

About the Measure	
Domain:	Social Determinants of Health
Measure:	Percent Unionized for Non-Agricultural Labor Force
Definition:	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 impact an employee's wages and fringe benefits, including paid leave, health benefits, and pension plans. In addition, the competitive influence of union employers can impact 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:	Wage, salaried workers, unions, unionized workers, Current Population Survey, Labor Force Items, Bureau of Census for the Bureau of Labor Statistics, Labor Force Statistics, Union Membership Rate, Estimates by Spatial Units
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:	.

<p>Protocol:</p>	<p>Percent Unionized for Non-Agricultural Labor Force</p> <p>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.</p> <p>Table 1. Union affiliation of employed wage and salary workers by selected characteristics</p> <p>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.</p> <p>Table 3. Union affiliation of employed wage and salary workers by occupation and industry</p> <p>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.</p> <p>Industry categories include Private and Public sector and related subcategories.</p> <p>For each characteristic, the user may view employment and union membership data.</p> <p>Table 5. Union affiliation of employed wage and salary workers by state</p> <p>For each US state selected, the user may view employment and union membership data.</p> <p>For all data in the tables: Total employed = Total number employed</p> <p>Members of unions = members of a labor union or an employee association similar to a union</p> <p>Members of unions (Total) = Total number of members of a labor union or an employee association similar to a union</p> <p>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</p> <p>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</p>
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	<p>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</p> <p>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</p> <p>Numbers reported are in the thousands.</p> <p>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.</p>
Selection Rationale:	The 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:	Labor Force Statistics from the Current Population Survey. (2007). 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 FIPS codes and access to Excel or other statistical software to read the data and conduct further analysis.
Equipment Needs:	Access to a desktop/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:	Hirsch, B. T. and Macpherson, D. A. (2003). Union Membership and Coverage Database from the Current Population Survey: Note. <i>Industrial and Labor Relations Review</i> , 56(2), 349-554 (updated annually at www.unionstats.com).

	<p>Milkman, Ruth and Stephanie Luce. 2017. "Labor Unions and the Great Recession." Russell Sage Foundation Journal of the Social Sciences 3(3): 145-165.</p> <p>Walker, Alexis N. 2014. "Labor's Enduring Divide: The Distinct Path of Public Sector Unions in the United States." Studies in American Political Development 28(2):175-200.</p> <p>Hirsch, Barry T., and David A. Macpherson. Union Membership and Earnings Data Book: Compilations from the Current Population Survey. Washington, D.C.: Bureau of National Affairs. (updated annually to the present)</p> <p>Current Population Survey, 2018 Annual Social and Economic (ASEC) Supplement [machine-readable data file] / conducted by the Bureau of the Census for the Bureau of Labor Statistics. – Washington: U.S. Census Bureau [producer and distributor], 2018.</p> <p>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</p> <p>Perusek, G. U.S. Union Membership Data in Perspective. (2018). Retrieved May 22, 2019 from https://newlaborforum.cuny.edu/2018/03/03/u-s-union-membership-data-perspective/</p>										
Mode of Administration:	Secondary Data Analysis										
Derived Variables:	None										
Requirements:	<table border="1" data-bbox="493 1325 1416 1661"> <thead> <tr> <th data-bbox="493 1325 1117 1402">Requirements Category</th> <th data-bbox="1117 1325 1416 1402">Required (Yes/No):</th> </tr> </thead> <tbody> <tr> <td data-bbox="493 1402 1117 1459">Major equipment</td> <td data-bbox="1117 1402 1416 1459">No</td> </tr> <tr> <td data-bbox="493 1459 1117 1516">Specialized training</td> <td data-bbox="1117 1459 1416 1516">No</td> </tr> <tr> <td data-bbox="493 1516 1117 1593">Specialized requirements for biospecimen collection</td> <td data-bbox="1117 1516 1416 1593">No</td> </tr> <tr> <td data-bbox="493 1593 1117 1661">Average time of greater than 15 minutes in an unaffected individual</td> <td data-bbox="1117 1593 1416 1661">No</td> </tr> </tbody> </table>	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
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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.
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