About the Measure	
Domain:	Social Determinants of Health
Measure:	Percent Unionized for Non-Agricultural Labor Force
Definition:	Percent unionized for non-agricultural labor force is the percentage of wage and salary workers who are members of unions or are covered by union agreements in the private and public sectors of the non-agricultural labor force by state and metropolitan area.
Purpose:	Unions can affect an employee's wages and fringe benefits, including paid leave, health benefits, and pension plans. In addition, the competitive influence of union employers can affect the pay, benefits, and workplace safety of employees at non-union sites in the same labor market.
Essential PhenX Measures:	None
Related PhenX Measures:	None
Measure Release Date:	

About the Protocol	
Protocol Release Date:	
PhenX Protocol Name:	Percent Unionized for Non-Agricultural Labor Force
Keywords:	Bureau of Census for the Bureau of Labor Statistics, Current Population Survey, CPS, Estimates by Spatial Units, Labor Force Items, Labor Force Statistics, Salaried Workers, Union Membership Rate, Unionized Workers, Unions, Wage
Protocol Name from Source:	Current Population Survey, Labor Force Items
Description:	The protocol describes how to extract data on labor union membership, coverage, and density estimates from variables collected through the Current Population Survey.
Specific Instructions:	None

Protocol:	**Percent Unionized for Non-Agricultural Labor Force**
	Access to historical data of union membership or jobs covered by a union can be found at the Bureau of Labor Statistics website (https://www.bls.gov/cps/cpslutabs.htm). Union affiliation can be accessed from three tables.
	Table 1. Union affiliation of employed wage and salary workers by selected characteristics
	Selected characteristics include age and sex; race, Hispanic or Latino ethnicity, and sex; full- or part-time status. For each characteristic, the user may view employment and union membership data.
	Table 3. Union affiliation of employed wage and salary workers by occupation and industry
	Occupation categories include Management, professional, and related occupations; Service occupations; Sales and office occupations; Natural resources, construction, and maintenance occupations; Production, transportation, and material moving occupations; and related subcategories for each.
	Industry categories include Private and Public sector and related subcategories.
	For each characteristic, the user may view employment and union membership data.
	Table 5. Union affiliation of employed wage and salary workers by state
	For each US state selected, the user may view employment and union membership data.
	For all data in the tables: Total employed = Total number employed
	Members of unions = members of a labor union or an employee association similar to a union
	Members of unions (Total) = Total number of members of a labor union or an employee association similar to a union
	Members of unions (Percent of employed) = The percentage of members of a labor union or an employee association similar to a union out of the total number employed
	Represented by unions = both union members and workers who report no union affiliation but whose jobs are covered by a union or an employee association contract

	Represented by unions (Total) = Total number of both union members and workers who report no union affiliation but whose jobs are covered by a union or an employee association contract
	Represented by unions (Percent of employed) = The percentage of both union members and workers who report no union affiliation but whose jobs are covered by a union or an employee association contract out of the total number employed
	Numbers reported are in the thousands.
	After retrieving results, the user may adjust the range of years for which data is shown, and also has the option to include line graphs. All data will have downloadable excel files.
Selection Rationale:	The U.S. Census Bureau has been conducting the Current Population Survey (CPS) since 1940. This survey collects up-to-date facts about the number of Americans who are employed, unemployed, or not in the market for jobs.
Source:	Bureau of Labor Statistics. (2007). *Labor force statistics from the Current Population Survey*. Retrieved May 22, 2019, from https://www.bls.gov/cps/cpslutabs.htm
Availability:	Publicly available
Life Stage:	Adolescent, Adult, Senior
Language:	English
Participant:	Not applicable, derived from publicly available secondary data
Personnel and Training Required:	Knowledge of census Federal Information Processing Standards (FIPS) codes and access to Excel or other statistical software to read the data and conduct further analysis
Equipment Needs:	Access to a desktop or laptop computer with Internet access to download raw data from the Bureau of Labor Statistics (BLS) of the U.S. Department of Labor's website, Labor Force Statistics from the Current Population Survey (https://www.bls.gov/cps/cpslutabs.htm). Statistical packages (e.g., Excel, SPSS, SAS) for data manipulation.
General References:	Halpern-Manners, A., & Warren, J. R. (2012). Panel conditioning in longitudinal studies: Evidence from labor force items in the Current Population Survey. *Demography, 49*(4), 1499–1519. doi: 10.1007/s13524-012-0124-x
	Hirsch, B. T., & Macpherson, D. A. (n.d.). *Union membership and earnings data book: Compilations from the Current Population Survey*. Washington, DC: Bureau of National Affairs. Updated annually to the present.

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Mode of Administration:	Secondary data analysis
Derived Variables:	None
Requirements:	

Requirements Category	Required (Yes/No):
Major equipment	No
Specialized training	No
Specialized requirements for biospecimen collection	No
Average time of greater than 15 minutes in an unaffected individual	No

Annotations for Specific Conditions:	No annotations at this time
Process and Review:	The Expert Review Panel has not reviewed this measure yet.