

THE STATE OF THE UNIONS 2025:

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

RUTH MILKMAN AND JOSEPH VAN DER NAALD



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In the 2020s, workers and organized labor attracted extensive public and media attention, on a scale not seen for decades. The focus on “essential workers” at the height of the COVID-19 pandemic, along with a severe labor shortage and widespread discontent among workers, galvanized many unionization efforts. Public support for organized labor grew, with 70 percent of respondents to a 2024 Gallup poll indicating that they approved of labor unions, the highest level since 1965.¹ And recent surveys show that the proportion of nonunion workers who indicate they would vote for a union if they had the opportunity to do so also increased in the 2020s, especially among younger workers.²

Thousands of workers voted to unionize at iconic companies like Amazon, Starbucks and Apple, as did young, college-educated journalists, museum

workers, nonprofit staff, medical interns and residents, and graduate student workers and adjuncts in colleges and universities. An uptick in strike activity among long-unionized workers in the auto and entertainment industries, among others, won them improved pay and working conditions.

Despite all these developments—organizing wins, successful strikes, and growing public support for unions—the long-term decline in union density (defined as the share of the labor force made up of union members) has continued unabated. As Figure 1a shows, unionization rates have fallen steadily over the past two decades, and the last year-and-a-half is no exception. Nationally, density in 2024-25 stood at 9.9 percent, down from 10.8 percent in 2020. In New York City and State, density in 2024-25 was slightly higher than in 2023, but below the 2020 level, and far lower than at the start of the 21st century.

The data we analyze in this report are from the U.S. Current Population Survey (CPS), which is a *household* survey. That means the union density figures reported below for “New York City” are based on data collected from workers who *reside* in the City’s five boroughs—as opposed to workers who are *employed* in the City (many of whom live in the surrounding suburbs). Similarly, the unionization rates reported for New York State are for *residents* of the state, regardless of where they are employed. As a result, the number of union members we report for the City and State are lower than the membership figures reported by unions for those jurisdictions. This report relies on the residency-based CPS data because only those are detailed enough to permit analysis of variations in unionization rates across demographic groups, industries and occupations, and thus are the basis for the detailed analysis that follows. An alternative perspective is provided in the Appendix to this report, which relies on data from unions themselves.³

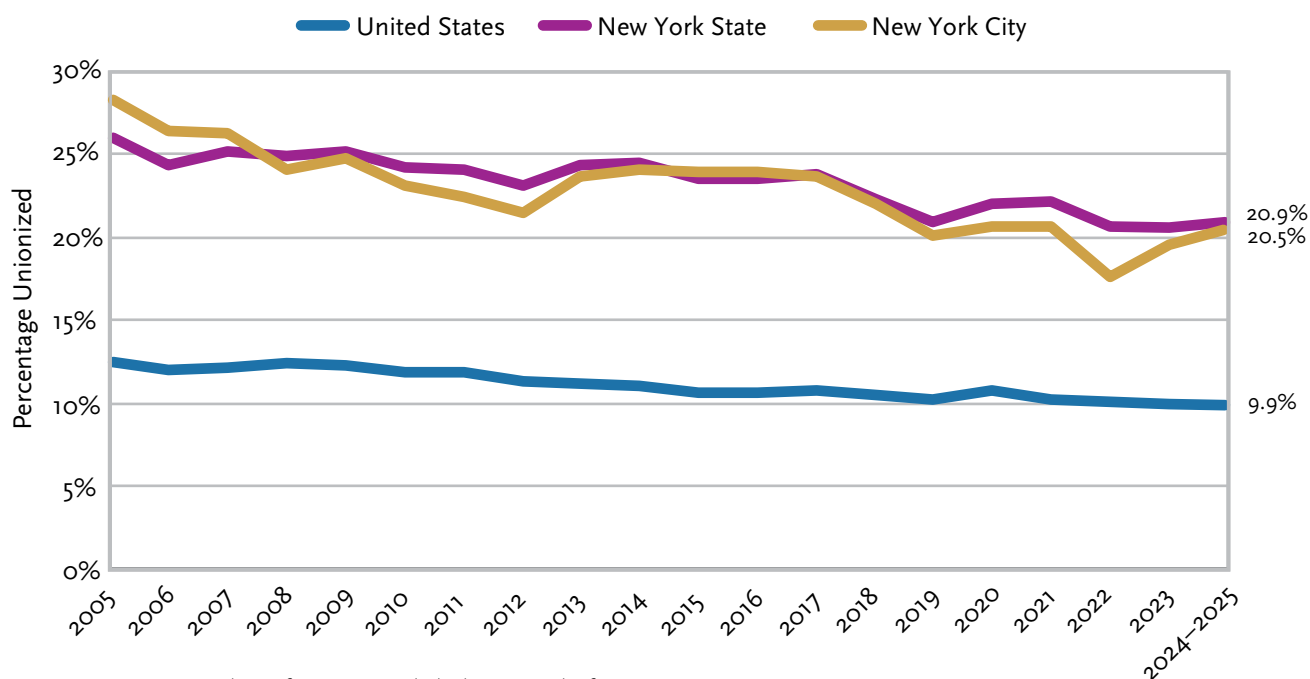
The election of Donald Trump to the U.S. presidency in 2024 threatens to further erode union density and power, although its impact is not yet apparent in the data analyzed here. Trump has hobbled the National Labor Relations Board, which was reinvigorated under the previous administration, and launched aggressive attacks on immigrant workers. Our special feature on pages 4-7 spotlights the relationship of unions to foreign-born workers in New York City and State as well as the nation. As we detail there, in New York City, foreign-born workers have a slightly *higher* unionization rate than U.S.-born workers, although this is not the case for non-citizens or among the most recent arrivals to the City. Nationally and in New York State, the unionization level of U.S.-born workers is marginally higher than that of foreign-born workers. Moreover, immigrant workers tend to be more favorably disposed toward unions than the U.S.-born.

Although some union members have expressed support for Trump’s anti-immigrant policies, the data analysis in our special feature suggests that organized labor could suffer further losses if those policies remain intact.

Unionization Rates in New York City, New York State, and the Nation

Organized labor has been much stronger in New York City and State than in the nation in recent decades. New York ranks first in union density among the nation’s largest states, with a unionization rate more than double the U.S. average, and it ranks second among all states (Hawaii’s union density is the nation’s highest, at 26.5 percent in 2024).⁴ In absolute terms, New York State had more union members — 1.75 million — than any state except California, which has a far larger population. In 2024-25, there were about 745,000 union members residing

FIGURE 1A. UNION DENSITY IN NEW YORK CITY, NEW YORK STATE AND THE UNITED STATES, 2005-25



in the five boroughs of New York City, accounting for 42.6 percent of all union members in the State.⁵

As Figure 1a shows, the overall level of unionization in both the City and State has been roughly double the national rate over the past two decades. On the other hand, union density has fallen more in New York City and New York State than in the nation as a whole in recent years. In the mid-2010s, both the City and State density rates hovered steadily at around 24 percent, but they began to fall after 2017. In 2024-25, only 20.5 percent of all wage and salary workers residing in the five boroughs of New York City, and 20.9 percent of those in the State, were union members.

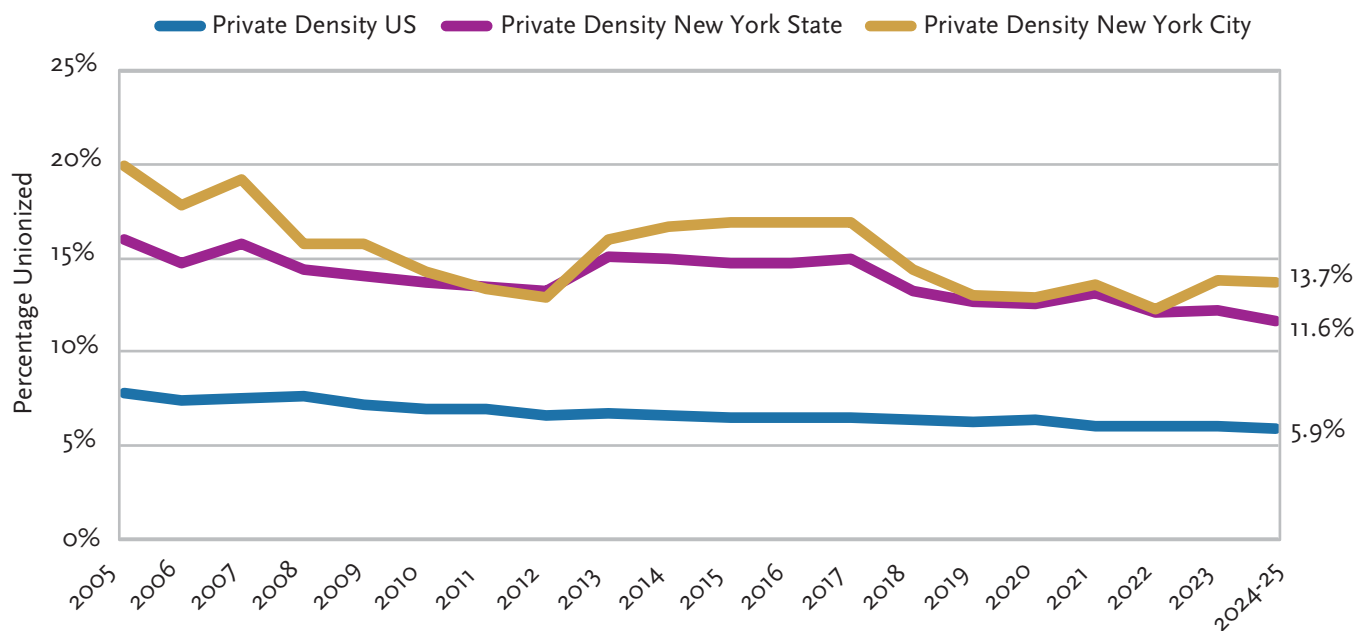
As Figures 1b and 1c show, losses in union membership have been disproportionately concentrated in the private sector in the City, State, and nation alike. This reflects the fact that private-sector employers have long been vigorously opposed to unionization. However, in recent years anti-union attacks have increasingly penetrated the public sector

as well, especially since the 2018 U.S. Supreme Court ruling in *Janus vs. AFSCME*, which prohibits public-sector unions from collecting “fair share” or “agency” fees from non-members. In the immediate aftermath of that decision, public-sector union density remained relatively stable. However, since 2020 it has fallen in both New York City and State, with a somewhat sharper drop in the City (see Figure 1c).

Figure 2 shows 2024-25 private- and public-sector union density levels for the United States, New York State, New York City, the remainder of New York State (excluding only the five boroughs of New York City—which is often referred to later in this report as “upstate New York”), and the New York City metropolitan “Combined Statistical Area.”⁶ These are the five geographical entities for which we present detailed data in the remainder of this report.

Public-sector union density is more than double the national rate in New York State and New York City alike: in both the City and State it was 65.5 percent in 2024-25, compared to 32.2 in the nation as a

FIGURE 1b. PRIVATE-SECTOR UNION DENSITY IN NEW YORK CITY, NEW YORK STATE AND THE UNITED STATES, 2005-25



Percentages shown for 2024-25 include the 18 months from January 2024 to June 2025.
Source: U.S. Current Population Survey, Outgoing Rotation Group, 2024—June 2025.

IMMIGRANT WORKERS AND ORGANIZED LABOR

During the 2024 presidential campaign, Donald Trump's rhetoric blaming immigrants for deteriorating living standards among U.S.-born workers resonated widely. Although union members disproportionately supported Democratic candidate Kamala Harris over Trump in the presidential contest, a Pew Research Center survey conducted in fall 2024 found that more than one-fourth (26 percent) of union members who were registered voters believed that Trump's policies would "make things better" for union members.¹ And despite the fact that, throughout the 21st century, the official position of the AFL-CIO has been explicitly supportive of immigrant workers' rights, some union leaders have tacitly supported Trump, most notably in the building trades.²

However, 2025 looks different from 2024 in this regard: the attacks on immigrants unleashed by the Trump administration seem to have engendered a backlash in public opinion. In a June 2025 Gallup poll, only 30 percent of U.S. adults said they favored reduced immigration, compared to 55 percent a year earlier.³

Unionists have also registered objections to the administration's aggressive anti-immigrant policies in recent months. In April 2025, a group of prominent New York union leaders urged passage of the "New York for All" Act, a measure that would prevent state and local officials from enforcing federal immigration laws and prohibit federal immigration officials from entering non-public areas of state and local property without a warrant (although the state legislature has not acted on this proposal).⁴ In June 2025, labor unions rallied in both Los Angeles and Washington D.C. after David Huerta, president of California's Service Employees International Union (SEIU) was detained and hospitalized after being injured by federal immigration agents while protesting a workplace raid.⁵

Building trades unionists expressed concern when the new Trump administration cancelled some major construction projects authorized under

the previous administration. The high-profile detention and deportation of Kilmar Abrego Garcia, a sheet metal worker and member of the Sheet Metal, Air, Rail and Transportation Workers (SMART) union, also galvanized protests from unionists in the trades.⁶

Contrary to popular belief, the unionization rate among immigrant workers is similar to that among U.S.-born workers, and in New York City, immigrants were slightly more unionized in 2024-25 than their U.S.-born counterparts (see Figure 11 in the main section of this report). The reason that New York City is different from the nation as a whole in this respect is that it has a large concentration of immigrants who arrived in the United States decades ago, many of whom have become naturalized U.S. citizens; moreover, many of these naturalized immigrants in the City are employed in the public sector and thus more likely to be union members than recent arrivals.

More generally, as Figure B1 shows, foreign-born workers are not a homogenous group. The unionization rate of naturalized U.S. citizens is higher than that of U.S.-born workers in all the geographical entities shown. Foreign-born non-citizens, by contrast, consistently have lower rates of unionization. That group is comprised disproportionately of recent arrivals, most of whom are also relatively young (as noted in the main body of this report, younger workers are less likely to be union members than older ones, regardless of nativity). Moreover, non-citizen immigrants are disproportionately likely to be employed in informal-sector jobs, which often have extremely low unionization rates. Over time, however, many immigrants have been able to move up into sectors of the labor market where unions are present, especially those who become naturalized citizens.

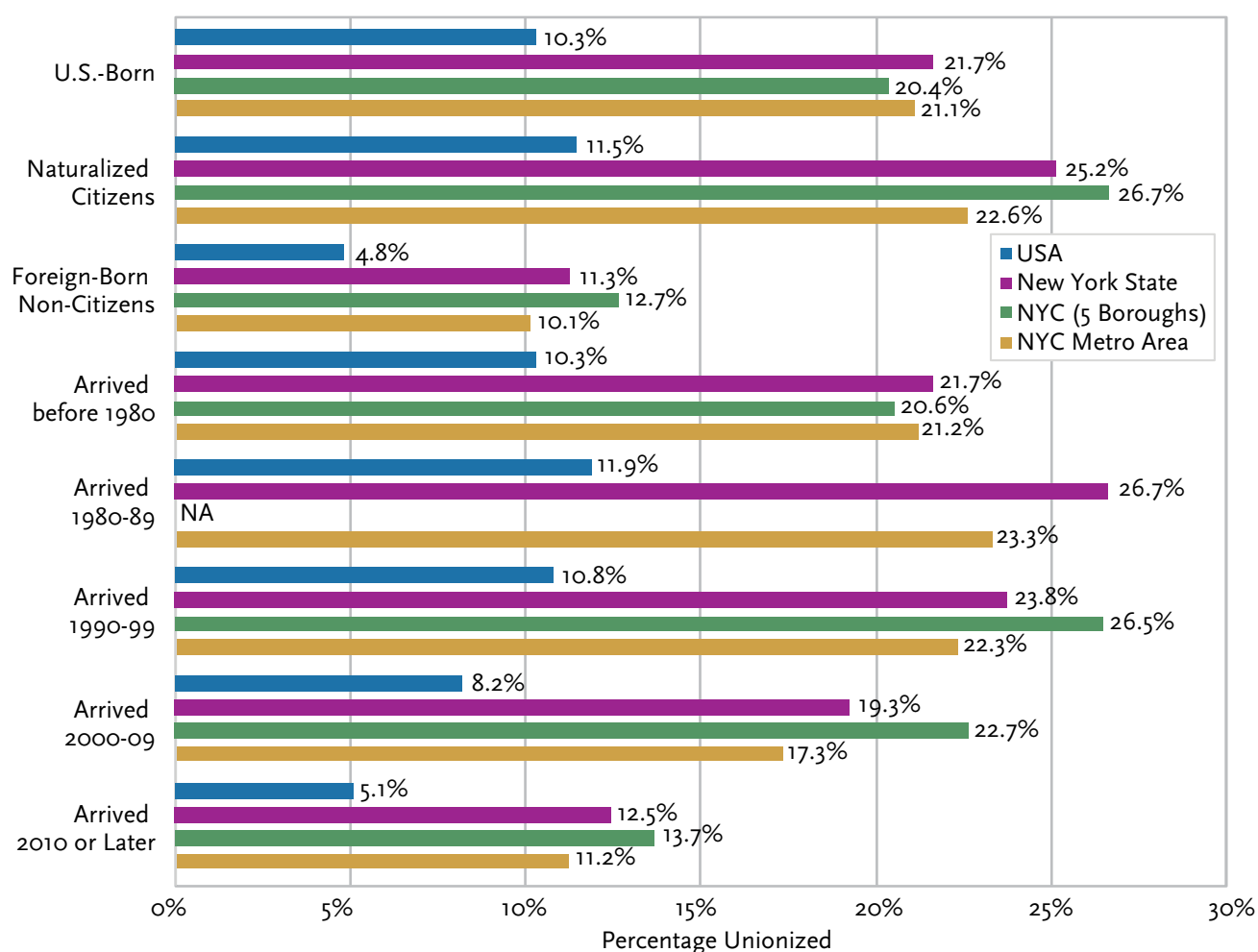
Figure B2 shows that unionization rates for foreign-born workers vary much less *within* the public and private sectors than *between* those sectors, regardless of citizenship status. Relatively few noncitizens are employed in the public

sector, however. In 2024-25, only 4.7 percent of all foreign-born noncitizens in the United States were employed in the public sector, compared to 11.0 percent of naturalized citizens and 14.6 percent of U.S.-born workers. Thus, the high level of public-sector unionization among noncitizens does little to boost their overall unionization rate. Moreover, as the bottom half of Figure B2 shows, private-sector unionization rates are consistently lower for all groups, regardless of citizenship status.

Unionization rates also vary among immigrants depending on their continent of birth, as Figure B3

shows. (This figure draws on the 2013-25 multi-year blended dataset described in the main body of this report.) Asian-born immigrants have relatively low unionization rates in all the geographical entities shown. For those born in Latin America, there is more geographical variation: in the nation as a whole and in upstate New York, their unionization rate is even lower than that for Asian immigrants; but in New York City and the New York City metropolitan area, where immigrants from Latin America have been present for many decades in large numbers, their unionization rates are substantially

FIGURE B1. UNIONIZATION RATES BY NATIVITY AND CITIZENSHIP STATUS, SELECTED GEOGRAPHICAL AREAS, 2024-25



NA = Sample size is insufficient to generate reliable estimates. See footnote 1 in the text.
 Percentages shown for 2024-25 include the 18 months from January 2024 to June 2025.
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2024–June 2025.

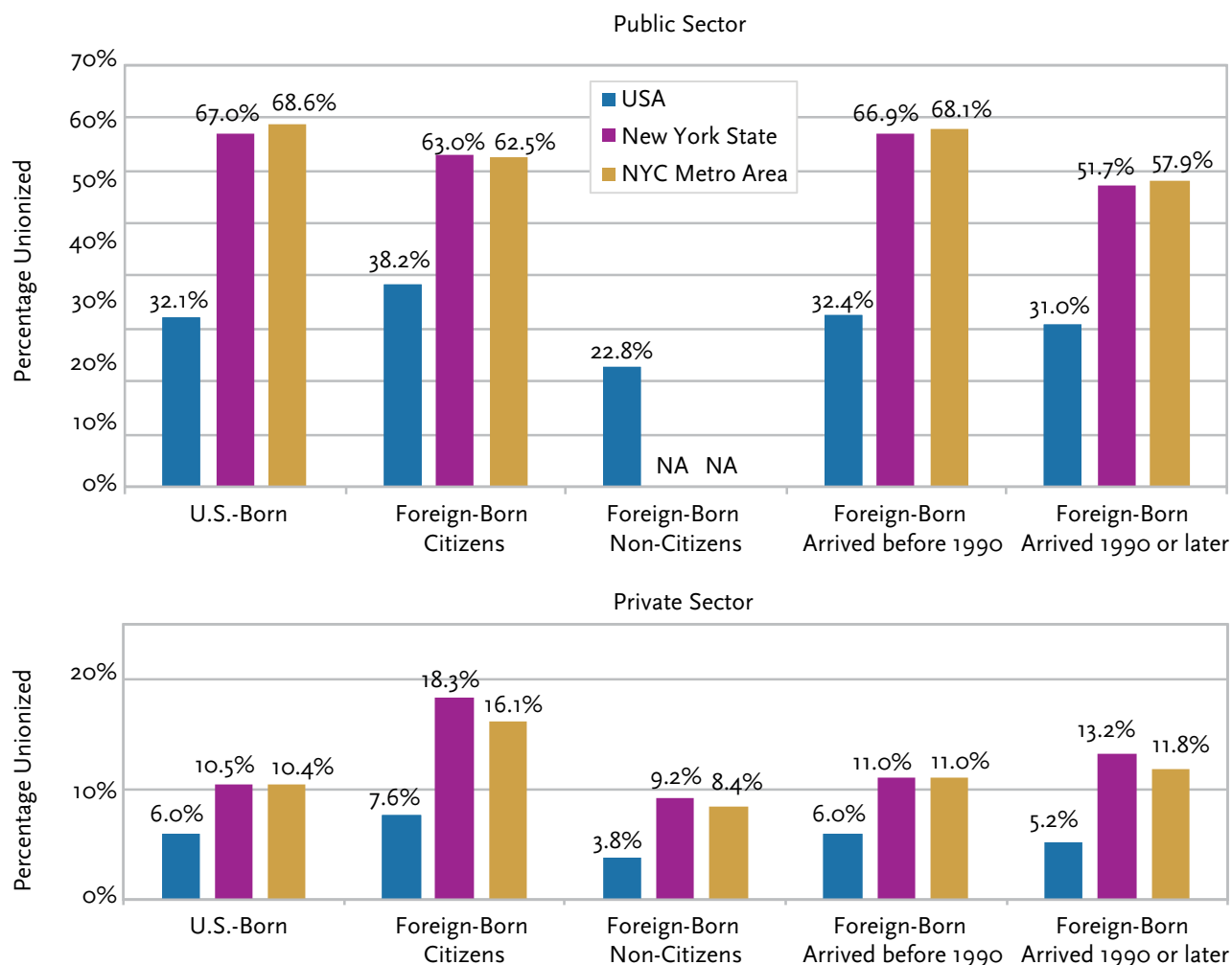
higher. Immigrants born in Africa have the highest unionization rates among the foreign-born groups shown, and indeed they are even more likely to be union members than the U.S.-born, regardless of geography.

Immigrant workers benefit greatly from union membership, just as their U.S.-born counterparts do. Nationally, unionized immigrants' median hourly wage in 2024-25 was \$27.50 per hour, compared to \$22.50 among non-union immigrant workers, or a 22.2 percent earnings premium, somewhat higher than the 19 percent premium

for unionized U.S.-born workers. Like other union members, moreover, immigrant union members have enhanced job security relative to non-union workers, especially in the private sector. At the peak of the COVID-19 pandemic in mid-2020, for example, immigrants who were union-represented were half as likely to lose their jobs than immigrants with no union protection.⁷

Moreover, some unions have leveraged the collective bargaining process to negotiate contract provisions specifically tailored to the needs of immigrant workers, such as provisions that forbid

FIGURE B2. PUBLIC- AND PRIVATE-SECTOR UNIONIZATION BY NATIVITY AND CITIZENSHIP STATUS, SELECTED GEOGRAPHICAL AREAS, 2024-25

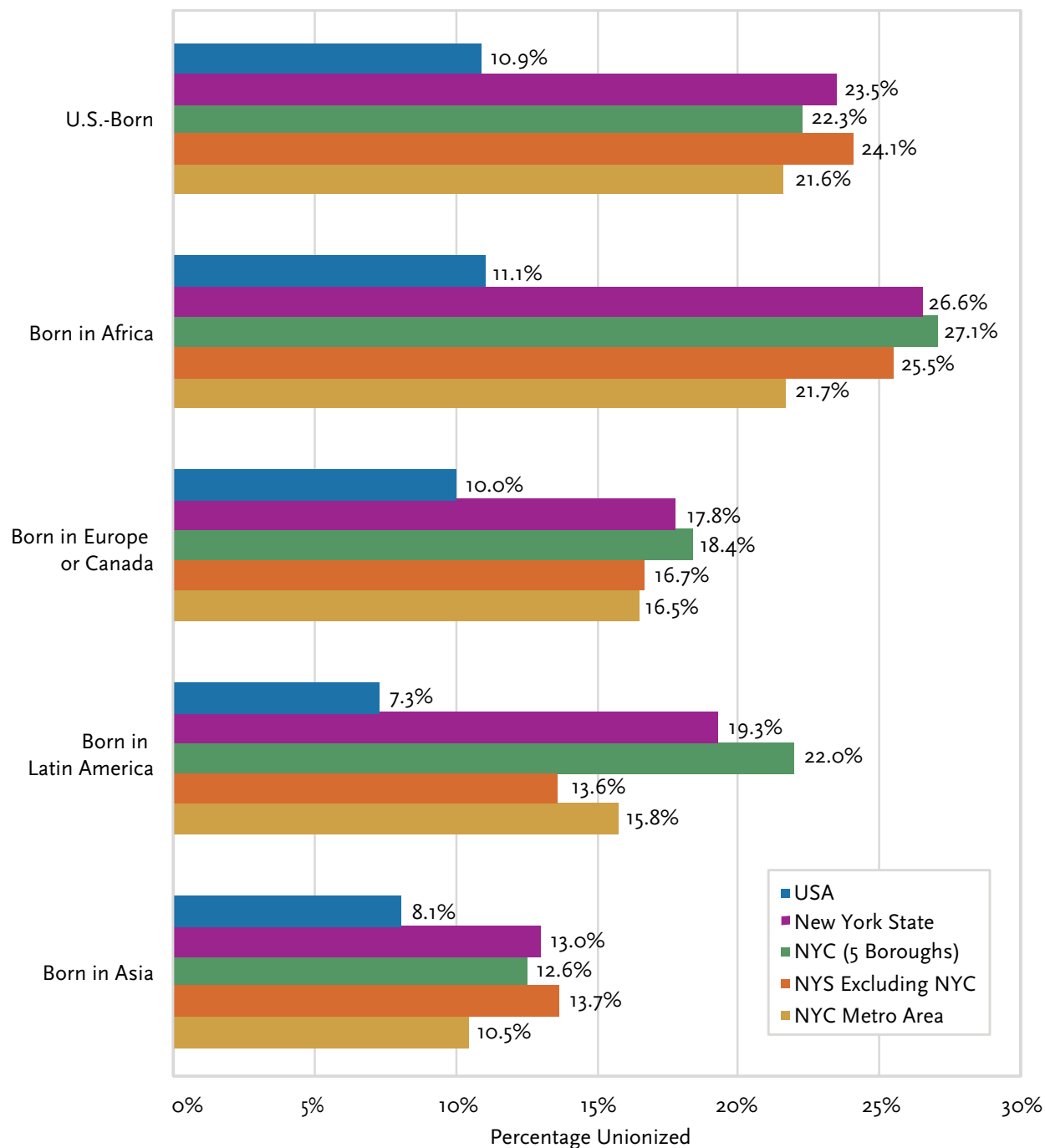


NA = Sample size is insufficient to generate reliable estimates. See footnote 1 in the text.
 Percentages shown for 2024-25 include the 18 months from January 2024 to June 2025.
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2024–June 2025.

discrimination on the basis of immigration status (also prohibited under federal law), guaranteeing time off for members to attend immigration

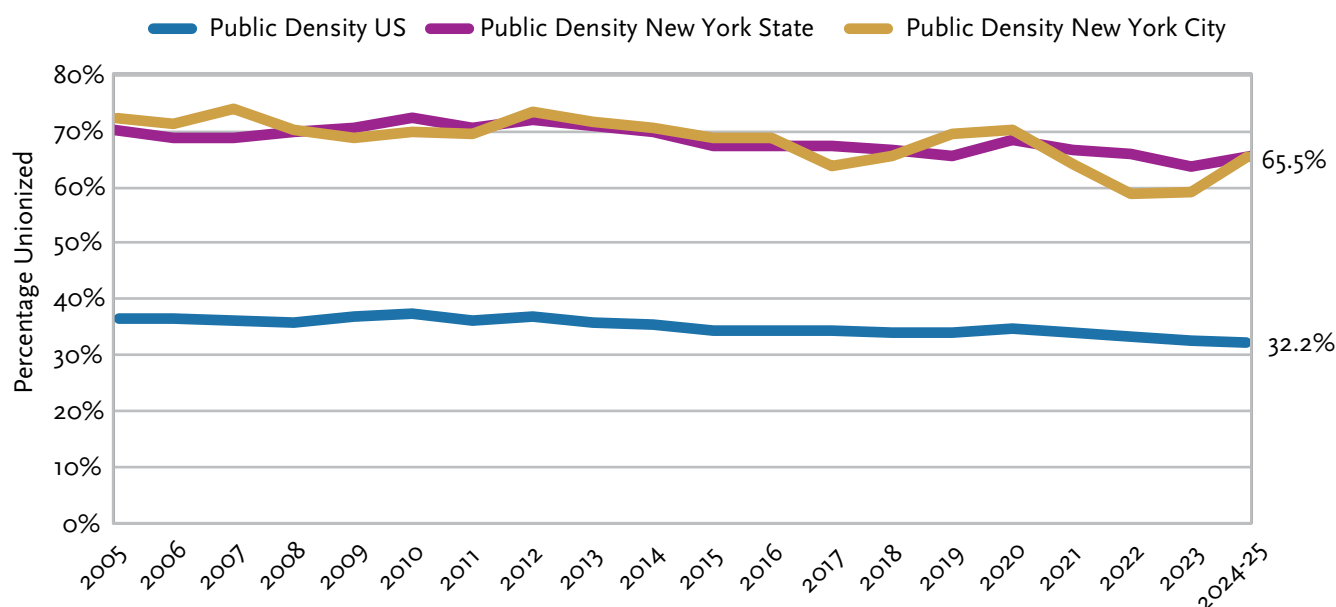
proceedings, or require employers to involve the union in discussions of members' immigration status.⁸

FIGURE B3. UNIONIZATION RATES BY NATIVITY, SELECTED GEOGRAPHICAL AREAS, 2013-25



Percentages shown for 2013-25 include the 150 months from January 2013 to June 2025.
Source: U.S. Current Population Survey, Outgoing Rotation Group, 2013 – June 2025.

FIGURE 1c. PUBLIC-SECTOR UNION DENSITY IN NEW YORK CITY, NEW YORK STATE AND THE UNITED STATES, 2005-25



Percentages shown for 2024-25 include the 18 months from January 2024 to June 2025.
Source: U.S. Current Population Survey, Outgoing Rotation Group, 2024—June 2025.

whole. But regardless of geography, private-sector union density is consistently lower than in the public sector. In New York State the 2024-25 private-sector unionization rate was 11.6 percent, almost double the national average of 5.9 percent but less than a fifth of the State’s public-sector rate, as Figure 3 shows. In the New York City metropolitan area, private-sector density was 11.2 percent in 2024-25, slightly below the statewide private-sector rate. In New York City, private-sector density stood at 13.7 percent in 2024-25, substantially higher than statewide.

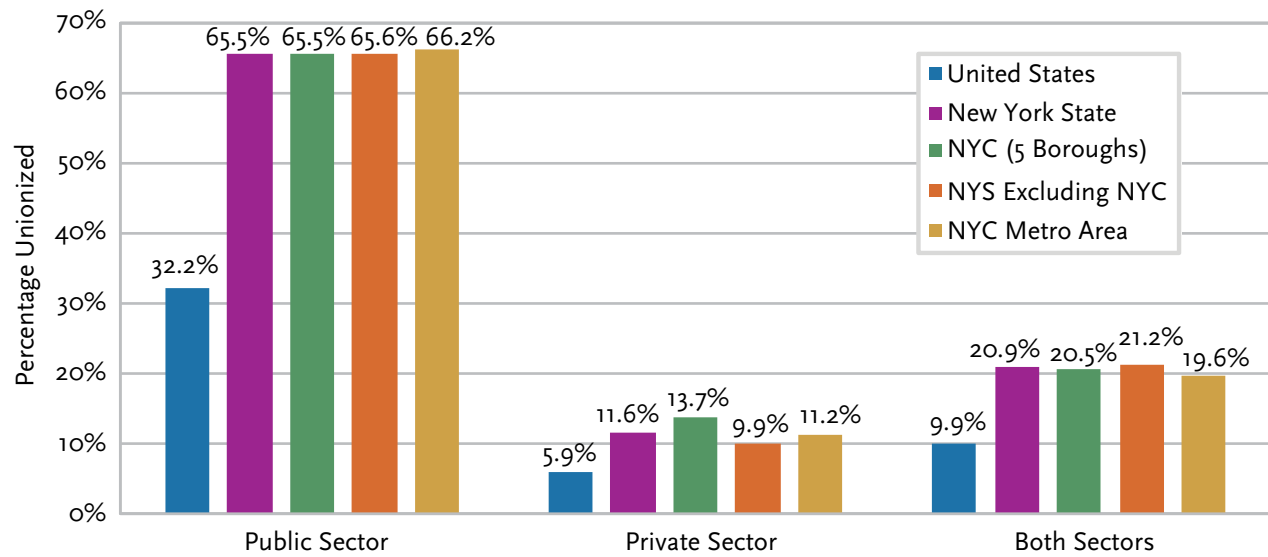
As Figure 3 shows, union density also varies among New York City’s five boroughs, with markedly higher 2024-25 unionization levels among residents of the “outer boroughs” than in the City as a whole. Staten Island and the Bronx have the highest rates, with Brooklyn and Queens lagging behind, and Manhattan with the lowest rate of all. Unfortunately, the CPS sample size is too small to estimate the private- and public-sector rates in Manhattan or Staten Island, or the public-sector rate in the Bronx.

Union Membership by Age, Earnings, and Education

Although younger workers have been highly visible leaders in many recent organizing efforts, overall unionization rates remain much higher for workers aged 35 or more than for their younger counterparts. As Figure 4 shows, the rate for 16–24-year-olds lags far behind that of their older counterparts. In New York City and the New York City metropolitan area, unionization rates are highest for workers aged 55 years or more, slightly lower for those aged 35-54, and far lower for the 25-34-year-old group. Nationally, in upstate New York, and in the State overall, the pattern is slightly different, with a higher unionization rate for 35-to-54-year-olds than for those 55 and over.

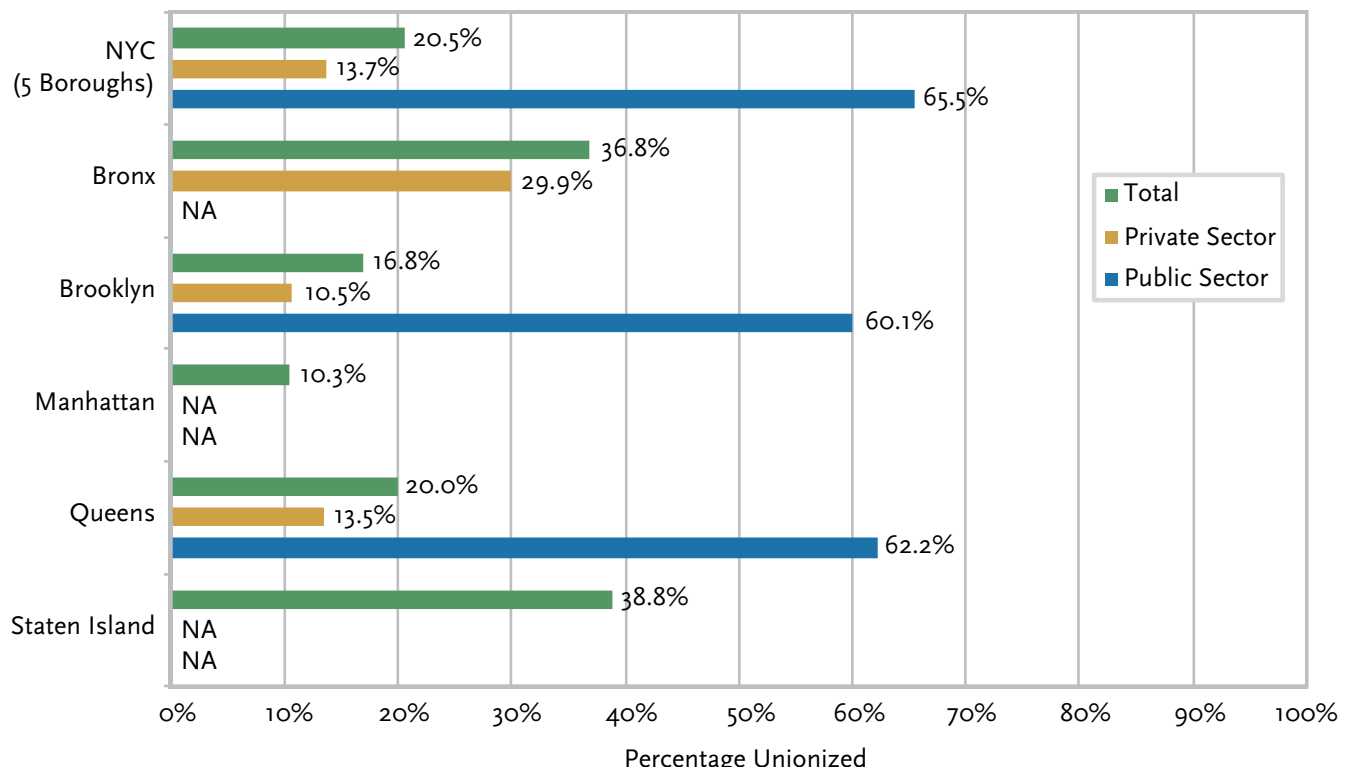
The age gradient shown in Figure 4 reflects the fact that, as Figure 5 shows, unionized jobs provide higher wages, on average, than non-union jobs do.⁷ Higher wages are in turn strongly associated with lower turnover, which tends to skew the unionized workforce toward older, more senior workers. In addition,

FIGURE 2. UNION DENSITY, BY SECTOR, NEW YORK CITY, NEW YORK STATE AND THE UNITED STATES, 2024-25



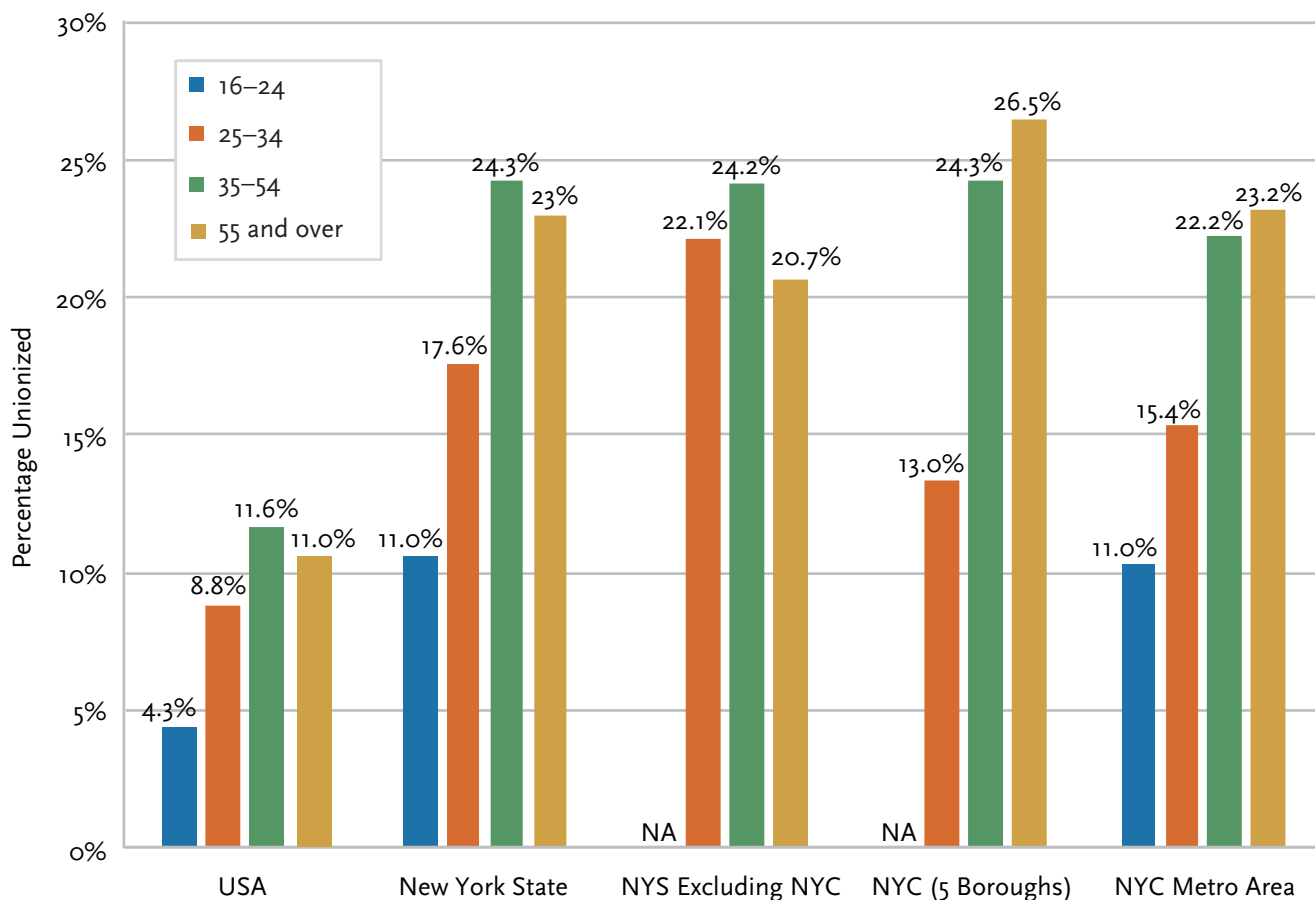
Percentages shown for 2024-25 include the 18 months from January 2024 to June 2025.
Source: U.S. Current Population Survey, Outgoing Rotation Group, 2024—June 2025.

FIGURE 3. UNION DENSITY BY SECTOR, NEW YORK CITY AND ITS BOROUGH, 2024-25



NA = Sample size is insufficient to generate reliable estimates. See footnote 1 in the text.
Percentages shown for 2024-25 include the 18 months from January 2024 to June 2025.
Source: U.S. Current Population Survey, Outgoing Rotation Group, 2024—June 2025.

FIGURE 4. UNIONIZATION RATES BY AGE, SELECTED GEOGRAPHICAL AREAS, 2024-25



NA = Sample size is insufficient to generate reliable estimates. See footnote 1 in the text.
 Percentages shown for 2024-25 include the 18 months from January 2024 to June 2025.
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2024—June 2025.

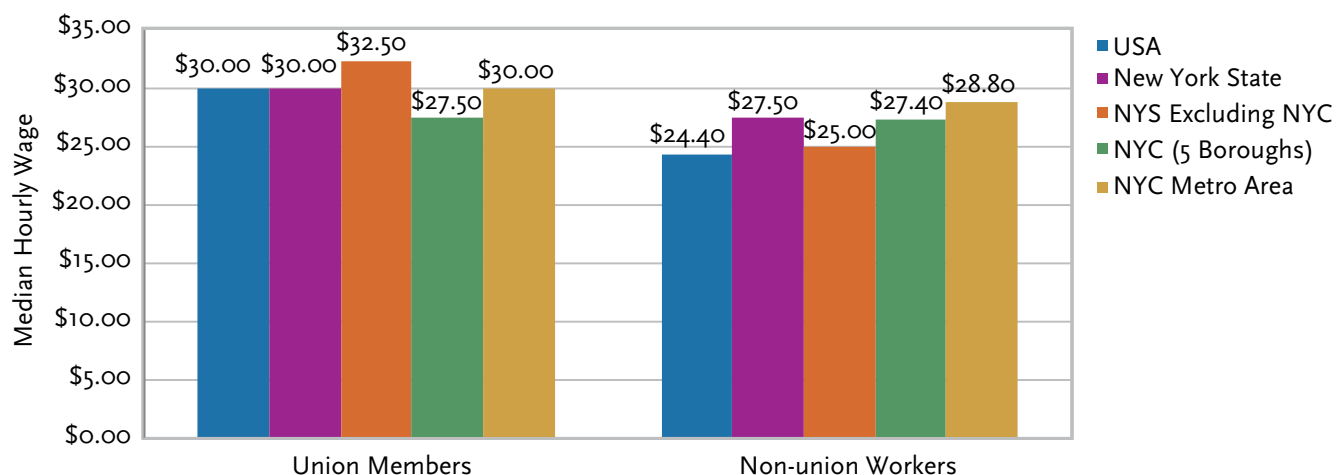
unionized jobs generally offer more job security than nonunion jobs, further reducing turnover and further skewing the age distribution of unionized workers.

Figure 6 shows that in 2024-25—contrary to enduring stereotypes—in New York City, New York State, the New York City metropolitan area and the nation as a whole, college-educated workers had higher unionization rates than those with less education. In New York City and the New York City metropolitan area, the group with “some college”—education beyond high school but short of a four-year degree—has the highest unionization rate among the categories shown. By contrast, in upstate New York, the rate was slightly higher for high

school graduates than for those with some college. Nationally, workers who lack high-school degrees had the lowest unionization rates of all (sample sizes are too small to determine whether or not this is the case for New York City and State.).

Decades ago, the typical union member was a blue-collar worker with limited formal education. But the data in Figure 6 reflect the fact that college attendance rates have increased steadily over time, and that in the 21st century mid-level professionals in fields like education and public administration—most of whom have attended college—tend to be more highly unionized than other workers. Recent union organizing in the private sector has also

FIGURE 5. MEDIAN HOURLY WAGE, UNION MEMBERS AND NON-UNION WORKERS, SELECTED GEOGRAPHICAL AREAS, 2024-25

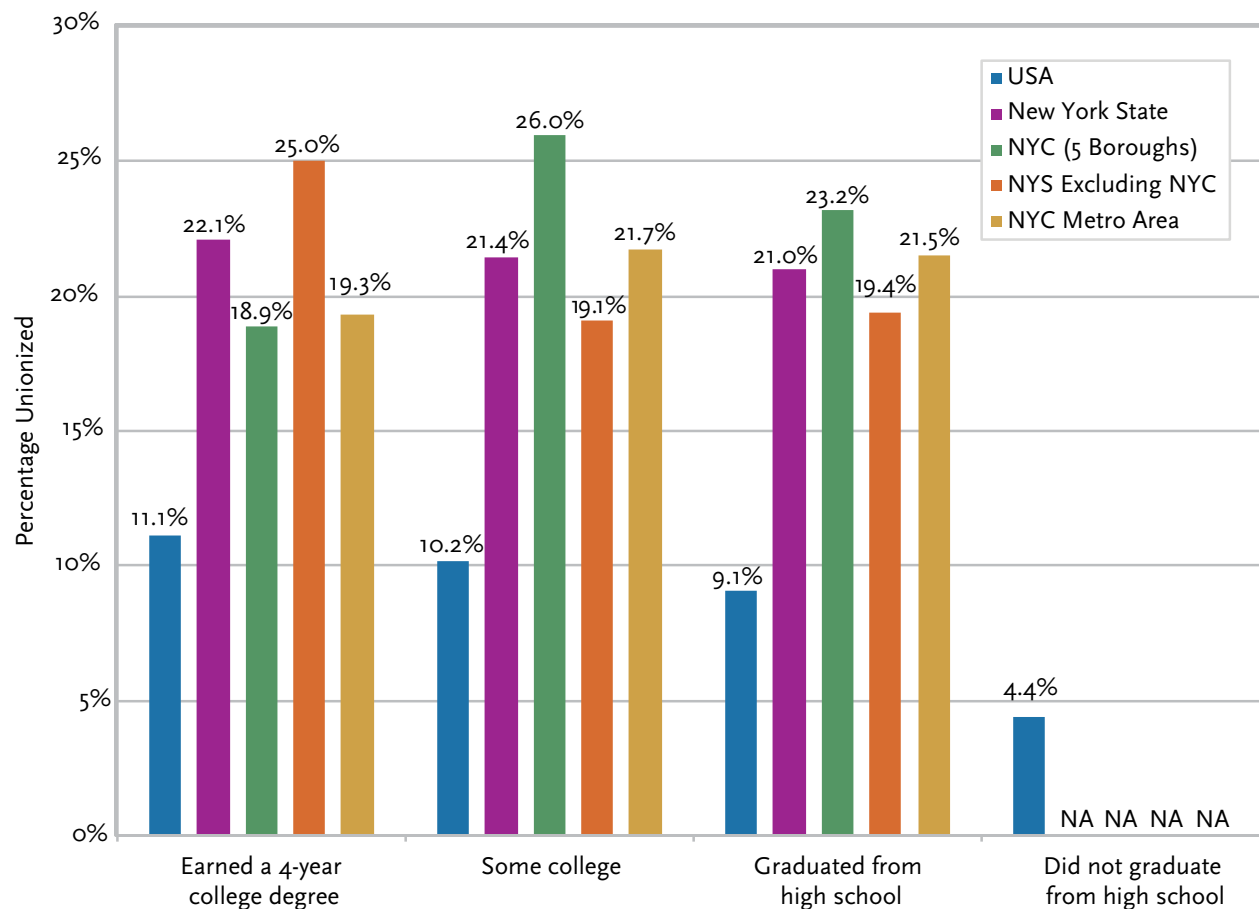


Figures reflect preliminary estimates, in 2024 dollars.

Wages shown for 2024-25 include the 18 months from January 2024 to June 2025.

Source: U.S. Current Population Survey, Outgoing Rotation Group, 2024—June 2025.

FIGURE 6. UNIONIZATION RATES BY EDUCATION, SELECTED GEOGRAPHICAL AREAS, 2024-25



NA = Sample size is insufficient to generate reliable estimates. See footnote 1 in the text.

Percentages shown for 2024-25 include the 18 months from January 2024 to June 2025.

Source: U.S. Current Population Survey, Outgoing Rotation Group, 2024—June 2025.

disproportionately involved college-educated workers (especially in urban areas), although the scale of that organizing is still modest.

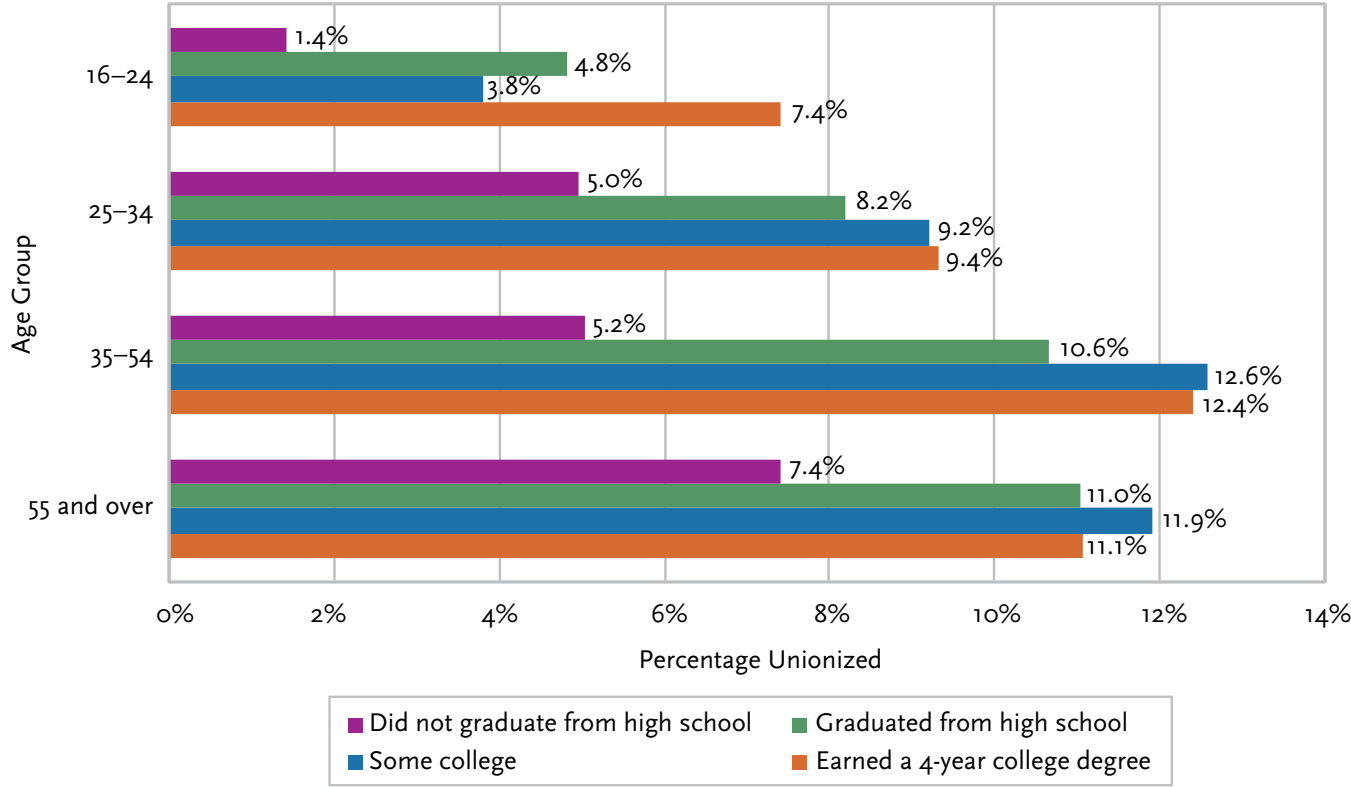
Nationally, as Figure 7 shows, the unionization rate in 2024-25 was 12.6 percent for workers aged 35-54 with some college, and 12.4 percent for those in that age group with four-year degrees. Although due to small sample sizes the data are less complete for New York State, the New York City metropolitan area, and New York City (none of which are included in Figure 7), the pattern is generally similar. In New York City in 2024-25, the unionization rate was 35.2 percent for those aged 35-54 with some college, and 22.8 percent for those in that age group with four-year degrees. By contrast, in upstate New York those aged 35-54 with four-year degrees had the highest

unionization rate, 27.6 percent, compared to 21.4 percent for those with “some college” (not shown in Figure 7).

Industry Variation in Unionization Rates

In 2024-25 more than half (56.5 percent) of all unionized workers in the United States were in three basic industry groups: educational services, healthcare and social assistance, and public administration, as Table 1 shows. In New York State and the New York City metropolitan area, those three industry groups account for an even larger share of unionized workers (67.4 percent and 64.9 percent, respectively). The main driver of this deviation is that the share of union membership accounted for by the healthcare and social assistance industry group is far greater in New York than nationally.

FIGURE 7. UNIONIZATION RATES BY AGE AND EDUCATION, UNITED STATES, 2024-25



Percentages shown for 2024-25 include the 18 months from January 2024 to June 2025.
Source: U.S. Current Population Survey, Outgoing Rotation Group, 2024—June 2025.

These industry groups include large numbers of public-sector workers (although in healthcare a majority are in the private sector, as are over one-third of those employed in education). It is also noteworthy that, in contrast to many traditional union strongholds, all three of these industries include relatively large numbers of college-educated workers.

Table 2 shows the composition of wage and salary *employment* by industry group for the same 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 substantially 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 in each industry group, as shown in Table 1) for the New York City metropolitan area, the State and the nation. Unionization rates vary widely across the industry groups shown. Nationally, education, public administration, and transportation and utilities are the most highly unionized industry groups. As noted above, healthcare and social assistance is also relatively highly unionized in the New York City metropolitan area and in New York State, although in the United States as a whole, the unionization rate for healthcare and social assistance is only slightly above the private-sector average. Nationally, the other outstanding high-density industry is construction, which has a higher unionization rate than that in healthcare and social assistance. Union density nationally is consistently low—in the single digits—in manufacturing, wholesale and retail trade; leisure and hospitality; information services; and in finance, insurance, and real estate.

**TABLE 1: COMPOSITION OF UNION MEMBERSHIP BY INDUSTRY GROUP,
FOR SELECTED GEOGRAPHICAL AREAS IN NEW YORK AND THE UNITED STATES, 2024-25**

Industry Group	USA	New York State	NYS Excl. NYC	NYC Metro Area
Construction	7.2%	6.4%	7.1%	6.3%
Manufacturing	7.9%	NA	NA	NA
Wholesale and retail trade	5.3%	3.9%	NA	4.7%
Transportation and utilities	13.2%	8.0%	8.8%	9.5%
Information services	1.2%	NA	NA	NA
Finance, insurance and real estate	1.1%	NA	NA	NA
Professional and business services	3.1%	3.5%	NA	4.4%
Educational services	28.3%	31.2%	36.7%	31.1%
Healthcare and social assistance	12.4%	20.5%	14.0%	19.6%
Leisure and hospitality	2.8%	NA	NA	3.5%
Other services	1.2%	NA	NA	NA
Public administration	15.8%	15.7%	17.9%	14.2%
TOTAL of education, health and public admin	56.5%	67.4%	68.6%	64.9%

NA = Sample size is insufficient to generate reliable estimates. See footnote 1 in the text.
Percentages shown for 2024-25 include the 18 months from January 2024 to June 2025.
Source: U.S. Current Population Survey, Outgoing Rotation Group, 2024—June 2025.

TABLE 2: COMPOSITION OF WAGE AND SALARY EMPLOYMENT BY INDUSTRY GROUP, FOR SELECTED GEOGRAPHICAL AREAS IN NEW YORK AND THE UNITED STATES, 2024-25

Industry Group	USA	New York State	NYS Excl. NYC	NYC (5 Boroughs)	NYC Metro Area
Construction	6.4%	6.1%	6.9%	5.1%	5.9%
Manufacturing	10.1%	4.9%	7.1%	2.1%	4.9%
Wholesale and retail trade	12.6%	10.4%	11.8%	8.6%	10.5%
Transportation and utilities	6.2%	5.6%	5.6%	5.5%	6.1%
Information services	1.7%	2.8%	2.2%	3.5%	3.0%
Finance, insurance and real estate	5.7%	7.5%	5.9%	9.7%	8.4%
Professional and business services	12.4%	12.6%	10.6%	15.3%	14.8%
Educational services	9.9%	12.3%	14.1%	10.1%	11.7%
Healthcare and social assistance	15.0%	19.1%	17.2%	21.6%	17.9%
Leisure and hospitality	8.9%	8.6%	7.7%	9.8%	8.0%
Other services	4.2%	3.9%	3.8%	3.9%	3.7%
Public administration	5.6%	5.6%	6.3%	4.7%	4.8%
TOTAL	98.7%	99.4%	99.2%	99.9%	99.7%

NOTE: Totals may not sum due to rounding.

NA = Sample size is insufficient to generate reliable estimates. See footnote 1 in the text.

Percentages shown for 2024-25 include the 18 months from January 2024 to June 2025.

Source: U.S. Current Population Survey, Outgoing Rotation Group, 2024—June 2025.

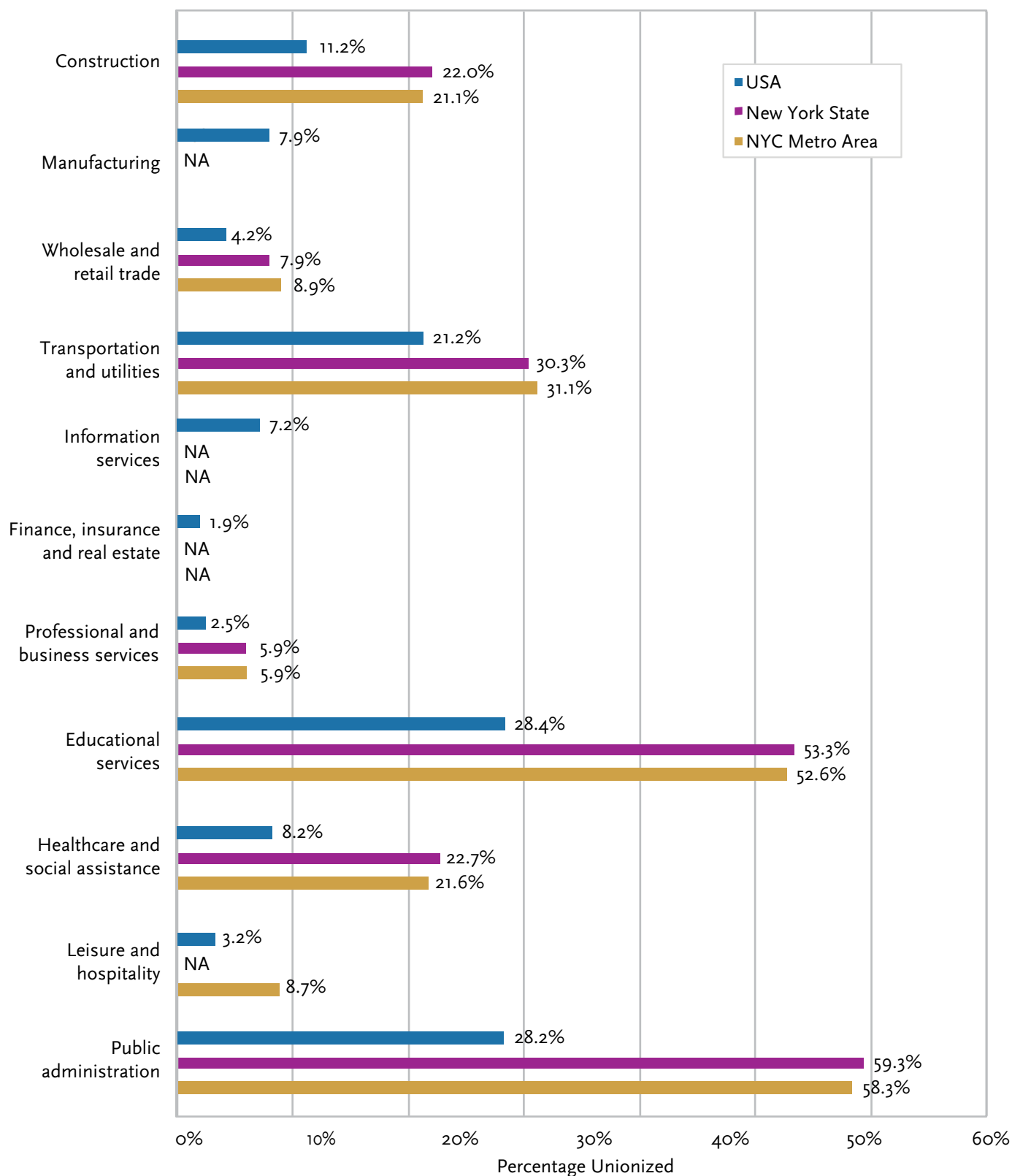
Because these industry group data are highly aggregated, they obscure the complexity of the City, State and nation’s markedly uneven industry patterns of unionization. The limited sample size of the CPS restricts our ability to capture that complexity for 2024-25. For that reason, we created a different dataset that consolidates CPS data over a much longer period, the twelve-and-a-half years from January 2013 to June 2025, inclusive. This 150-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, however, the unionization rates derived from this dataset differ somewhat from those shown in Figure 8 for 2024-25.⁸

Table 3 summarizes the 2013-2025 data for 41 industry groups, showing unionization rates in the New York City metropolitan area, New York State, and the United States as a whole. For all but one of the industry groups shown for which data are available, in this period the State had far higher union density than in the nation. The only exception is “air

transportation,” in which the rate in the State was marginally lower than in the nation. In the New York City metropolitan area, the unionization rates for the residual categories “other transportation” and “other manufacturing” were slightly below the State and national rates.

In 9 of the 35 industries shown for which sample sizes are sufficiently large to permit reliable estimates, 2013-2025 unionization rates were at least 25 percent in the New York City metropolitan area: utilities; air transportation; bus service and urban transit; postal service transportation; couriers and messengers; elementary and secondary schools; hospitals; nursing care facilities; and public administration. These same 9 industries also had rates at or above 25 percent in New York State. Union density in construction; paper products and printing; wired and other telecommunication; “other transportation”; and “other educational services” also met the 25 percent threshold in the State (but not in the metropolitan area). In the case of air transportation and postal service transportation, these high unionization rates are the product of

FIGURE 8. UNIONIZATION RATES BY INDUSTRY GROUP, SELECTED GEOGRAPHICAL AREAS, 2024-25



NA = Sample size is insufficient to generate reliable estimates. See footnote 1 in the text.
 Percentages shown for 2024-25 include the 18 months from January 2024 to June 2025.
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2024—June 2025.

national-level collective bargaining, while for the other industries they reflect union strength in local and/or regional labor markets.

Union contracts may no longer set the wage standard for the New York workforce as a whole, but they continue to do so in key industries like hospitals, nursing care facilities and telecommunications, as well as in public-sector industries like transit, education, home healthcare (the unionized portion of which is publicly funded) and public administration.

That said, the portrait of industry-specific unionization rates shown in Table 3 fails to capture some important points of differentiation. A notable example is the variations among construction industry segments: commercial construction is far more unionized than its residential counterpart in the metropolitan area, the State and the nation alike. Similarly, while traditional supermarkets are still highly unionized, most other types of retail grocery stores are not.

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.⁹ For example, educational services, as well as healthcare and social assistance, both of which have very high unionization rates, disproportionately employ female workers. This helps explain why the 2024-25 unionization rates for women in New York City, the New York metropolitan area, upstate New York, and New York State were higher than those of men, as Figure 9 shows. The male unionization rate was slightly above that of females in 2024-25 in the United States as a whole, but the national gender gap is relatively small by historical standards.

Unionization rates also vary by race and ethnicity, as Figure 10 shows. Like the gender dynamic, this reflects differential racial and ethnic patterns of employment across industries. Blacks are the most

highly unionized group in all of the five geographical entities shown, in large part reflecting their disproportionate concentration in public-sector employment, in which (as shown above) unionization rates are far higher than in the private sector. This effect is further amplified in New York City—where the Black unionization rate is almost double that of whites—largely because of the large and highly unionized public transit sector, in which Blacks are overrepresented. In New York City and in the New York City metropolitan area, Latino workers had a higher unionization rate than non-Latino whites or non-Latino Asian/Pacific Islanders in 2024-25; but nationwide, non-Latino whites had a slightly higher unionization rate than their Latino counterparts did (and non-Latino Asian/Pacific Islanders' rate was equal to that of Latino workers).

Unionization rates vary with nativity as well, as shown in Figure 11. In 2024-25, foreign-born workers' unionization rate was slightly higher than that of U.S.-born workers in New York City. U.S.-born workers had a higher unionization rate than their foreign-born counterparts in the other four geographical areas shown, however, reflecting the fact that relatively few foreign-born workers are employed in the highly unionized public sector. New York City is different from the other geographical entities shown because it has a larger concentration of immigrants who arrived in the United States decades ago, many of whom are naturalized U.S. citizens; immigrants in this group are often employed in the public sector and far more likely to be union members than recent arrivals. The unionization rates of immigrant workers are discussed in more detail in the special feature on pp. 4–7.

Conclusion

Actively recruiting new members into the ranks of the labor movement, as many dedicated labor organizers have done in recent years, is the primary means by which unions themselves can act to increase the unionization level. Indeed, this is one potential

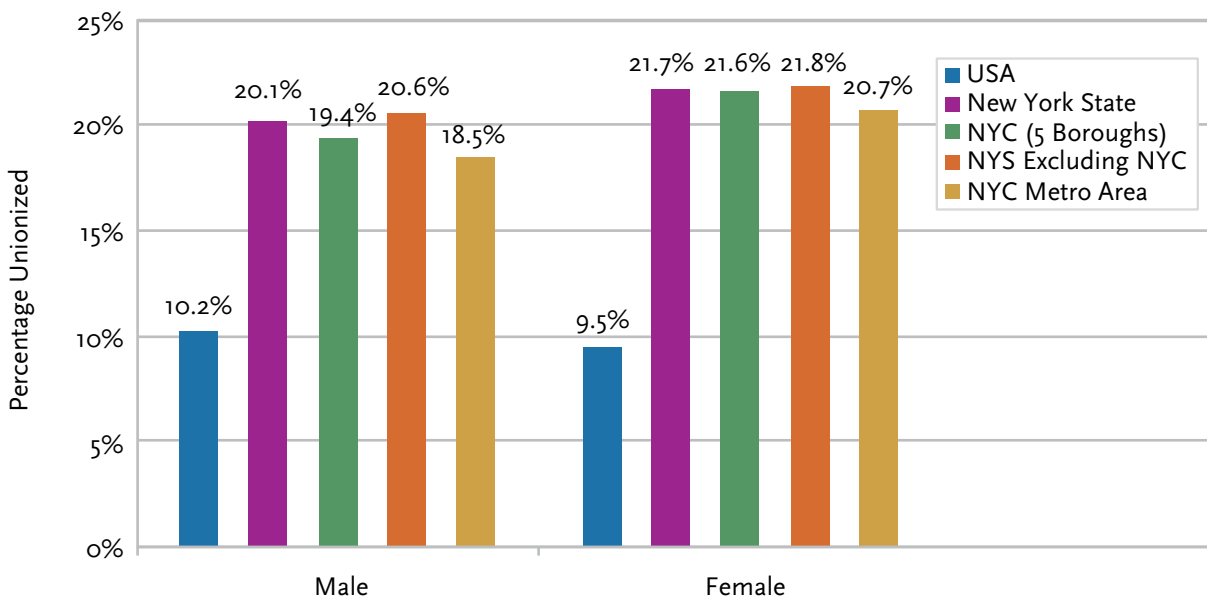
TABLE 3. UNIONIZATION RATES BY INDUSTRY, NEW YORK CITY, NEW YORK STATE, AND THE UNITED STATES, 2013-2025

Industry	New York Metro	New York State	United States
TOTAL (All Industries)	19.9%	22.6%	10.5%
Agriculture and mining	NA	NA	3.5
Utilities	42.4	41.2	23.1
Construction	24.5	26.9	13.4
Food manufacturing	NA	11.8	11.3
Textile and apparel manufacturing	NA	NA	3.4
Paper products and printing	NA	27.6	11.3
Other manufacturing	6.5	12.1	8.3
Wholesale grocery and beverages	13.1	14.9	8.6
Other wholesale trade	5.3	6.8	2.5
Retail grocery stores	23.4	19.3	15.1
Pharmacy and drug stores	10.9	NA	4.6
Department and discount stores	NA	NA	2.7
Other retail trade	4.1	4.6	1.9
Air transportation	42.2	38.2	38.9
Truck transportation	14.6	18.5	8.2
Bus service and urban transit	60.3	60.8	39.6
Postal service (transportation)	73.7	76.3	62.8
Couriers and messengers	25.4	28.3	20.1
Other transportation	24.9	26.3	26.1
Newspaper, periodical and book publishing	NA	NA	5.3
Motion pictures and video	19.1	19.6	12.9
Radio, television and cable	17.2	20.1	7.9
Wired and other telecommunication	21.9	30.2	12.9
Other information services	21.4	NA	14.9
Finance, insurance and real estate	6.9	8.5	2.4
Building and security services	13.0	14.8	5.0
Other management and professional services	3.5	5.0	1.9
Elementary and secondary schools	62.3	65.7	38.7
Other educational services	23.7	25.8	12.5
Offices of physicians and other health providers	5.7	6.5	2.9
Hospitals	33.8	36.9	13.5
Nursing care facilities	26.9	28.8	6.5
Home healthcare services	23.7	24.4	6.9
Child day care services	10.5	13.4	3.6
Other healthcare and social assistance	20.0	21.6	8.7
Performing arts, museums and sports	23.0	24.2	11.4
Amusement, gambling and recreation	6.8	6.6	4.9
Hotels and accommodation	23.7	21.2	7.2
Restaurants, food service & drinking places	3.5	3.3	1.5
Other services	6.3	7.0	2.9
Public administration	58.4	62.2	29.8

NA = Sample size is insufficient to generate reliable estimates. See footnote 1 in the text.

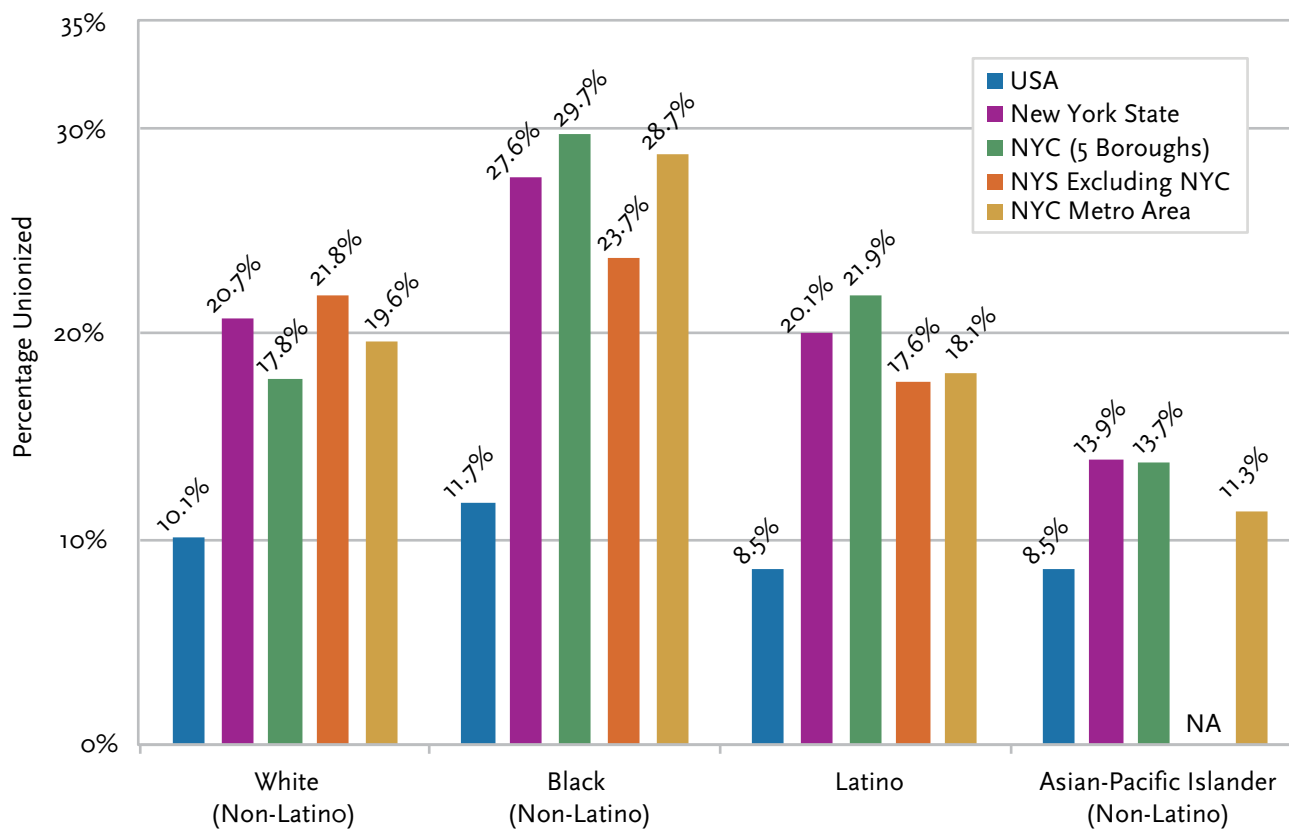
Source: U.S. Current Population Survey, Outgoing Rotation Group, 2013—June 2025.

FIGURE 9. UNIONIZATION RATES BY GENDER, SELECTED GEOGRAPHICAL AREAS, 2024-25



Percentages shown for 2024-25 include the 18 months from January 2024 to June 2025.
Source: U.S. Current Population Survey, Outgoing Rotation Group, 2024—June 2025.

FIGURE 10. UNIONIZATION RATES BY RACE AND ETHNICITY, SELECTED GEOGRAPHICAL AREAS, 2024-25



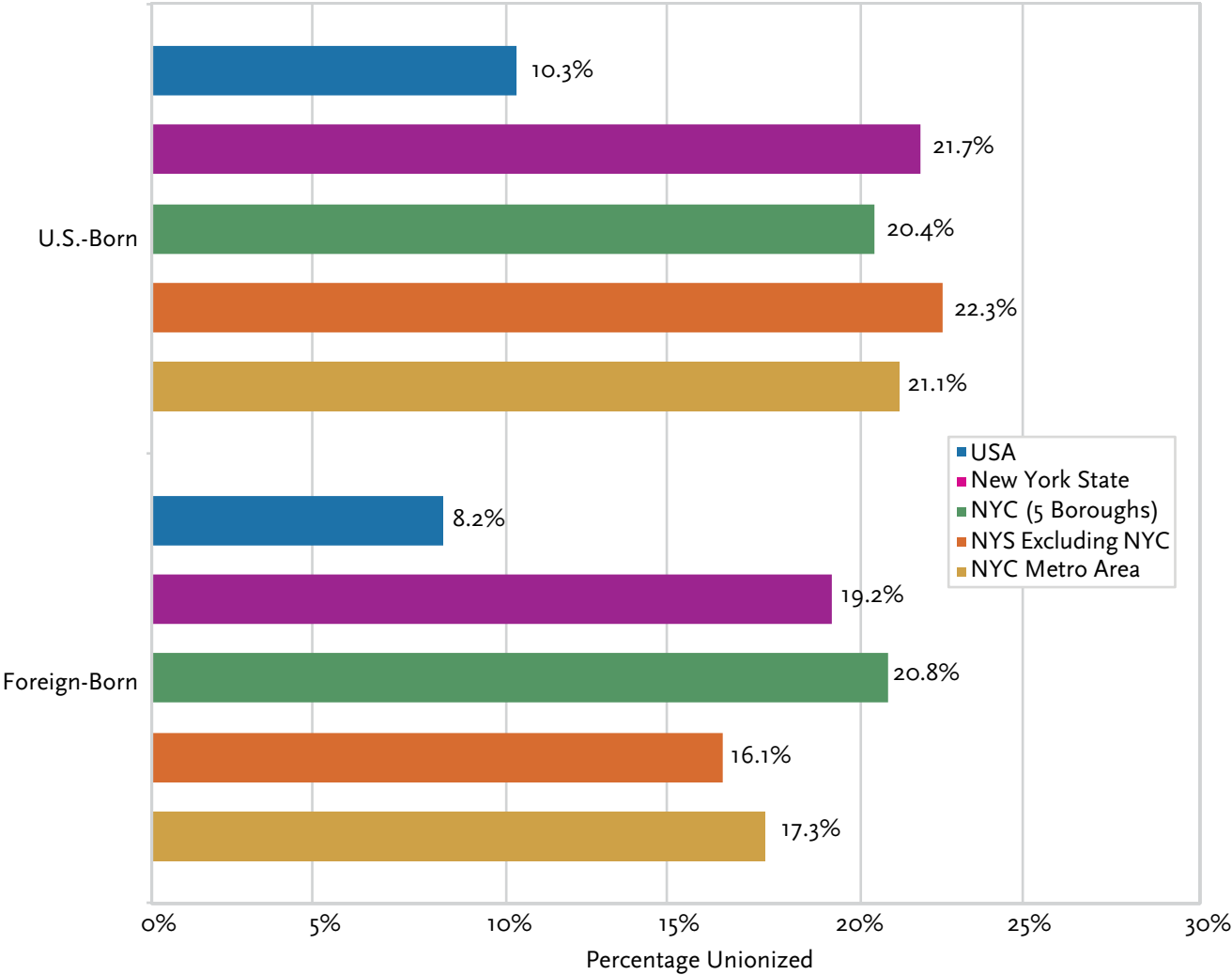
NA = Sample size is insufficient to generate reliable estimates. See footnote 1 in the text.
Percentages shown for 2024-25 include the 18 months from January 2024 to June 2025.
Source: U.S. Current Population Survey, Outgoing Rotation Group, 2024—June 2025.

counterweight to the downward trend in organized labor's influence, although only if it can be scaled up. As noted above, the organizing uptick over the past few years has been insufficient to make a difference in the overall picture, despite the extensive media and public attention it has attracted.

Moreover, many other factors outside the control of the labor movement 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.

FIGURE 11. UNIONIZATION RATES BY NATIVITY, SELECTED GEOGRAPHICAL AREAS, 2024-25



NA = Sample size is insufficient to generate reliable estimates. See footnote 1 in the text.
 Percentages shown for 2024-25 include the 18 months from January 2024 to June 2025.
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2024—June 2025.

Privatization and subcontracting, both of which typically involve a shift from union to non-union status for affected workers, further complicate the picture. 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 even far more extensive effort. This is why the recent uptick in union organizing has not impacted the overall density rates.

As we have seen, New York City and State’s unionization levels have been far higher than those in other parts of the nation—roughly double the national average—in recent years. However, this was not the case in the mid-20th century, when U.S. unionization was at a record high. In 1953, 34.4 percent of New York State’s workers were unionized, only slightly above the 32.6 percent national level.¹⁰ Although since then organized labor has more than held its own in 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 twelve percentage points above the 2024-25 level (13.7 percent), and statewide the figure was 24.0 percent as recently as 1983 (compared to 11.6 percent in 2024-25).¹¹

As union strength in the private sector has ebbed, the ratio of public- to private-sector unionization in New York City and State has soared to record highs. That ratio has potentially serious implications. In labor’s glory days, a strongly unionized private sector helped foster a social-democratic political culture in New York City.¹² The decline in private-sector density is among the factors that have threatened to undermine that tradition in recent years. Even in the public sector (albeit to a far lesser extent than in the rest of the nation) unions in New York have lost some ground and have been increasingly on the political defensive. They were unable to negotiate new contracts for several years after the Great Recession; for years that impasse deprived most City workers of significant increases in compensation, with longer-term consequences.

More generally, even taking into account New York City’s and State’s unusually high union density levels—the highest of any major U.S. city and the second-highest of any state—organized labor continues to face daunting challenges. Yet unions continue to offer substantial protection to a diverse population of workers in the City and State, including teachers and other professionals, as well as large numbers of women, racial-ethnic minorities, and immigrants in both professional and nonprofessional jobs. And the recent surge of interest in organizing and the growth in public support for organized labor may also augur well for the coming years.

Notes

1 <https://news.gallup.com/poll/650147/democratic-party-seen-better-union-members.aspx>

2 <https://www.epi.org/publication/rise-of-the-union-curious/#epi-toc-5>

3 This report (apart from the Appendix) is based on analysis of the U.S. Current Population Survey (CPS) Outgoing Rotation Group data for calendar year 2024 and the first six months of 2025. We created a merged dataset from the 18 monthly surveys conducted from January 2024 to June 2025, inclusive; the 2024-25 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. CPS data used in this report come from the University of Minnesota's IPUMS CPS, available at www.ipums.org. 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., 2019). See also unionstats.com where Hirsch and Macpherson post annual updates (in contrast to the Data Book, which was discontinued after 2019). To ensure reliability, given the limitations of the CPS dataset, we report unionization rates only for subgroups that have a minimum of 50 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, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2023 and 2024, 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, January 2014–June 2015, January 2015–June 2016, January 2016–June 2017, January 2017–June 2018, January 2018–June 2019, January 2019–June 2020, January 2020–June 2021, January 2021–June 2022, January 2022–June 2023, and January 2023–June 2024 respectively. These earlier reports are available at <http://www.ruthmilkman.info/reports>.

4 For the state rankings, see Table 5 of <https://www.bls.gov/news.release/pdf/union2.pdf>.

5 An estimated 745,169 union members resided in New York City's five boroughs in 2024-25, while the statewide total is estimated at 1,749,740. 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.) As noted in the text, all geographical data in the CPS (and in this report) refer to respondents' place of residence—which often differs from 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 an 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; a group that captures some commuters but also includes many individuals who are employed outside New York City.

6 Throughout this report, unless otherwise indicated, we use the term “New York metropolitan area” to denote the New York-Newark, NY-NJ-CT-PA Combined Statistical Area (CSA), based on the CSA definitions introduced in 2023. The New York-Newark CSA includes the following counties (in addition to the five boroughs of New York City proper): Dutchess, Nassau, Orange, Putnam, Rockland, Suffolk, Sullivan, Ulster and Westchester Counties, New York; Bergen, Essex, Hudson, Hunterdon, Mercer, Middlesex, Monmouth, Morris, Ocean, Passaic, Somerset, Sussex and Union Counties, New Jersey; Greater Bridgeport and Western Connecticut Planning Regions, Connecticut; and Pike County, Pennsylvania. For details, see <https://www.whitehouse.gov/wp-content/uploads/2023/07/OMB-Bulletin-23-01.pdf>.

7 To estimate median hourly wages, we used the top and bottom-coding methodology developed by the Economic Policy Institute (2019) available at <https://www.epi.org/data/methodology/>.

8 Since unionization has declined somewhat since 2013 (see Figures 1a-1c), the results of this analysis overestimate the actual levels of density for each industry shown in Table 3.

9 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 primarily 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.

10 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.

11 The 1986 private-sector figure is 25.3% 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 unionstats.com. 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.

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

Notes for Special Feature

1. Andy Cerda, "Key Facts about Union Members and the 2024 Election," *Pew Research Center*, October 17, 2024. <https://www.pewresearch.org/short-reads/2024/10/17/key-facts-about-union-members-and-the-2024-election/>

2. See Natascha Elena Uhlmann and Keith Brower Brown, "Building Trades Unions are Split in Their Response to Trump," *Jacobin*, July 25, 2025. <https://jacobin.com/2025/07/building-trades-unions-trump-immigrants>

3. Lydia Saad, "Surge in U.S. Concern about Immigration Has Abated," *Gallup*, July 11, 2025. <https://news.gallup.com/poll/692522/surge-concern-immigration-abated.aspx>

4. "Unions Tell Governor, Legislature to Pass New York for All Act 'As Soon As Possible,'" *Immigrant Defense Project*, April 24, 2025. <https://www.immigrantdefenseproject.org/unions-tell-governor-legislature-to-pass-new-york-for-all-act-as-soon-as-possible/> For more details on the proposed measure, see also: "Protect Immigrant Communities Across New York," *New York For All*. March 2024. [https://www.nyic.org/wp-content/](https://www.nyic.org/wp-content/uploads/2024/04/240412-OnePager-NY4All-ENG-all-logos.pdf)

[uploads/2024/04/240412-OnePager-NY4All-ENG-all-logos.pdf](https://www.nyic.org/wp-content/uploads/2024/04/240412-OnePager-NY4All-ENG-all-logos.pdf)

5. Lydia DePillis, "How Labor Unions Came to Define the L.A. Immigration Protests," *New York Times*, June 11, 2025. <https://www.nytimes.com/2025/06/11/business/economy/la-protests-immigrants-unions.html>

6. Uhlmann and Brown, "Building Trades Unions are Split..." *op. cit.*

7. Joint Economic Committee, "Unions Protect Employment and Raise Earnings, Including for Workers Who are Immigrants," June 14, 2023. <https://www.jec.senate.gov/public/index.cfm/democrats/2023/6/unions-protect-employment-and-raise-earnings-including-for-workers-who-are-immigrants>

8. For a detailed analysis of such contract provisions in collective bargaining agreements in the early 2020s, see Mimi Goldberg, "Quizás Se Puede: Evaluating Union Success in Incorporating Immigrant Workers," *Harvard Civil Rights-Civil Liberties Law Review* 59 (2024): 303-24.

Appendix*

The table below is compiled from a variety of sources and indicates the number of members claimed by individual labor unions with jurisdictions in New York City-based workplaces. Unlike the Current Population Survey (CPS) data that serve as the basis for the rest of this report, which estimate the number of New York City residents who are union members, the data in this Appendix show the number of unionized jobs in New York City.

For a variety of reasons, the total number of union members in New York City shown in the table below is higher than the CPS-based estimate of 745,000 cited on page 2 of this report. Perhaps the most important factor causing this discrepancy 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 jobs in other locations. All these factors help account for the fact that the total shown in the table below is greater than the CPS estimate cited above. Another factor operates 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 the greater error is likely to be in the opposite direction.)

*The data in this table were compiled from the most recent available LM-2/3/4 forms (typically from 2024) and other sources by Joseph van der Naald. Thanks to Ed Ott for assistance with this effort.

UNION NAME	Reported Membership
Amalgamated Transit Union ^c	14,445
American Federation of Government Employees ^c	1,677
American Federation of Musicians ^b	6,172
American Federation of School Administrators — Council of Supervisory Associations	6,542
American Federation of State, County and Municipal Employees ^c	130,790
American Federation of Teachers ^{a, c} (includes 19,502 members of PSC-CUNY, 121,791 in the NYC UFT, and 649 in the American Association of University Professors ^c)	155,418
American Postal Workers Union	7,962
American Train Dispatchers Association ^a	235
Anti-Defamation League Staff Association	162
Associated Actors and Artistes of America ^{b, c} (includes 17,499 members of Actors Equity Association; 855 members of the American Guild of Musical Artists; and 40,202 members of SAG-AFTRA)	58,781
Association of Commuter Rail Employees ^a	2,227
Association of Legislative Employees ^a	196
Association of Surrogates and Supreme Court Reporters Within the City of New York ^a	275
Bakery, Confectionery, Tobacco Workers and Grain Millers International Union ^c	1,289
Benefit Fund Staff Association	462
Brotherhood of Security Personnel	17
Brotherhood of Railroad Signalmen ^a	881

UNION NAME	Reported Membership
Building and Construction Trades Department ^b	129
Campaign Workers Guild ^a	70
Citywide Association of Law Assistants of the Civil, Criminal and Family Courts ^a	300
Civilian Technicians Association	2
Communication Workers of America ^{a, c} (includes 4,988 members of the NewsGuild of New York)	27,683
Co-Op City Police Benevolent Association	59
Court Attorneys Association of the City of New York ^a	230
EMS Superior Officers Association ^a	53
Faculty Interest Committee of Ethical Culture Fieldston School	280
Fordham Law School Bargaining Committee	80
Friends Seminary Teachers Association	107
Furniture Liquidators of New York	8
Harper Collins Sales Association	23
Independent Association of Legal Workers	2
Independent Guard Union	1
Industrial Workers of the World	412
International Alliance of Theatrical Stage Employees ^{b, c}	23,283
International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers ^b	7,182
International Association of Fire Fighters ^a	8,543
International Association of Heat and Frost Insulators and Allied Workers ^b	914
International Association of Machinists and Aerospace Workers ^a	12,748
International Association of Sheet Metal, Air, Rail, and Transportation Workers ^{a, b}	8,870
International Brotherhood of Boilermakers ^b	412
International Brotherhood of Electrical Workers ^b	24,320
International Brotherhood of Teamsters ^c	66,000
International Brotherhood of Trade Unions	93
International Federation of Professional and Technical Engineers	190
International Longshoremen's Association	1,803
International Organization of Masters, Mates & Pilots—Atlantic Maritime Group ^c	1,300
International Union of Bricklayers and Allied Craftworkers ^b	7,870
International Union of Allied Novelty and Production Workers ^c	1,104
International Union of Elevator Constructors ^b	2,905
International Union of Journeymen and Allied Trades ^b	20,954
International Union of Operating Engineers ^{a, b}	22,506
International Union of Painters and Allied Trades ^{a, b}	6,963
International Union of Police Associations ^a	111
International Union, Security, Police and Fire Professionals of America	155
Laborers' International Union of North America ^b	18,540
Law Enforcement Officers Security & Police Benevolent Association ^a	227
League of International Federated Employees	958
Local One Security Officers	982
Major League Baseball Players Association ^c	91
Marine Engineers Beneficial Association ^a	167
Maritime Trades Department Port Council	24

UNION NAME	Reported Membership
Metal Trades Department ^b	17
MTA Commanding Officers Association ^a	26
Mount Sinai Pharmacy Association	125
National Air Traffic Controllers Association	193
National Alliance of Postal and Federal Employees	462
National Association of Letter Carriers	10,617
National Association of Transportation Supervisors ^a	4,833
National Basketball Players Association ^c	36
National Labor Relations Board Union	44
National Postal Mail Handlers Union ^c	1,794
National Treasury Employees Union	3,463
National Writers Union ^{c, e}	165
New York City Deputy Sheriffs' Association ^a	176
New York Focus Union	10
New York Professional Nurses Union	1,271
New York State Correctional Officers and Police Benevolent Association ^a	200
New York State Federation of Physicians and Dentists	30
New York State Nurses Association	30,128
New York State United Teachers Legal Staff Association	31
Newspaper and Mail Deliverers Union	315
Office and Professional Employees International Union ^c	5,189
Operative Plasterers' and Cement Masons' International Association ^b	1,063
Organization of Staff Analysts ^a	3,507
Organization of Union Representatives	5
Patrolmen's Benevolent Association ^a	21,723
Police Benevolent Association of New York State ^a	111
Police Benevolent Association of the New York State Troopers ^a	223
Postal and Federal Employees Alliance	462
Producers Union ^b	166
Professional Association of Holy Cross High School	40
Professional Dieticians of New York City Presbyterian	48
Restaurant Workers Union 318	11
Safety Professionals of America	8
Security Alliance Federation of Employees	355
Service Employees International Union ^{a, c} (includes 199,179 NYC members in 1199SEIU ^c ; 93,053 members in SEIU Local 32B-J ^c ; and 3,719 members in Workers United)	312,321
Special Patrolman Benevolent Association	80
Stage Directors and Choreographers ^{b, c}	1,089
St. John's Preparatory Teachers Association	32
Transport Workers Union ^a	49,719
Uniformed Sanitation Chiefs Association ^a	73
Union of Automotive Technicians ^a	52
UNITE HERE ^c	35,868
United Association of Plumbers and Pipefitters ^b	14,435

UNION NAME	Reported Membership
United Auto Workers ^c	20,000
United Brotherhood of Carpenters and Joiners ^{b, c}	16,078
United Food and Commercial Workers International Union ^d (includes 14,131 members in the Retail, Wholesale and Department Store Union)	38,181
United Nations International School Staff Association	203
United Probation Officers Association ^a	619
United States Park Police Sergeants Association	25
United Steelworkers ^d	2,598
United Uniformed Workers of New York ^{a, f}	33,403
United Union of Roofers, Waterproofers and Allied Workers ^b	1,434
United University Professions ^a	2,365
Utility Workers Union of America	7,580
Women's National Basketball Players Association ^c	12
Writers Guild of America ^b	3,243
TOTAL	1,282,454

a Under the Landrum-Griffin Act (1959) and Civil Service Reform Act (1978) private-sector, postal and federal employee unions are required to file annually LM-2/3/4 forms with the U.S. Department of Labor, which report on their current membership (as well as other data). Public-sector unions not covered by these acts are not required to file such forms, and thus some of the membership data were obtained directly from the unions, from the New York City Independent Budget Office (2025), from Freedom of Information Law (FOIL) requests to the Office of the State Comptroller's Office (2025) and the Metropolitan Transit Authority (2025), from the Port Authority of New York and New Jersey (2025), or from Combined Continuing Disclosure Filings relating to the Metropolitan Transit and Triborough Bridge and Tunnel Authorities (2025).

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. As a result New York City data for these unions 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, some or all of the number shown was obtained directly from the union.

d 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.

e This union has dues-paying members but does not currently have collective bargaining rights.

f This includes the following unions, some of which may have members working outside New York City: 5,138 members in the Detectives Endowment Association; 4,296 members in the Sergeants Benevolent Association; 1,728 members in the Lieutenants Benevolent Association; 4,893 members in the Correction Officers Benevolent Association; 6,754 members in the Sanitation Workers Local 831; 2,389 members in the Uniformed Fire Officers Association; 1,243 members in the Sanitation Officers Local 444; 94 members in the Assistant Deputy Wardens —Deputy Wardens Association; 750 members in the Captains Endowment Association; 534 members in the Correction Captains Association; 287 members in the NYC Detective Investigators Association; 1,375 members in the NYS Supreme Court Officers Association; 93 members in the Port Authority Detectives Endowment Association; 99 members in the Port Authority Lieutenants Benevolent Association; 1,761 members in the Port Authority Police Benevolent Association; 231 members in the Port Authority Sergeants Benevolent Association; 201 members in the Uniformed Fire Alarm Dispatchers Benevolent Association; 288 members in the Bridge and Tunnel Officers Benevolent Association; 1,146 members in the Police Benevolent Association MTA; and 103 members in the Superior Officers Benevolent Association —Triborough Bridge and Tunnel Authority. The numbers for individual unions in the coalition were obtained directly from the unions, from the New York City Independent Budget Office, the Port Authority of New York and New Jersey Employee Payroll Information Directory, and from Combined Continuing Disclosure Filings relating to the Metropolitan Transit and Triborough Bridge and Tunnel Authorities; all are for 2025.

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 <https://olmsapps.dol.gov/olpdr/>

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ABOUT THE CUNY SCHOOL OF LABOR AND URBAN STUDIES (SLU)

SLU was established in 2018, as an outgrowth of CUNY's Murphy Institute. The School offers undergraduate and graduate degrees in Labor Studies and Urban Studies designed to meet the needs of working adults as well as traditional-age college students who seek to learn more about the challenges confronting poor and working class populations in the workplace and in the community. It also collaborates with other units of CUNY to offer a range of college-credit programs designed to give workers the academic and technical skills they need for professional advancement. Its faculty includes distinguished scholars in the social sciences as well as expert practitioners in government, labor, and public service. In addition to its academic programs, SLU sponsors research, organizes forums and conferences, and publishes the journal *New Labor Forum*.