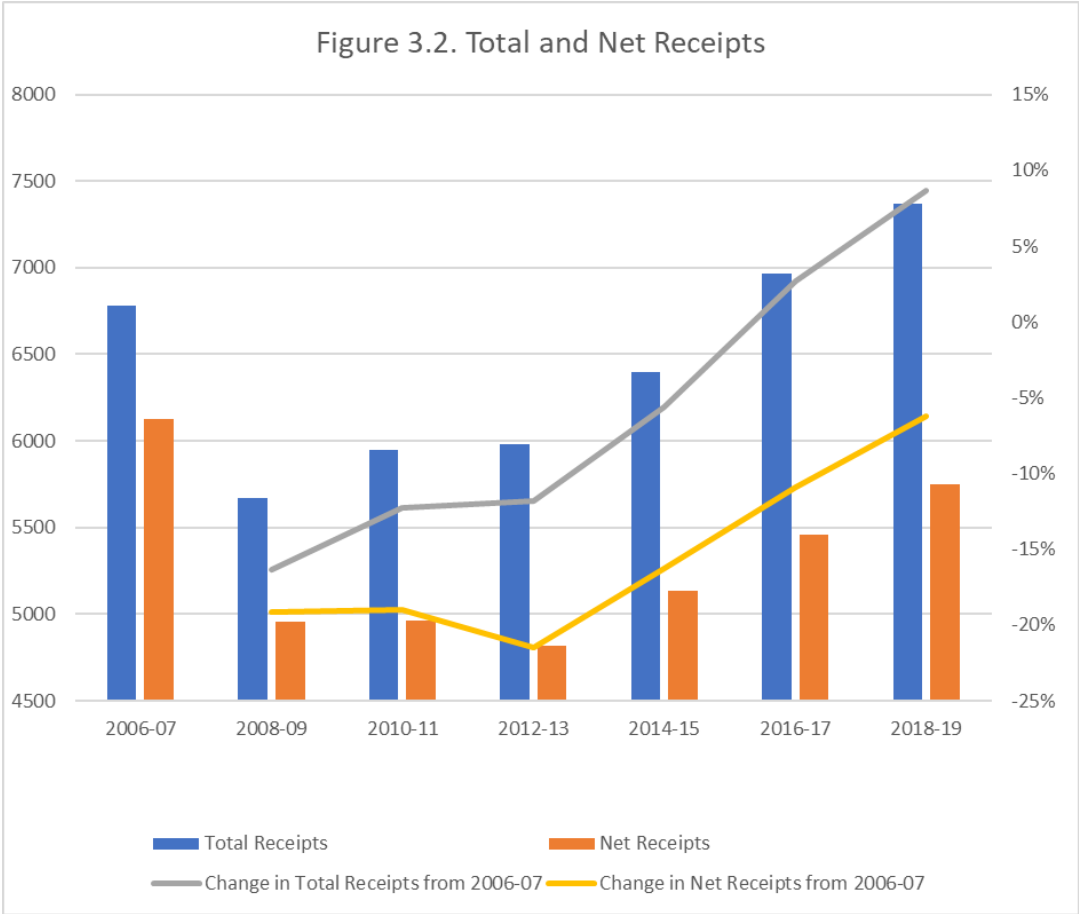
MAJOR UNIONS' MEMBERSHIP

| UNION | Membership by Interval | | | | | | | % CHANGE FROM 2006-07 TO 2018-19 |
|---|------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|----------------------------------|
| | 2006-07 | 2008-09 | 2010-11 | 2012-13 | 2014-15 | 2016-17 | 2018-19 | |
| | MEMBERS | | | | | | | |
| AIR LINE PILOTS ASN | 61,275 | 55,742 | 59,588 | 48,999 | 50,833 | 56,188 | 61,813 | 0.9% |
| AIR TRAFFIC CONTROLLERS | 14,610 | 15,160 | 16,138 | 16,195 | 16,464 | 17,252 | 18,496 | 26.6% |
| AIRCRAFT MECHANICS ASN | 10,239 | 3,683 | 2,807 | 3,142 | 3,218 | 3,380 | 3,546 | -65.4% |
| ALLIED PILOTS ASSOCIATION | 11,040 | 9,516 | 9,354 | 9,694 | 12,304 | 14,498 | 14,332 | 29.8% |
| AUTO WORKERS | 501,679 | 393,114 | 378,666 | 386,964 | 406,053 | 423,417 | 397,266 | -20.8% |
| BAKERY, TOBACCO AND GRAIN | 93,341 | 88,168 | 83,500 | 76,888 | 71,492 | 67,278 | 64,773 | -30.6% |
| BOILERMAKERS | 64,110 | 63,960 | 60,126 | 56,399 | 54,742 | 52,145 | 49,264 | -23.2% |
| BRICKLAYERS | 95,121 | 93,585 | 83,702 | 77,049 | 72,909 | 73,591 | 73,477 | -22.8% |
| CARPENTERS | 523,471 | 492,415 | 437,451 | 413,428 | 430,011 | 435,348 | 436,769 | -16.6% |
| COMMUNICATIONS WORKERS | 639,809 | 521,277 | 486,130 | 471,058 | 625,717 | 644,845 | 644,489 | 0.7% |
| DIRECTORS GUILD OF AMERICA INC | 13,551 | 14,394 | 14,733 | 15,251 | 16,035 | 17,039 | 17,988 | 32.7% |
| ELECTRICAL WORKERS IBEW | 698,458 | 706,481 | 670,560 | 660,083 | 660,494 | 668,839 | 675,150 | -3.3% |
| ELEVATOR CONSTRUCTORS | 26,411 | 29,153 | 27,865 | 25,411 | 25,185 | 27,056 | 28,706 | 8.7% |
| ENGINEERS, OPERATING, | 400,638 | 405,045 | 386,668 | 380,174 | 375,913 | 378,930 | 398,242 | -0.6% |
| ENGINEERS, PROF AND TECH, | 60,502 | 63,768 | 67,829 | 61,931 | 60,419 | 59,465 | 58,502 | -3.3% |
| FIRE FIGHTERS | 280,698 | 294,882 | 295,330 | 294,385 | 297,848 | 306,228 | 316,837 | 12.9% |
| FOOD AND COMMERCIAL WKRS | 1,307,529 | 1,315,220 | 1,288,539 | 1,273,235 | 1,271,477 | 1,256,092 | 1,239,213 | -5.2% |
| GOVERNMENT EMPLOYEES AFGE | 232,463 | 257,000 | 284,658 | 300,422 | 312,784 | 329,076 | 328,131 | 41.2% |
| INSULATORS | 20,801 | 22,204 | 21,005 | 21,905 | 22,212 | 22,308 | 22,404 | 7.7% |
| IRON WORKERS | 130,678 | 138,208 | 124,814 | 121,794 | 126,110 | 128,159 | 129,194 | -1.1% |
| JOURNEMEN AND ALLIED TRADES | 49,863 | 57,076 | 56,244 | 55,292 | 58,034 | 65,353 | 77,458 | 55.3% |
| LABORERS | 642,483 | 650,789 | 595,474 | 564,532 | 547,329 | 578,976 | 572,995 | -10.8% |
| LETTER CARRIERS, NATL ASN, | 288,078 | 288,826 | 281,683 | 267,415 | 274,250 | 290,442 | 289,086 | 0.4% |
| LETTER CARRIERS, RURAL, | 109,729 | 112,956 | 108,134 | 103,441 | 103,628 | 110,995 | 115,754 | 5.5% |
| LONGSHORE AND WAREHOUSE UNION | 38,466 | 41,592 | 44,963 | 37,100 | 34,693 | 35,542 | 36,156 | -6.0% |
| LONGSHOREMENS ASN | 43,500 | 43,500 | 21,750 | 43,500 | 39,132 | 36,282 | 32,142 | -26.1% |
| MACHINISTS | 647,632 | 627,741 | 588,870 | 573,685 | 569,094 | 564,134 | 576,502 | -11.0% |
| MINE WORKERS, UNITED, | 83,081 | 77,817 | 78,135 | 73,869 | 72,639 | 65,321 | 59,795 | -28.0% |
| MUSICIANS | 89,660 | 88,886 | 88,722 | 79,650 | 77,074 | 74,580 | 72,797 | -18.8% |
| NATIONAL EDUCATION ASN | 2,967,654 | 3,225,520 | 3,185,929 | 3,036,061 | 2,958,047 | 2,977,900 | 2,989,225 | 0.7% |
| NOVELTY AND PRODUCTION WKRS | 17,296 | 14,440 | 14,397 | 16,419 | 19,200 | 17,993 | 16,906 | -2.3% |
| OFFICE AND PROFESSIONAL EMPLS | 103,966 | 105,706 | 100,409 | 100,286 | 103,435 | 108,757 | 94,745 | -8.9% |
| PAINTERS | 130,588 | 129,136 | 112,320 | 104,540 | 105,242 | 109,876 | 111,988 | -14.2% |
| PLASTERERS AND CEMENT MASONS | 42,551 | 42,921 | 39,819 | 38,203 | 38,228 | 41,744 | 44,262 | 4.0% |
| PLUMBERS | 329,603 | 344,864 | 337,778 | 330,016 | 330,255 | 338,933 | 352,072 | 6.8% |
| POSTAL WORKERS, AMERICAN, | 279,704 | 258,069 | 248,548 | 242,271 | 243,048 | 246,427 | 229,583 | -17.9% |
| ROOFERS | 23,401 | 23,241 | 22,139 | 21,195 | 20,776 | 21,540 | 22,450 | -4.1% |
| SEAFARERS | 36,927 | 33,806 | 32,203 | 30,661 | 29,436 | 29,292 | 29,469 | -20.2% |
| SECURITY POLICE, FIRE PROF, | 19,858 | 26,149 | 25,308 | 17,656 | 17,031 | 17,006 | 18,061 | -9.1% |
| SERVICE EMPLOYEES | 1,633,729 | 1,832,386 | 1,919,195 | 1,872,170 | 1,890,858 | 1,910,260 | 1,940,557 | 18.8% |
| SHEET METAL, AIR, RAIL AND TRANSPORTATION WORKERS | 149,945 | 148,678 | 137,667 | 168,648 | 205,399 | 203,341 | 204,964 | 36.7% |
| STAGE AND PICTURE OPERATORS | 106,876 | 111,604 | 112,464 | 115,364 | 120,484 | 130,168 | 142,371 | 33.2% |
| STATE COUNTY AND MUNI EMPLS | 1,451,892 | 1,484,179 | 1,444,436 | 1,382,617 | 1,321,127 | 1,323,192 | 1,333,579 | -8.1% |
| STEELWORKERS, | 726,741 | 665,858 | 605,946 | 606,727 | 590,613 | 565,369 | 578,501 | -20.4% |
| TEACHERS | 827,281 | 872,763 | 880,511 | 1,207,850 | 1,605,294 | 1,568,027 | 1,681,160 | 103.2% |
| TEAMSTERS | 1,410,806 | 1,383,469 | 1,318,331 | 1,257,977 | 1,292,419 | 1,276,724 | 1,356,978 | -3.8% |
| TRANSIT UNION | 182,461 | 189,234 | 190,880 | 191,278 | 193,142 | 198,489 | 200,816 | 10.1% |
| TRANSPORT WORKERS | 116,414 | 121,572 | 118,152 | 115,582 | 116,445 | 126,938 | 137,187 | 17.8% |
| TREASURY EMPLOYEES UNION | 77,720 | 81,111 | 85,601 | 82,159 | 78,564 | 79,854 | 79,914 | 2.8% |
| UNITE HERE | 459,857 | 303,506 | 231,683 | 257,015 | 264,104 | 276,676 | 304,888 | -33.7% |
| UNIVERSITY PROFESSORS, AM ASN, | 41,103 | 41,184 | 39,590 | 37,594 | 38,582 | 40,952 | 44,305 | 7.8% |
| UTILITY WORKERS | 50,000 | 50,000 | 50,000 | 50,000 | 50,000 | 45,395 | 44,745 | -10.5% |
| WRITERS GUILD WEST | 18,276 | 19,118 | 19,972 | 20,962 | 21,651 | 22,971 | 24,124 | 32.0% |
| AVERAGE | 346,859 | 348,693 | 338,428 | 336,155 | 346,065 | 348,690 | 354,606 | 2.2% |
| TOTAL | 18,383,552 | 18,480,752 | 17,936,702 | 17,816,207 | 18,341,471 | 18,480,568 | 18,794,114 | |

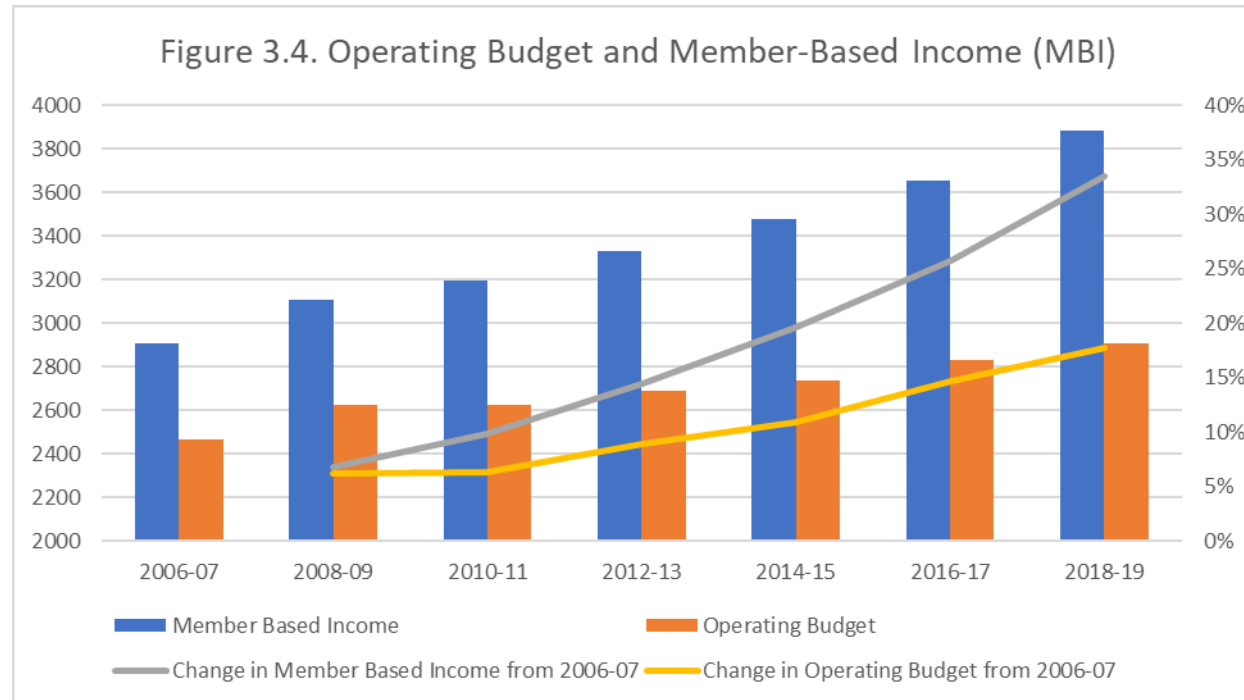
MAJOR UNIONS' TOTAL AND NET ASSETS



MAJOR UNIONS' TOTAL AND NET RECEIPTS



MAJOR UNIONS' MEMBER-BASED INCOME AND OPERATING BUDGETS



INTERNATIONAL UNION MEMBERSHIP DATA

| Country | Year | 2018 | 2019 | 2020 |
|-------------------------|------|-------|-------|------|
| Australia | | 61.2 | .. | .. |
| Austria | | 98.0 | 98.0 | .. |
| Belgium | | 96.0 | 96.0 | .. |
| Canada | | 30.1 | 30.2 | 31.3 |
| Chile | | 20.4 | .. | .. |
| Czech Republic | | 34.2 | 34.7 | .. |
| Denmark | | 82.0 | .. | .. |
| Estonia | | 6.1 | .. | .. |
| France | | 98.0 | .. | .. |
| Germany | | 54.0 | .. | .. |
| Hungary | | 21.1 | 21.8 | .. |
| Iceland | | 90.0 | 90.0 | .. |
| Italy | | 100.0 | 100.0 | .. |
| Japan | | 16.9 | 16.8 | .. |
| Korea | | 14.8 | .. | .. |
| Mexico | | 10.0 | 10.4 | .. |
| Netherlands | | 76.7 | 75.6 | .. |
| New Zealand | | 19.2 | 18.4 | 18.6 |
| Poland | | .. | 13.4 | .. |
| Portugal | | 73.6 | .. | .. |
| Spain | | 80.1 | .. | .. |
| Sweden | | 88.0 | .. | .. |
| Switzerland | | 45.0 | .. | .. |
| Türkiye | | 8.1 | 8.5 | .. |
| United Kingdom | | 26.0 | 26.9 | .. |
| United States | | 11.7 | 11.6 | 12.1 |
| OECD - Total | | 32.1 | 32.1 | .. |
| Costa Rica | | 10.2 | 10.3 | .. |

[Data extracted on 25 Jan 2023 22:59 UTC \(GMT\) from OECD.Stat](#)

COMPOSITION OF US LABOR UNION MEMBERS

| | MEMBERSHIP | | |
|-----------|----------------|---------|----------|
| | (in thousands) | Percent | |
| Total | 14,285 | | 1 |
| Men | 7,771 | | 0.543997 |
| Women | 6,515 | | 0.456073 |
| White | 10,792 | | 0.755478 |
| Black | 2,140 | | 0.149807 |
| Asian | 800 | | 0.056003 |
| Hispanic | 2,335 | | 0.163458 |
| Full-Time | 13,021 | | 0.911516 |

PUBLIC POLICY FRAMEWORK

- Public Sector
 - Civil Service Reform Act of 1978 (FSLMRS)
 - Postal Reorganization Act of 1970
 - State Public Sector Bargaining Laws

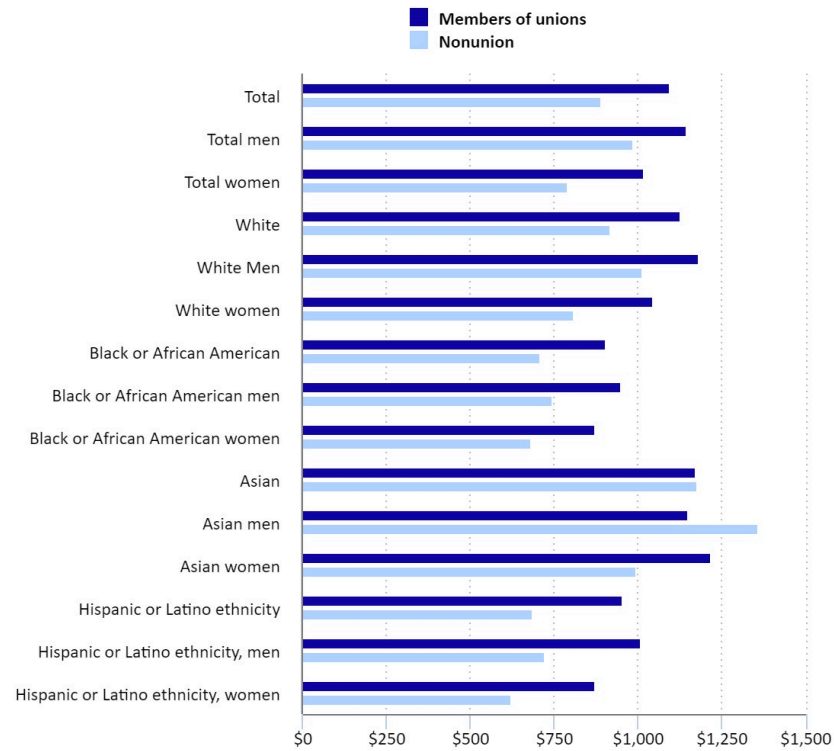
- Private Sector
 - National Labor Relations Act of 1935, as amended in 1947 (LMRA) and 1959 (LMRDA)
 - Railway Labor Act of 1926

STATE PUBLIC SECTOR BARGAINING LAWS

| SECTOR COVERAGE | FIRE FIGHTERS | POLICE | TEACHERS |
|-----------------|------------------|--------------------|--------------------|
| Illegal | NC, SC, VA | GA, NC, SC, TN, VA | GA, NC, SC, TX, VA |
| Legal | 44 states and DC | 41 states and DC | 44 states and DC |
| No Statute | AL, MS | AL, CO, MS, WY | AZ |

UNION-NONUNION WAGE DIFFERENCES

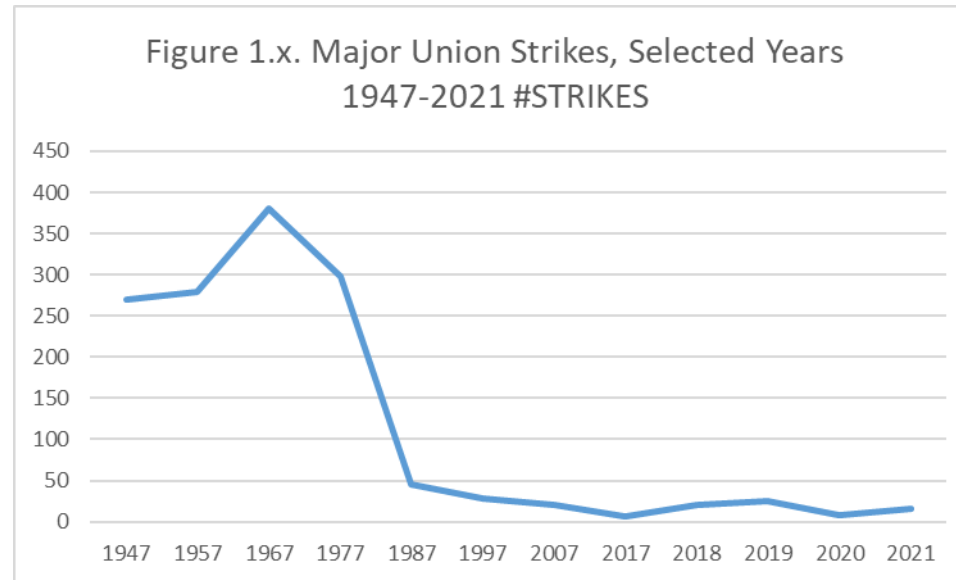
Median weekly earnings of full-time wage and salary workers, by union affiliation and other characteristics, 2019 annual averages



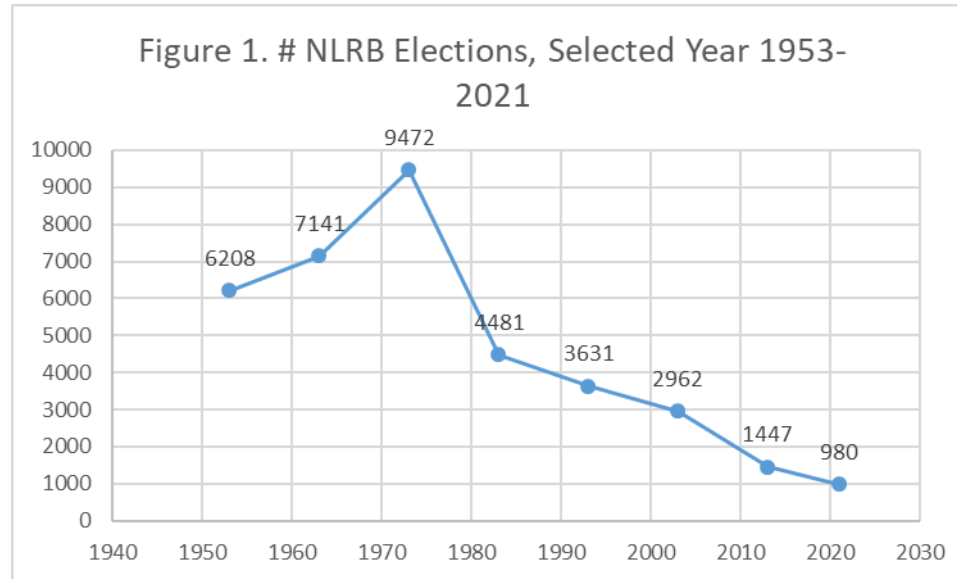
Click legend items to change data display. Hover over chart to view data.
Source: U.S. Bureau of Labor Statistics.



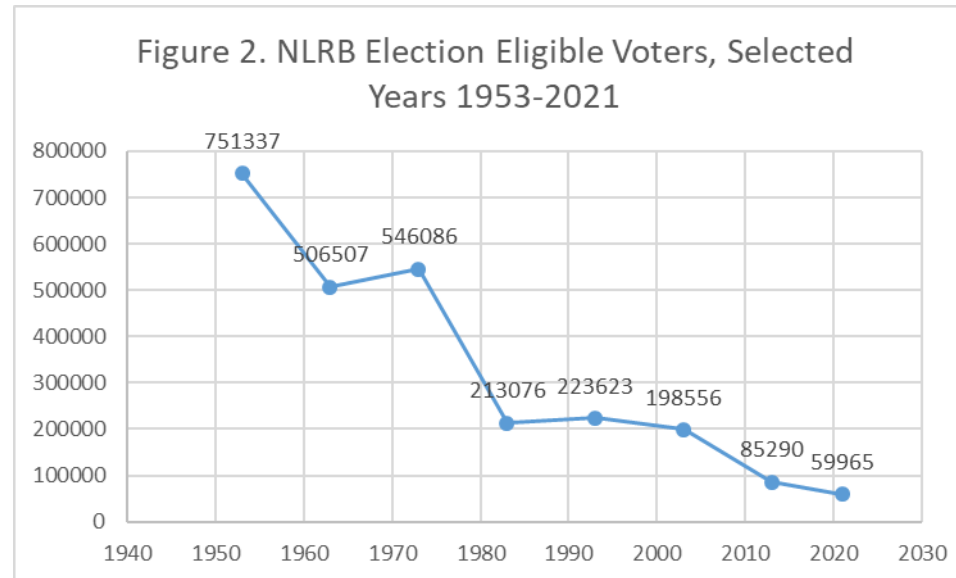
MAJOR STRIKES IN US



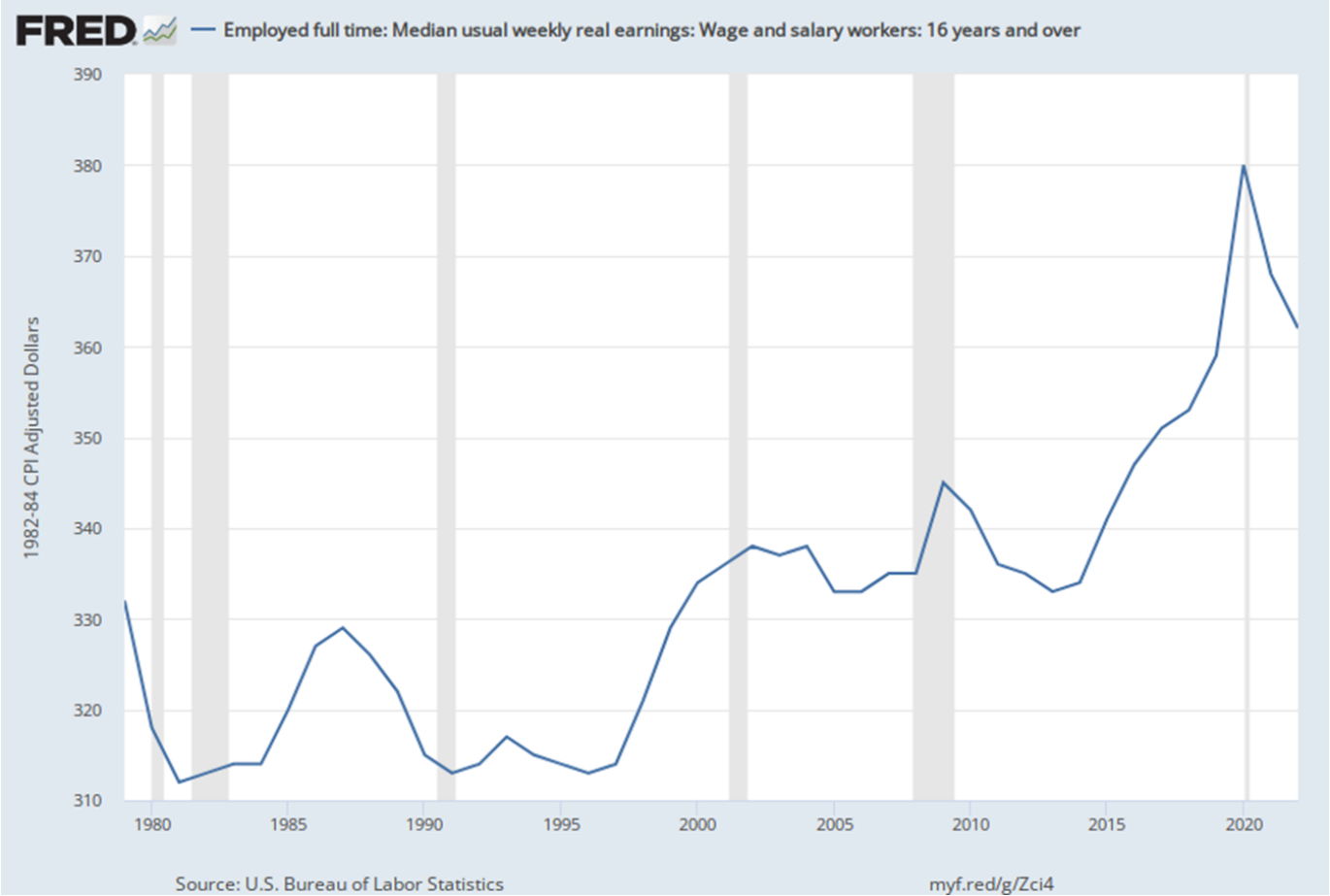
NLRB CERTIFICATION ELECTIONS



NLRB ELECTION UNIT ELIGIBLE VOTES



REAL WEEKLY MEDIAN EARNINGS IN US



LABOR ORGANIZAITONS ORGANIZING AMAZON APPLE AND STARBUCKS

| UNION | AFFILIATION | MEMBERSHIP | NET ASSETS | TOTAL RECEIPTS | FOUNDING |
|---|-------------------------------|---------------------------|----------------------|--------------------|----------------|
| Amazon Labor Union | Independent | | | | April 14, 2021 |
| Starbucks Workers United | Workers United, SEIU, AFL-CIO | WU: 48,501 SBWU: 1,600 | WU: \$171,932,826 | WU: \$6,366,264 | |
| Apple Coalition of Organized Retail Employees a.k.a. AppleCore | IAM, AFL-CIO | | | | 2022 |
| Apple Retail Union a.k.a. Apple Workers Union | CWA, AFL-CIO | | | | 2022 |
| | | | | | |

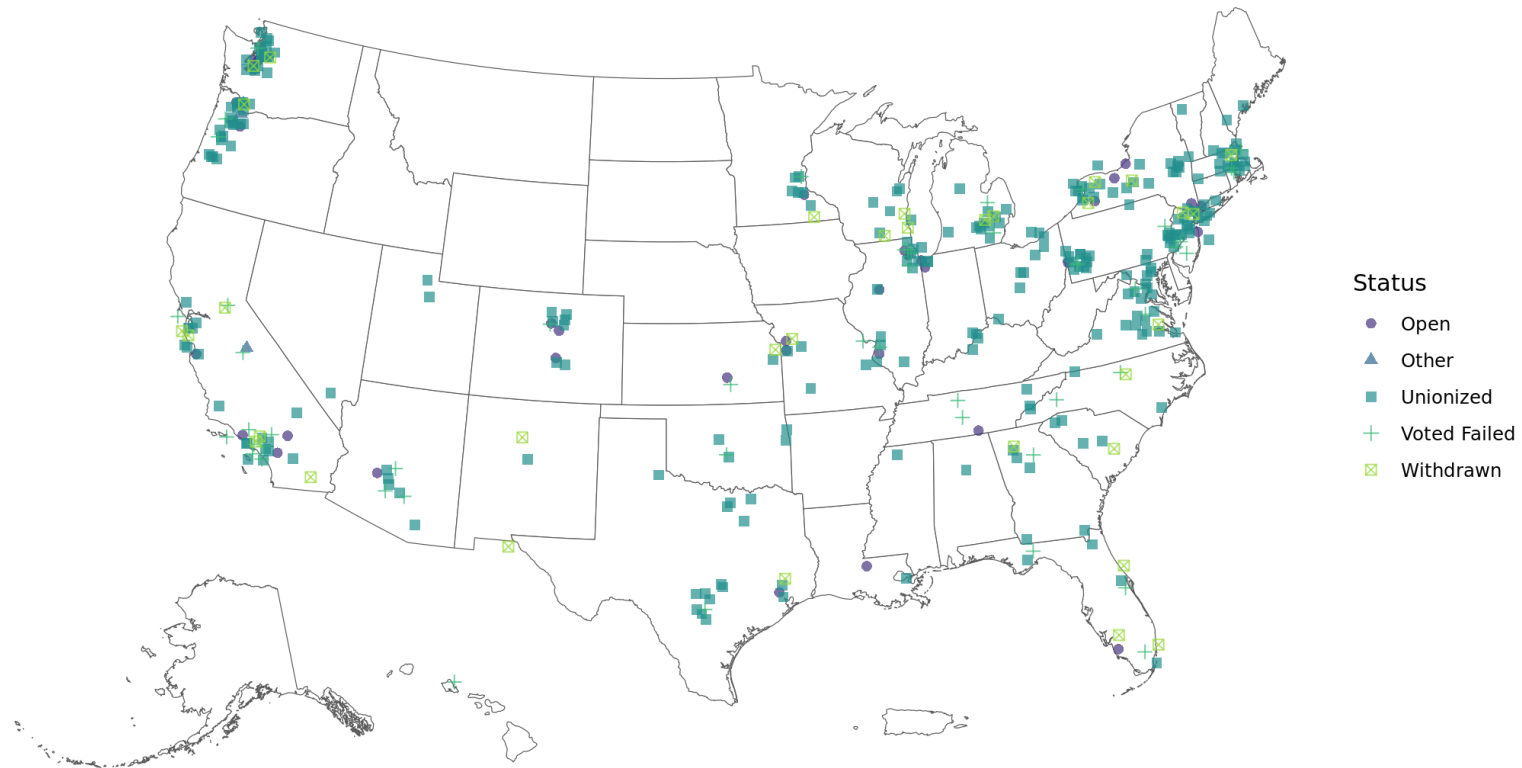
DATA ON STARBUCKS' NLRB ELECTIONS

Current Starbucks Union Election Stats

| Status of Election | Number of Stores | Total Employees | Votes for Union | Votes Against |
|--------------------|------------------|-----------------|-----------------|---------------|
| Open | 35 | 870 | 180 | 174 |
| Unionized | 273 | 7102 | 3336 | 841 |
| Withdrawn | 33 | 828 | 14 | 16 |
| Voted Failed | 52 | 1303 | 315 | 550 |
| Other | 4 | 81 | 0 | 0 |

GEO-MAP OF STARBUCKS' US NLRB ELECTIONS/FILINGS

Starbucks Union Filings



Location is approximate based on cities. Each is jittered so overlapping cases are obvious.

PUBLIC OPINION ON US UNIONS

