Dr. Terry Stoops

BIG GOVERNMENT, BIG PRICE TAG

PART 2

COLLECTIVE BARGAINING = MORE POWER TO UNIONS AND HIGHER COSTS FOR NORTH CAROLINIANS

John Locke FOUNDATION

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Big Government, Big Price Tag

Collective Bargaining = More Power To Unions And Higher Costs For North Carolinians

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Introduction

Public-sector unions are central to some of the most contentious public policy issues in contemporary America. Do unions improve or impair the political process and elections? Do police unions protect bad cops or support a beleaguered profession? Do we attribute the stagnation of the nation's test scores to union protection of incompetent teachers or insufficient resources? Has union influence imperiled state and local budgets or provided a means of social mobility through public service?

In sum, would America's political, economic, and social fortunes improve with more union influence or less? What about North Carolina's?

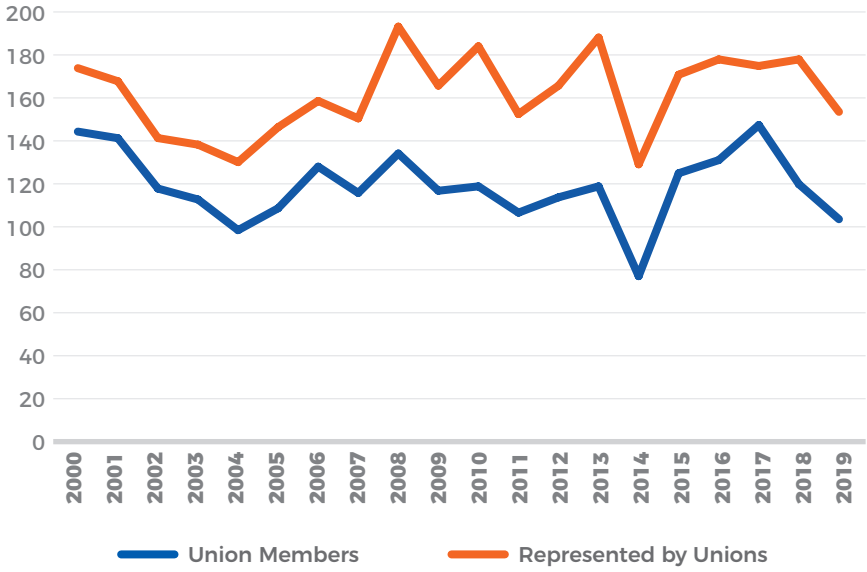
This study will focus on state-level fiscal effects of the repeal of North Carolina's statutory prohibition on collective bargaining for public-sector employees. The author argues that a repeal of the law would lead to sizable increases in state government spending by nearly $889 million to $1.32 billion, depending on the type of dispute settlement mechanism adopted by lawmakers. This translates into an additional cost of between $84.75 and $126.03 for each North Carolinian and a decrease in state gross domestic product.

NORTH CAROLINA: UNION DESERT

According to the Bureau of Labor Statistics, North Carolina is one of the least unionized states in the nation. In 2019, an estimated 102,000 (or 2.3 percent) of nearly 4.4. million employed workers in North Carolina were members of a labor union or an employee association. Only South Carolina's 2.2 percent rate was lower. Additionally, 150,000 North Carolinians (3.4 percent of the workforce) had jobs that were covered by a union or employee association contract. Again, only South Carolina had a lower rate (2.7 percent).[1] (See Figures 1 and 2.)

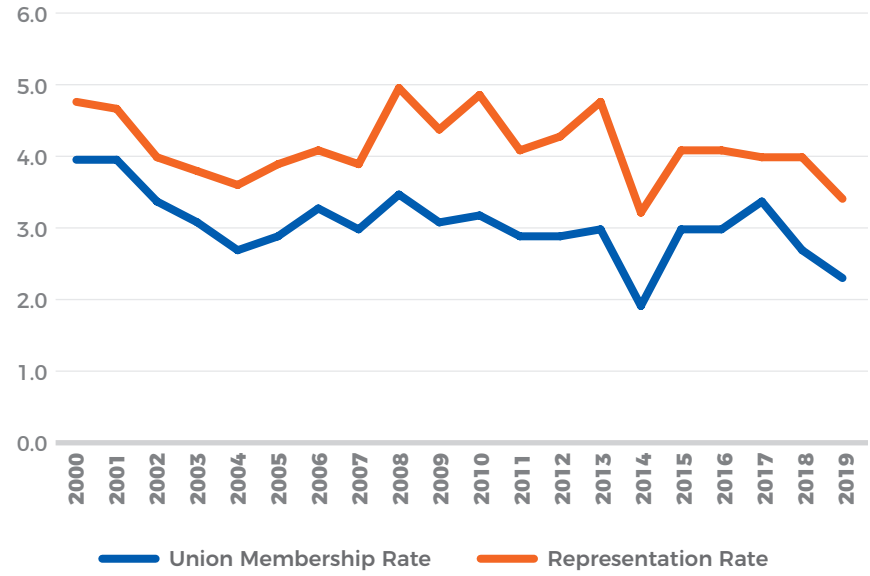
Since 2000, North Carolina's unionization rate generally has been on the decline. In 2000, the unionization rate was 4.0 percent, which would be the highest rate in the ensuing two decades. The rate dropped to a low of 1.9 percent in 2014, rose to 3.4 percent three years later, and dropped again to its current rate of 2.3 percent. The percentage of workers covered by a union contract followed a similar trajectory. In the year 2000,

Figure 1. Total Union Membership and Representation, 2000–2019 (in thousands)



SOURCE: BUREAU OF LABOR STATISTICS

Figure 2. Total Union Membership and Representation Rates, 2000–2019



SOURCE: BUREAU OF LABOR STATISTICS

4.8 percent of workers had union coverage. By 2014, the percentage had dropped to 3.2 percent, exceeded 4 percent over the next four years, and dropped to its current rate of 3.4 percent.[2] (See Appendices A and B for long-term state and municipal membership and coverage trends.)

These figures can be misleading, however. North Carolina's overall unionization rate has dropped, but these statistics do not differentiate between public- and private-sector unions. As this study will show, public-sector unions dominate North Carolina's union landscape, and their expansion through the elimination of collective bargaining provisions would come at a high cost to the taxpayers of the state.

EARLY STATE AND FEDERAL RESPONSES TO UNIONISM

Labor law in the United States begins with the National Labor Relations Act of 1935 (a.k.a. the Wagner Act), which laid the foundations for private-sector unionization, collective bargaining, collective action, and employee rights. At the same time, it placed restrictions on the actions that employers may take in response to worker unionization activities. Moreover, it established the National Labor Relations Board, an independent federal entity tasked with mediating labor disputes. In a 5-4 decision, the United States Supreme Court in 1937 upheld the Wagner Act in *National Labor Relations Board v. Jones & Laughlin Steel Corp.*[3]

In North Carolina, unionization and labor unrest preceded passage of the Wagner Act. Labor unions began forming in North Carolina around the turn of the century. The American Federation of Labor began recruiting textile workers in North Carolina as early as 1898. The Raleigh Central Labor Union was founded in 1900. The North Carolina State Federation of Labor, a federation of dozens of trade unions, held its first convention in High Point in 1901. The 1919 United Textile Workers Union strike at the Highland Park plant in Charlotte was one of the first large-scale labor union protests in the state. Ten years later, the National Textile Workers

KEY FACT

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The North Carolina General Assembly approved a ban on collective bargaining by public-sector employees in 1959. The statute in Chapter 95, section 98 of the North Carolina General Statutes (G.S. § 95-98) reads:

Any agreement, or contract, between the governing authority of any city, town, county, or other municipality, or between any agency, unit, or instrumentality thereof, or between any agency, instrumentality, or institution of the State of North Carolina, and any labor union, trade union, or labor organization, as bargaining agent for any public employees of such city, town, county or other municipality, or agency or instrumentality of government, is hereby declared to be against the public policy of the state, illegal, unlawful, void and of no effect.
(See Appendix C.).

Union (NTWU) organized the Gastonia strike at Loray Mill, a violent confrontation that attracted international attention.[4]

After the passage of the Wagner Act, labor unions continued to make inroads in North Carolina's textile, furniture, and tobacco industries. The Textile Workers Union of America organized unions at 10 Fieldcrest mills in Rockingham County between 1939 and 1941 and at the Harriet and Henderson mills in Henderson County. In the early 1940s, Local 22 of the Food, Tobacco, Agricultural, and Allied Workers–Congress of Industrial Organizations organized thousands of tobacco manufacturing workers at R.J. Reynolds Tobacco Company in Winston-Salem. In May 1946, the Congress of Industrial Organizations launched "Operation Dixie" to advance the cause of organized labor in the South, an effort that concluded seven years later with minimal success.[5]

Following labor unrest throughout the United States in 1945 and 1946, Congress passed the Labor Management Relations Act of 1947 (a.k.a. the Taft–Hartley Act). The legislation was an effort to restrict certain

activities by labor unions, including certain kinds of strikes, boycotts, picketing, and work stoppages. Unions were prohibited from donating directly to federal campaigns, and the law outlawed closed shops (the requirement that an employer hire union members only). President Harry Truman vetoed the bill two weeks after its passage, but Congress quickly and easily overrode the veto within days of receiving it.[6]

The Taft–Hartley Act authorized states to pass right-to-work laws, which prohibit union security agreements between employers and unions. The practical effects of the prohibition are significant, as it limits the ability of unions to require membership, dues, or conditions of employment on new and existing employees.

North Carolina was among a wave of states to pass a right-to-work law in anticipation of the Taft–Hartley Act. The North Carolina General Assembly passed House Bill 229 in March 1947, preceding passage of the Taft–Hartley Act by approximately 10 weeks. House Bill 229 prohibited contracts that required membership in labor unions as a condition of employment and banned unions from requiring membership or union dues for current and newly hired employees. The legislation also authorized employees to sue employers for damages if they were denied employment or fired from an employer that compelled employees to join a union.[7] (See Appendix C.)

Congress imposed additional restrictions on labor unions with the passage of the Labor Management Reporting and Disclosure Act of 1959 (a.k.a. the Landrum–Griffin Act). The law mandated secret elections, reporting requirements, and additional worker protections. During the same year, Wisconsin became the first state to approve public-sector collective bargaining legislation.[8]

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This legislative effort to ban collective bargaining was led by Democrat Rep. Frank Snepp of Mecklenburg County. Snepp proposed House Bill 118 as a response to union organizing of Charlotte police by Jimmy Hoffa and the Teamsters. The city dissolved the union, and a lawsuit followed. In February 1959, Snepp declared, "There has been an obvious national trend to unions to move in on local government, especially police departments, and just as obviously it must be stopped."[10] Opponents of the bill included local, state, and national unions and a handful of North Carolina lawmakers who accused bill sponsors of doing the bidding of Charles Cannon of Cannon Mills in Kannapolis, a massive textile operation that had been (and would continue to be) a perennial target of union organizing efforts.

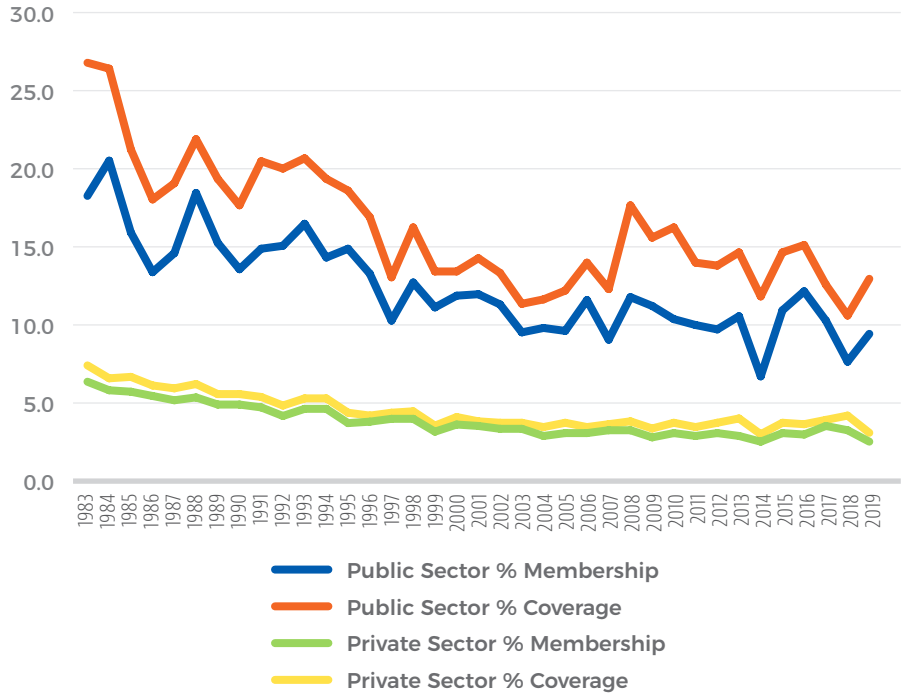
THE EMERGENCE OF PUBLIC-SECTOR UNIONISM

Despite moderate success in organizing private-sector workers, few state and local employees joined labor unions during the first half of the 20th century. According to one estimate, less than 15 percent of the public-sector workforce was unionized before the 1960s, prompting a president of the AFL-CIO to remark once that it "is impossible to bargain collectively with the government."[11] Yet as pioneering labor economist Richard Freeman points out, by 1980, 43 percent of government employees had union representation, 32 percent had contractual agreements, 39 states permitted collective bargaining, and eight states authorized strikes.[12]

North Carolina was not one of them.

By 1984, North Carolina was one of two states (Virginia was the other) that expressly prohibited collective bargaining for state employees, police, firefighters, teachers, and other local employees.[13] It was one of nine states that had no union security provisions, such as laws authorizing agency shops, unions shops, and dues checkoff. North Carolina was one

Figure 3. Public and Private Sector Union Membership and Coverage, 1983–2019



SOURCE: HIRSCH AND MACPHERSON "UNION MEMBERSHIP AND COVERAGE DATABASE

of 25 states that had no mediation, fact-finding, or arbitration provision to resolve disputes between public-sector employers and unions. Finally, it was one of three states that had no explicit strike policy for any public-sector employee group. Unsurprisingly, North Carolina had one of the most inhospitable bargaining environments in the nation. Unlike Hawaii, Connecticut, Oregon, and other states that had strengthened their labor laws in the 1970s, North Carolina's public-sector labor environment had changed little between 1969 and 1984.[14]

Even with these prohibitions on collective bargaining, public-sector unions in North Carolina hit their high-water mark by the mid-1980s, while private-sector unions struggled. The appetite for private-sector unionization

KEY FACT

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An estimated 30,000 public school employees and advocates traveled to Raleigh to participate in a school walkout sponsored by the North Carolina Association of Educators (NCAE), the state affiliate of the National Education Association and the largest teacher organization in the state. Despite years of eschewing the "union" label, the NCAE has embraced it. Days before the walkout, the NCAE Organize 2020 Caucus wrote, "This isn't union-like activity. It's union activity."

in North Carolina was reflected in the refusal of textile workers at Cannon Mills to authorize union representation by the Amalgamated Clothing and Textile Workers Union in 1985 and futile attempts to unionize the mill in the 1990s. By 1984, over 20.3 percent of public-sector workers were members of a union, and a union agreement or contract covered over 26.5 percent.[15] Among private-sector employees, only 4.8 percent were members, and an agreement or contract covered 5.6 percent.[16] (See Figure 3.)

But these gains were not sustainable. By the mid-1980s, public-sector union membership and coverage had dropped significantly. In 1983, nearly 27.0 percent of public-sector union workers were covered by a union agreement. By 1986, the coverage rate had dropped to 17.6 percent. Coverage rates stabilized during the first few years of the 1990s, only to begin a sharp descent around the time of the dot-com bust. The 12.3 percent public-sector coverage rate in 1997 was the lowest in two decades.

Coverage rates remained low throughout the recession in the early 2000s, but rates soared during and after the Great Recession. Nationally, in 2009, the number of public-sector union employees exceeded their private-sector counterparts for the first time, although membership rates had favored public-sector unions for decades prior.[17] With a few exceptions, North Carolina's public-sector unions achieved numerical supremacy around the same time. By 2018, rates dropped again, diving to below 10 percent for the first time and fell to their lowest point going back to 1983. (See Figure 3.)

KEY FACT

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Amidst the resurgence of union activism and riding the wave of public favorability, efforts to repeal North Carolina's collective bargaining statute were renewed by Democratic legislators in the North Carolina House and Senate. In 2019, Rep. Zack Hawkins (D-Durham) and Sen. Wiley Nickel (D-Wake) filed identical bills, House Bill 710 and Senate Bill 575, to repeal G.S. § 95-98. Those bills were two of the more recent efforts to repeal this statute, which have failed to reach the governor's desk even in years with Democratic control of the legislature and governor's mansion.

Union membership losses and the corresponding decline in political clout may have been among the factors driving the increase in public protests and related activities. On May 16, 2018, teacher union leaders achieved their most significant victory when North Carolina joined West Virginia, Kentucky, Oklahoma, Colorado, and Arizona as a "Red for Ed" walkout state. An estimated 30,000 public school employees and advocates traveled to Raleigh to participate in a school walkout sponsored by the North Carolina Association of Educators (NCAE), the state affiliate of the National Education Association and the largest teacher organization in the state. Despite years of eschewing the "union" label, the NCAE has embraced it. Days before the walkout, the NCAE Organize 2020 Caucus wrote, "This isn't union-*like* activity. It's union activity."[18]

In 2019, the NCAE organized another teacher walkout, despite Republican leaders in the North Carolina General Assembly awarding teachers a sixth consecutive pay raise in the budget.[19] The union marchers published a costly list of demands ahead of the walkout, including Medicaid expansion and a $15 minimum wage for all school personnel.[20] The walkout took place on May 1, 2019, with significantly fewer participants than the 2018 event.

While the walkouts did little to produce membership gains,[21] these activities may have contributed to increasing approval of labor unions in

public opinion polls. Since the 1950s and '60s, support for labor unions has been on the decline, although public sentiment appears to have changed in recent years. According to Gallup, around 75 percent of Americans supported labor unions in the 1950s, but support began to wane in the late 1970s. By 2009, support for labor unions fell to an all-time low of 48 percent, with an all-time high of 45 percent telling Gallup pollsters that they disapproved of labor unions.[22]

By 2019, labor unions had regained the public's favor with a 64 percent approval rate vs. 32 percent disapproval rate.[23] The effects of the COVID-19 pandemic on labor union support remain to be seen. Typically, support for unions fades during recessions, as both employed and unemployed workers question the costs and benefits of unions in the American economy.[24] But the pandemic has a worker safety component that may bode well for unions that can convince employees that union membership would translate into robust health and safety protocols.

Amidst the resurgence of union activism and riding the wave of public favorability, efforts to repeal North Carolina's collective bargaining statute were renewed by Democratic legislators in the North Carolina House and Senate. In 2019, Rep. Zack Hawkins (D-Durham) and Sen. Wiley Nickel (D-Wake) filed identical bills, House Bill 710 and Senate Bill 575, to repeal G.S. § 95-98.[25] Those bills were two of the more recent efforts to repeal this statute, which have failed to reach the governor's desk even in years with Democratic control of the legislature and governor's mansion.[26]

PUBLIC-SECTOR UNIONS AND EMPLOYEE ASSOCIATIONS IN NORTH CAROLINA

This study uses Barry T. Hirsch and David A. Macpherson's "Union Membership and Coverage Database." According to the database, North Carolina currently has an estimated 58,744 public-sector union members and 85,010 public-sector employees covered under a union contract.[27] Self-reported membership counts solicited by the North Carolina Office of the State Auditor cannot be verified, are incomplete, and are only available since 2014. (See Tables 1 and 2.)

Despite these shortcomings, the State Auditor reports are useful for determining membership variations of the handful of public-sector unions and employee associations in North Carolina. In North Carolina, the State Employees Association of North Carolina (SEANC) is the largest employee association, with over 49,000 members. Over the last five years, membership in SEANC has dropped by a modest 7 percent and it is one of seven employee associations to post membership losses during this period. Four associations had membership gains, none larger than the 81.5 percent

Table 1. Office of the State Auditor: Employee Association Member Counts as of December 31, 2018

Employee Association	Total Members	Total Members on Payroll Deduction
State Employees Association of North Carolina (SEANC)	49,194	23,429
North Carolina Association of Educators (NCAE)	*	5,391
NC Troopers Association (NCTA)	1,217	923
NC Public Service Workers Union (UE Local 150)	5,401	701
Correctional Peace Officers Foundation (CPOF)	2,474	2,464
Southern States Police Benevolent Association (SSPBA)	12,716	4,247
Professional Educators of NC (PENC)	4,450	968
Chapel Hill–Carrboro Federation of Teachers	**	16
North Carolina Classroom Teachers Association (NCCTA)	3,673	224
School Bus Drivers Association (SBDA)	42	42
Total	79,167	38,405

NOTE: FOR THIS DISCUSSION, TEAMSTERS LOCAL 71 AND LOCAL 391, WHICH SERVE MOSTLY PRIVATE-SECTOR EMPLOYEES, HAVE BEEN EXCLUDED FROM THE TABLE.

SOURCE: OFFICE OF THE STATE AUDITOR, STATE OF NORTH CAROLINA, "NORTH CAROLINA REPORT OF TOTAL MEMBERSHIP COUNT OF EMPLOYEE ASSOCIATIONS FOR THE YEAR ENDED DECEMBER 31, 2018," NOVEMBER 3, 2019.

increase reported by the NC Public Service Workers Union. Total employee association membership dropped slightly over the last five years.

The second-largest employee association is likely the North Carolina Association of Educators (NCAE), historically one of the weakest teacher unions in the nation.[28] The NCAE refuses to provide membership numbers to the State Auditor's Office, which the agency says "does not have the authority to compel employees' associations (private entities) to provide this type of information." The Chapel Hill–Carrboro Federation of Teachers "never responded to requests for membership information," according to the audit report.[29]

Table 2. Office of the State Auditor: Employee Association Reports

Employee Association	2018	2017	2016	2015	2014	Change
State Employees Association of North Carolina (SEANC)	49,194	49,453	50,849	51,409	52,900	-7.0%
North Carolina Association of Educators (NCAE)	N/A	N/A	N/A	N/A	N/A	N/A
NC Troopers Association (NCTA)	1,217	1,914	2,084	1,883	2,107	-42.2%
NC Public Service Workers Union (UE Local 150)	5,401	5,407	5,342	3,105	2,975	81.5%
Correctional Peace Officers Foundation (CPOF)	2,474	2,660	2,724	2,142	1,465	68.9%
Southern States Police Benevolent Association (SSPBA)	12,716	11,079	10,272	9,359	8,875	43.3%
Professional Educators of NC (PENC)	4,450	4,355	4,227	4,790	5,585	-20.3%
Chapel Hill-Carrboro Federation of Teachers	N/A	N/A	N/A	N/A	N/A	N/A
North Carolina Association of Teacher Assistants (NCATA)	N/A	897	1,367	1,388	1,628	-44.9%
North Carolina Classroom Teachers Association (NCCTA)	3,673	3,495	3,451	3,449	3,462	6.1%
School Bus Drivers Association (SBDA)	42	46	35	45	52	-19.2%
Total	79,167	79,306	80,351	77,570	79,049	0.15%

SOURCE: OFFICE OF THE STATE AUDITOR, STATE OF NORTH CAROLINA, "NORTH CAROLINA REPORT OF TOTAL MEMBERSHIP COUNT OF EMPLOYEE ASSOCIATIONS," 2014 THROUGH 2019

Presumably, the NCAE and Chapel Hill–Carrboro Federation of Teachers leadership refuse to cooperate because doing so would subject the organization to the provisions of Session Law 2014-115, which is the genesis for State Auditor data collection in the first place. That law allows employees of any local board of education to have dues withheld from their paychecks only if they are a member of a "domiciled employees' association that has at least 40,000 members" (the majority of whom are public school teachers).[30]

According to the latest data published by its parent entity, the National Education Association, and data compiled by teacher union watchdog Mike Antonucci, the NCAE had 18,380 active members during the 2017-18 school year and 17,580 active members during the 2018-19 school year. (See Table 3.) Even if the NCAE included the 10,000 or so substitute, reserve, and retired staff memberships, the association would still have fewer than 30,000 total memberships and thus would forfeit the right to keep its 5,391 members on payroll deduction.[31] Over the last five years, active membership has plummeted by 25 percent, despite more aggressive action and an embrace of the "union" label.

Table 3. North Carolina Association of Educators (NCAE) Membership

	2018-19	2017-18	2016-17	2015-16	2014-15	Change, 2014-15 to 2018-19
Active members	17,580	18,380	19,729	21,494	23,480	-25%
Total members	27,719	28,725	30,561	32,918	35,998	-23%

KEY CONCLUSION

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Even if the NCAE included the 10,000 or so substitute, reserve, and retired staff memberships, the association would still have fewer than 30,000 total memberships and thus would forfeit the right to keep its 5,391 members on payroll deduction. Over the last five years, active membership has plummeted by 25 percent, despite more aggressive action and an embrace of the "union" label.

LITERATURE REVIEW

Since the 1960s, labor economists and researchers have focused on the wide-ranging political, economic, and social effects of public-sector unionization. In addition to tracking trends in union membership and coverage,[32] studies have examined the relationship between unionization and political participation[33] and worker proficiency.[34] A more recent body of academic literature has focused on specific occupations and outcomes, such as the effects of public school unionization on such outcomes as student performance.[35]

While teachers are a population represented in this study, its primary focus will be on the public-sector unions generally. Moreover, while the author of this study offers descriptive statistics of union membership and coverage in North Carolina, it is not designed simply to track the trajectory of unionization in the state. (For a comprehensive digest of descriptive statistics, see Appendices A and B.) Rather, the author advances a model that estimates the cost of eliminating North Carolina's collective bargaining law, which would expand the size and scope of government through higher wages for union members and those covered under union contracts. As mentioned in the previous section, efforts

to eliminate the collective bargaining law are ongoing among some legislators in the North Carolina General Assembly. If a majority of lawmakers sympathetic to public-sector unions were elected, it could bring an end to a prohibition on collective bargaining that has remained in North Carolina statutes for 61 years so far.

The wage premium associated with unionization has been the subject of dozens of empirical studies since the 1980s.[36] In a 1996 study published in *Public Choice*, Michael Marlow and William Orzechowski found that a more favorable legal environment for public unions increased government expenditures from $104.1 to $125.1 per capita to $546.0 to $653.5 per capita.[37] In a more recent study, Marlow estimated that a 10 percentage point increase in public-sector union membership raised the size of government by 2.25 percent to 4.25 percent. Moreover, such an increase boosted real wages by an average of $1,603 (3.48 percent) per government worker.

More recently, in a 2011 *Industrial and Labor Relations Review* study of public school teachers, John Winters found that union activity increased salaries of experienced teachers by 18 percent to 28 percent, although beginning teachers enjoyed less of a boost.[38] Also, Winters found a neighborhood effect whereby teacher salary increases in one district often lead to increases in nearby districts. According to his estimates, a 1 percent increase "in the distance-weighted average of teacher salaries in nearby districts increases salaries in a given district by 0.52 percent for experienced teachers and 0.66 percent for beginning teachers."[39]

Not all studies conclude that public-sector unions enjoy a wage premium through the collective bargaining process. Brigham Frandsen's 2016 causal effects study published in *Industrial and Labor Relations Review* concluded that collective bargaining laws have variable compensation and workplace effects on different occupations.[40] Like most studies, Frandsen found that union membership increased when laws mandating bargaining existed. Nevertheless, he discovered that the effects on teachers, firefighters, and police were not uniform (forgive the pun). For example, public-sector collective bargaining rights appeared

KEY CONCLUSION

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As mentioned in the previous section, efforts to eliminate the collective bargaining law are ongoing among some legislators in the North Carolina General Assembly. If a majority of lawmakers sympathetic to public-sector unions were elected, it could bring an end to a prohibition on collective bargaining that has remained in North Carolina statutes for 61 years so far.

to have little impact on pay, benefits, or employment for public school teachers. Firefighters and police officers appeared to earn higher wages, although the primary benefit conferred on police officers was a shorter workweek. Frandsen concluded, "The results found in this article, however, suggest that the causal effects of collective bargaining rights may be more limited, especially for teachers."

In a 2013 paper presented at the annual meeting of the American Economic Association, Richard Freeman and Eunice Han used Current Population Survey (CPS) data from the U.S. Census Bureau to compare teacher, police, firefighter, and state and local employee union membership and earnings across states with different collective bargaining environments.[41] They included states that banned collective bargaining for public-sector employees along with states that mandated bargaining and allowed agency shop fees. Unsurprisingly, they affirmed that bans on collective bargaining led to lower membership rates than mandated bargaining. More importantly, they found that teachers' wages increased and contract working days declined for union members in school districts, even for union members who live in states with laws that prohibit collective bargaining.

In sum, researchers generally agree that unionization increases wages and leads to marginal improvements in working conditions of public-sector workers, but the wage premium and other effects are not uniform across states or occupations. Regardless of these variations, increases in salaries, benefits, and employment necessitate higher aggregate government spending, although some union supporters hypothesize that

KEY CONCLUSION

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Both public- and private-sector unions can use member resources to support sympathetic candidates. But public-sector unions depend on elected officials, rather than the market economy, for financial support. This dependency adds a powerful incentive for public-sector union leaders to immerse their organizations in political activity. According to one theory, the transformation of public-sector unions into organized political machines may have spurred the growth of public-sector unionization in the 1960s and 1970s.

unionization elevates job satisfaction and therefore mitigates turnover and the costs associated with it.[42]

Public-sector unions can increase government expenditures in two ways. The first is to use the collective bargaining process to negotiate higher salaries, more generous benefits, and expanded employment opportunities for members. But the effects are not just limited to the members of the bargaining group. Winters' 2011 study summarized above suggested that the gains realized by bargaining parties appear to produce benefits that carry over to neighboring entities.

The second is to use the political process to support pro-union candidates for key local and state offices. Sympathetic elected officials can then use their regulatory and legal authority to protect union interests while using the power of taxation to raise revenues necessary to accommodate compensation and employment demands.[43]

Both public- and private-sector unions can use member resources to support sympathetic candidates. But public-sector unions depend on elected officials, rather than the market economy, for financial support. This dependency adds a powerful incentive for public-sector union leaders to immerse their organizations in political activity. According to one theory, the transformation of public-sector unions into organized political machines may have spurred the growth of public-sector unionization in the 1960s and 1970s.[44]

In a 2015 study published in *The Journal of Politics*, Sarah Anzia and Terry Moe examined increases in municipal government expenditures via bargaining and politics.[45] In the first part of their study, spanning the 1970s and 1980s, the authors found that unionization of firefighters and police officers produced increases in average wages, employment, and payroll expenditures. In the second part of their study, spanning the 1990s and 2000s, Anzia and Moe concluded that collective bargaining led to higher spending on salaries and massive surges in health, hospital, disability, and life insurance benefits. Union activity in elections was associated with even larger expenditures.

This study will not attempt to differentiate public-sector unions' gains through collective bargaining or the political process. I wish only to acknowledge that either leads to increases in government expenditures. Depending on the trajectory of North Carolina's collective bargaining law, it may be a fruitful area for future research. Would a repeal of the collective bargaining law produce an acceleration of partisan political activity among public-sector unions, or does partisan political activity precipitate repeal?

METHODOLOGY

This model was inspired by the work of Freeman and Han's 2013 study "Public-Sector Unionism Without Collective Bargaining" cited previously. Freeman and Han found that the average union premium for a state is different depending on the occupation and the collective bargaining status of the state.[46] Freeman and Han classified four different collective bargaining states: (1) the "High-CB [collective bargaining]" state, which mandates public-sector collective bargaining and "mandatory agency fees"; (2) the "Med-CB" state, which has compulsory public-sector collective bargaining but also has "right-to-work" provisions; (3) the "Low-CB" state, which allows for collective bargaining but does not require it; and (4) the "No-CB" state, which prohibits collective bargaining for public-sector workers. Freeman and Han also found that union density is different based on the public-sector occupation and a state's collective bargaining status.[47]

According to the Annual Survey of Public Employment & Payroll (ASPEP) conducted by the U.S. Census Bureau for 2018, there were 558,973 full-time equivalent (FTE) employees in North Carolina. There were 172,461

FTE public school teachers, 26,043 FTE police officers, 9,067 FTE firefighters, and 351,402 FTE other state and local employees.[48] Data from ASPEP 2018 and the conclusions from Freeman and Han were used to model the hourly wage for the changes in the collective bargaining status.[49]

As the state's laws on collective bargaining change in the model, we control for two variables: the union hourly wages for each occupation and the unionization rate changes for each occupation. The Buckeye Institute model uses the average hourly wages found on two popular employment websites, Indeed and ZipRecruiter.[50] This model only discusses wages and not additional benefits. This model also assumes the non-union hourly wage in North Carolina remains the same regardless of a collective bargaining law change and that there are no changes in work hours or employment. Future studies will look more particularly into how collective bargaining status also changes work hours and other forms of compensation.

As noted previously, North Carolina currently prohibits public-sector collective bargaining, unlike states with "duty to bargain" laws that allow or require some level of collective bargaining. This model assumes that a change from the "No-CB" state to the "High-CB" state would immediately change the union hourly wages as well as the unionization rate for each of the different occupations. These changes would be unlikely to occur immediately, but they would be possible in the long term.

If North Carolina were to move from a "No-CB" state to a "High-CB" state, The Buckeye Institute model finds it would be a significant cost to taxpayers. Hourly wages for teachers would surge by 9.1 percent, police officers' wages would go up 9.0 percent, firefighters' wages would increase by 7.5 percent, and all other state and local employees' wages would go up 3.6 percent. Overall, public-sector hourly wages would increase by 5.3 percent. Moving from a "No-CB" state to either a "Low-CB" or a "Med-CB" state, however, would not appear to have a large effect overall on wages. While this model takes in many different assumptions, it does at least indicate a significant increase in hourly wages from moving to a "No-CB" state to a "High-CB" state. (See Table 4.)

Table 4. Hourly Wage Spending Changes If NC Changed From "No-CB" (No Collective Bargaining) State

	No-CB to Low-CB	No-CB to Med-CB	No-CB to High-CB
Teacher	0.4%	1.0%	9.1%
Police	0.4%	5.0%	9.0%
Firefighter	-3.1%	-2.6%	7.5%
Other	-0.4%	0.9%	3.6%
Total	-0.2%	1.1%	5.3%

The first step in determining the increase in public spending for North Carolina taxpayers as a result of "duty to bargain" laws is to determine the increase in union coverage as a result of particular collective bargaining policies.

There are two measures of public-sector unionism in a state. One is union membership, which is "the percentage of employed wage and salary workers who are unionized."[51] The other measure, union coverage, is "the percentage of employed wage and salary workers who are covered by union contracts."[52] Of the 694,333 FTE public-sector employees in North Carolina in 2019, 58,744 of them were union members, and union contracts covered 85,010 employees.[53] This means the public-sector union membership rate for North Carolina is 8.5 percent. Also, 12.2 percent of North Carolina public-sector employees are covered by union contracts.[54] In this study, we will be focusing on union coverage, not union membership.

In his 2005 study "Union Membership in the United States: The Divergence Between the Public and Private Sectors," Henry S. Farber calculated the effect of laws defining collective bargaining rights on union coverage.[55] Using his estimates, we calculate that, in comparison with a state that does not have any provision on collective bargaining, the probability that a public-sector worker would be covered by a union **increases** by 0.9 percent by being in a "collective bargaining **prohibited**" state.[56]

Looking at states that had a "duty to bargain," the increase in public-sector union coverage depended on the "dispute settlement mechanism," if there is one. Farber found there was a 4.8 percent to 6.7 percent increase in the probability of being covered by a union in comparison with a state that has no provision on collective bargaining.[57] We can then subtract the "collective bargaining prohibited" state's union coverage increase of 0.9 percent from those numbers. Therefore, a state that were to go from prohibiting collective bargaining to a "duty to bargain" state would increase its public-sector union coverage by 3.9 percent to 5.8 percent.

Given that North Carolina's current public-sector union coverage rate is 12.2 percent (as of 2019[58]), a "duty to bargain" would increase the union coverage rate to 16.1 percent to 17.9 percent.

Marlow and Orzechowski's 1996 study examined the ways that public-sector union membership and coverage rates influence public spending. They found that for every additional percentage point in public-sector union coverage, public spending increased $9.13 per capita in 1985 dollars.[59] Adjusting for inflation, the increase in spending would be $21.73 per percentage point per capita in 2019.

Using the data from Farber's 2005 study, we can infer the increase in public spending as a result of a "duty to bargain." We can multiply the inflation-adjusted public spending increases per percentage point per capita from Marlow and Orzechowski by the percentage increase in union coverage from Farber to get the increase in public spending per capita. Then multiplying that number by the population of North

KEY CONCLUSION

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Table 5. Cost of Repealing North Carolina's Collective Bargaining Statute, According to Type of Collective Bargaining Law Adopted

Collective Bargaining Law Type	Percentage Increase in Union Coverage from Prohibited	Increase in Public Spending Per Capita in 2019	Public Spending Increase if DTB in 2019
Duty to Bargain (Implied, Not Explicit)	4.9%	$106.48	$1,116,739,720
Duty to Bargain with Fact-Finding or Mediation Required	5.8%	$126.03	$1,321,855,179
Duty to Bargain with Strikes Allowed	5.3%	$115.17	$1,207,902,146
Duty to Bargain with Arbitration Required	3.9%	$84.75	$888,833,655

Carolina in 2019 (10,488,844 people[60]) would show the increase in public spending for North Carolina for 2019 if "duty to bargain" was in place.

Depending on the "dispute settlement mechanism" for the duty to bargain law, North Carolina public spending would increase between $889 million to $1.32 billion for 2019.[61] (See Table 5.)

When calculating spending increases on North Carolina public-sector compensation from changes in collective bargaining policy, many factors need to be considered. We created a model to address some of these factors.

TAX IMPLICATIONS

Switching to a system of mandated public-sector collective bargaining would increase state-level government spending by at least $889 million. Paying for the increased cost of authorizing collective bargaining for public-sector workers would require various state tax increases.

Recent discussion in North Carolina has involved switching to a system of mandated public-sector collective bargaining, which would increase state-level government spending within a range of $889 million to $1.32 billion for 2019 and $918 million to $1.363 billion in 2022 dollars. Four state tax scenarios are provided for illustrative purposes only. They do not account for the effects of higher public-sector employee wages on county and municipal governments, which in practice may require lower increases in state personal income and corporate taxes and higher local property taxes and fees.

KEY CONCLUSION

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Recent discussion in North Carolina has involved switching to a system of mandated public-sector collective bargaining, which would increase state-level government spending within a range of $889 million to $1.32 billion for 2019 and $918 million to $1.363 billion in 2022 dollars.

SCENARIO 1

The first scenario analyzes the effect of an increase of the statutory income tax rate under the adjusted baseline. As shown in Table 6, these changes increase rates so that combined static revenue estimates of the personal income increase are offset by changes in state-level government expenditures of the same magnitude.

Static estimates, however, do not incorporate economic responses (e.g., changes to business decisions and household behaviors) to the tax changes. The Buckeye Institute's dynamic scoring model incorporates and accounts for economic responses and analyzes how tax policy changes would impact government revenues, economic activity, job creation, and business investment.

As a result of dynamic activity, tax revenue collected would be below the projected amount owing to a diminished economy (See Table 7, for example). Economic analysis using dynamic scoring is now used by the Congressional Budget Office and the Joint Committee on Taxation, who are the fiscal scorekeepers for the federal government.[62]

Before the Congressional Budget Office and the Joint Committee on Taxation incorporated full dynamic analysis, fiscal scorekeepers modeled responses to fiscal policy changes based on immediate impacts such as higher taxes on a good reducing the quantity demanded of that good. This traditional method of analysis did not, however, consider more widespread changes in macroeconomic activity that come about

when the incentives of households and businesses are affected by new taxes. Full dynamic scoring analyzes how a policy change impacts the total economy, including important aggregate macroeconomic variables such as employment, consumption or investment.

The initial cost of the policy to implement required collective bargaining is estimated to be between $889 million and $1.32 billion for 2019. Under the traditional fiscal process, forecasters would estimate the tax increase needed to raise a required amount of revenue, accounting for small decreases in demand among consumers but not the wider economic effects that could also affect tax collections. For example, this kind of analysis could forecast a certain excise tax rate increase to cover a certain amount of increase in government spending, but it would make that forecast without fully considering how the change in the excise tax rate would affect buying behavior for other goods or the wider economy.

Because the dynamic model takes into account other economic variables, however, it shows that the projected tax revenue will fall short of the static revenue amounts, owing to lesser economic activity brought about by the personal income tax increase. As a result, this model finds that a shortfall would occur because the tax increase would raise less revenue than projected under normal fiscal forecasting methods. Table 7 presents the dynamic effects of Scenario 1 and reveals that these policy changes will lead to a $590 million decline in state gross domestic product (GDP) in 2022.

SCENARIO 2

The next part of the first scenario models the effects if revenue generation was split between the personal income tax and the corporate tax; specifically, if 75 percent of the revenue were drawn from the personal income tax and 25 percent from the corporate income tax. The personal income tax rate is raised to 5.51 percent, and the corporate income tax rate is raised from 2.50 percent to 3.16 percent. As shown in Table 8, the

increase in static revenue would be deficit-neutral since all of the revenue raised is modeled as an increase in government spending.

Table 9 shows the effects of the taxes and spending changes according to the Buckeye Institute's dynamic scoring model. These tax and spending policy changes will lead to a $780 million decrease in state GDP in 2022 and a $410 million drop in investment.

SCENARIO 3

Next, we model the upper bound of the state-level spending by an increase in the personal income tax rate from 5.25 percent to 5.74 percent. As shown in Table 10, the increase in static revenue would be deficit-neutral since all of the revenue raised is modeled as an increase in government spending.

Table 11 shows the effects of the taxes and spending changes according to the Buckeye Institute's dynamic scoring model. These tax and spending policy changes would lead to a $880 million decrease in state GDP in 2022.

SCENARIO 4

Finally, the last part of the first scenario analyzes the combined effects of an increase in the personal income tax rate from 5.25 percent to 5.62 percent and an increase in the corporate income tax rate from 2.50 percent to 3.49 percent. Those increases would produce the largest impact on GDP and investment of all of the modeled scenarios. As shown in Table 12, the changes would increase rates so that combined static revenue estimates of the personal and corporate income tax increases would be offset by state-level government expenditures of the same magnitude.

The Buckeye Institute's dynamic scoring model estimates, in Table 13, that these policy changes would lead to a $1.16 billion decline in state GDP in 2022.

SCENARIO 1

INCREASING STATUTORY INCOME TAX TO COVER LOWER BOUND COST ESTIMATE (2022 DOLLARS)

Table 6: Static Revenue Change (2022 dollars)

	Static Revenue ($ millions)
Increase in Personal Income Tax to 5.58%	$918
No Increase in Corporate Income Tax	$0
Offset of Government Spending	($918)
Total Change	$0

Table 7: Personal Income Tax Raised to 5.58% with an Offset in Government Spending

Baseline

Year	Real GDP (2012 Dollars)	Real Investment (2012 Dollars)	Employment (thousands)	Total Tax Revenue (Current Dollars)	GF Tax Revenue (Current Dollars)
2022	$512,502	$113,717	4,667	$31,219	$25,384
2023	$523,006	$117,084	4,730	$32,556	$26,470
2024	$534,359	$120,928	4,789	$34,033	$27,672
2025	$546,314	$125,042	4,842	$35,597	$28,943

Difference from Baseline

Year	Real GDP (2012 Dollars)	Real Investment (2012 Dollars)	Employment	Total Tax Revenue (Current Dollars)	GF Tax Revenue (Current Dollars)
2022	($590)	($280)	-1.9%	$777	$626
2023	($610)	($280)	-1.9%	$804	$650
2024	($620)	($290)	-1.9%	$844	$688
2025	($630)	($290)	-1.9%	$874	$714

NOTE: GF = GENERAL FUND. GDP, TAX REVENUES, CONSUMPTION, AND INVESTMENT IN MILLIONS OF 2019 DOLLARS BASED ON THE ESTIMATES IN THE CBO'S JANUARY 2020 ECONOMIC PROJECTIONS. EMPLOYMENT IS FULL-TIME EQUIVALENT NON-FARM JOBS, IN THOUSANDS OF JOBS. DIFFERENCE FROM BASELINE RESULTS ARE ROUNDED TO THE NEAREST $10 MILLION FOR GDP, TAX REVENUE, CONSUMPTION, AND INVESTMENT, AND DIFFERENCES IN EMPLOYMENT ARE ROUNDED TO THE NEAREST THOUSAND FOR EMPLOYMENT.

SOURCE: THE ECONOMIC RESEARCH CENTER'S DYNAMIC SCORING MODEL

SCENARIO 2

INCREASING STATUTORY INCOME TAX AND CORPORATE TAX TO COVER LOWER BOUND COST ESTIMATE (2022 DOLLARS)

Table 8: Static Revenue Change (2022 dollars)

	Static Revenue ($ millions)
Increase in Personal Income Tax to 5.51%	$689
Increase in Corporate Income Tax to 3.16%	$229
Offset of Government Spending	($918)
Total Change	$0

Table 9: Personal Income Tax Raised to 5.51% and Corporate Income Tax Raised to 3.16% with an Offset in Government Spending

Baseline

Year	Real GDP (2012 Dollars)	Real Investment (2012 Dollars)	Employment (thousands)	Total Tax Revenue (Current Dollars)	GF Tax Revenue (Current Dollars)
2022	$512,502	$113,717	4,667	$31,219	$25,384
2023	$523,006	$117,084	4,730	$32,556	$26,470
2024	$534,359	$120,928	4,789	$34,033	$27,672
2025	$546,314	$125,042	4,842	$35,597	$28,943

Difference from Baseline

Year	Real GDP (2012 Dollars)	Real Investment (2012 Dollars)	Employment	Total Tax Revenue (Current Dollars)	GF Tax Revenue (Current Dollars)
2022	($780)	($410)	-2.3%	$800	$650
2023	($800)	($410)	-2.3%	$839	$686
2024	($810)	($420)	-2.3%	$868	$712
2025	($830)	($440)	-2.3%	$911	$739

NOTE: GF = GENERAL FUND. GDP, TAX REVENUES, CONSUMPTION, AND INVESTMENT IN MILLIONS OF 2019 DOLLARS BASED ON THE ESTIMATES IN THE CBO'S JANUARY 2020 ECONOMIC PROJECTIONS. EMPLOYMENT IS FULL-TIME EQUIVALENT NON-FARM JOBS, IN THOUSANDS OF JOBS. DIFFERENCE FROM BASELINE RESULTS ARE ROUNDED TO THE NEAREST $10 MILLION FOR GDP, TAX REVENUE, CONSUMPTION, AND INVESTMENT, AND DIFFERENCES IN EMPLOYMENT ARE ROUNDED TO THE NEAREST THOUSAND FOR EMPLOYMENT.

SOURCE: THE ECONOMIC RESEARCH CENTER'S DYNAMIC SCORING MODEL

SCENARIO 3

INCREASING STATUTORY INCOME TAX TO COVER UPPER BOUND COST ESTIMATE (2022 DOLLARS)

Table 10: Static Revenue Change (2022 dollars)

	Static Revenue ($ millions)
Increase in Personal Income Tax to 5.74%	$1,363
No Increase in Corporate Income Tax	$0
Offset of Government Spending	($1,363)
Total Change	$0

Table 11: Personal Income Tax Raised to 5.74% with an Offset in Government Spending

Baseline

Year	Real GDP (2012 Dollars)	Real Investment (2012 Dollars)	Employment (thousands)	Total Tax Revenue (Current Dollars)	GF Tax Revenue (Current Dollars)
2022	$512,502	$113,717	4,667	$31,219	$25,384
2023	$523,006	$117,084	4,730	$32,556	$26,470
2024	$534,359	$120,928	4,789	$34,033	$27,672
2025	$546,314	$125,042	4,842	$35,597	$28,943

Difference from Baseline

Year	Real GDP (2012 Dollars)	Real Investment (2012 Dollars)	Employment	Total Tax Revenue (Current Dollars)	GF Tax Revenue (Current Dollars)
2022	($880)	($410)	-2.9%	$1,148	$928
2023	($900)	($410)	-2.9%	$1,194	$969
2024	($920)	($430)	-2.9%	$1,254	$1,025
2025	($940)	($440)	-2.9%	$1,305	$1,059

NOTE: GF = GENERAL FUND. GDP, TAX REVENUES, CONSUMPTION, AND INVESTMENT IN MILLIONS OF 2019 DOLLARS BASED ON THE ESTIMATES IN THE CBO'S JANUARY 2020 ECONOMIC PROJECTIONS. EMPLOYMENT IS FULL-TIME EQUIVALENT NON-FARM JOBS, IN THOUSANDS OF JOBS. DIFFERENCE FROM BASELINE RESULTS ARE ROUNDED TO THE NEAREST $10 MILLION FOR GDP, TAX REVENUE, CONSUMPTION, AND INVESTMENT, AND DIFFERENCES IN EMPLOYMENT ARE ROUNDED TO THE NEAREST THOUSAND FOR EMPLOYMENT.

SOURCE: THE ECONOMIC RESEARCH CENTER'S DYNAMIC SCORING MODEL

SCENARIO 4

INCREASING STATUTORY INCOME TAX AND CORPORATE TAX TO COVER UPPER BOUND COST ESTIMATE (2022 DOLLARS)

Table 12: Static Revenue Change (2022 dollars)

	Static Revenue ($ millions)
Increase in Personal Income Tax to 5.62%	$1,022
Increase in Corporate Income Tax to 3.49%	$341
Offset of Government Spending	($1,363)
Total Change	$0

Table 13. Personal Income Tax Raised to 5.62% and the Corporate Income Tax Raised to 3.49% with an Offset in Government Spending

Baseline

Year	Real GDP (2012 Dollars)	Real Investment (2012 Dollars)	Employment (thousands)	Total Tax Revenue (Current Dollars)	GF Tax Revenue (Current Dollars)
2022	$512,502	$113,717	4,667	$31,219	$25,384
2023	$523,006	$117,084	4,730	$32,556	$26,470
2024	$534,359	$120,928	4,789	$34,033	$27,672
2025	$546,314	$125,042	4,842	$35,597	$28,943

Difference from Baseline

Year	Real GDP (2012 Dollars)	Real Investment (2012 Dollars)	Employment	Total Tax Revenue (Current Dollars)	GF Tax Revenue (Current Dollars)
2022	($1,160)	($610)	-3.4%	$1,195	$974
2023	($1,180)	($610)	-3.4%	$1,241	$1,005
2024	($1,210)	($630)	-3.4%	$1,291	$1,049
2025	($1,240)	($650)	-3.4%	$1,354	$1,096

NOTE: GF = GENERAL FUND. GDP, TAX REVENUES, CONSUMPTION, AND INVESTMENT IN MILLIONS OF 2019 DOLLARS BASED ON THE ESTIMATES IN THE CBO'S JANUARY 2020 ECONOMIC PROJECTIONS. EMPLOYMENT IS FULL-TIME EQUIVALENT NON-FARM JOBS, IN THOUSANDS OF JOBS. DIFFERENCE FROM BASELINE RESULTS ARE ROUNDED TO THE NEAREST $10 MILLION FOR GDP, TAX REVENUE, CONSUMPTION, AND INVESTMENT, AND DIFFERENCES IN EMPLOYMENT ARE ROUNDED TO THE NEAREST THOUSAND FOR EMPLOYMENT.

SOURCE: THE ECONOMIC RESEARCH CENTER'S DYNAMIC SCORING MODEL

CONCLUSION

For over 60 years, North Carolina has prohibited public-sector unions from collective bargaining. Any lawmakers mulling a repeal of the collective bargaining law should recognize that doing so would come at significant cost to the state.

The cost would depend on the type of collective bargaining law selected by lawmakers. The weakest of the four options, a duty to bargain with arbitration required, would incur the least cost (nearly $889 million). Next in cost would be two other types of collective bargaining systems — an implied but not explicit duty to bargain ($1.12 billion) and duty to bargain with strikes allowed ($1.21 billion). Finally, the costliest is the duty to bargain with fact-finding or mediation required ($1.32 billion).

Why do these differing approaches to dispute resolution produce differences in cost? As Freeman and Robert G. Valletta explained in 1988, "Laws favorable to collective bargaining produce higher wages by encouraging

bargaining relations and by creating an environment in which covered and noncovered workers make wage gains."[63] In other words, certain dispute-resolution approaches are more advantageous for unions than others. For example, arbitrator decisions are binding on both parties, thereby mitigating the power of the union to use the process to realize gains in wages, hours, and terms and conditions of employment. Mediation and fact-finding are not binding on the parties. Although mediation and fact-finding requirements vary by state, the reports produced by fact-finders often are used by the unions to muster political support for the cause.

Note that these estimates model only state expenditures, not local expenditures, which would also be impacted by a repeal of the state's collective bargaining law. For example, local tax revenues supply a significant portion of public school expenditures in North Carolina. Approximately 26 percent of operating expenditures for North Carolina public schools comes from local dollars.[64]

Presumably, the introduction of collective bargaining would lead to massive property tax increases at the local level with inconsistent returns on worker productivity and outcomes. Those costs and the county and municipal fiscal effects from an introduction of collective bargaining are beyond the scope of this study, but it would be a fruitful area for future research.

This study began with a series of questions about whether unionism would be a net positive or negative for North Carolina. In economic terms, a repeal of North Carolina's ban on collective bargaining of public-sector employees would impose significant and recurring costs on taxpayers. Unions, employee associations, and their supporters argue that those costs would be offset with improvements in public services and economic benefits from increasing student achievement in public schools.

I am skeptical that embracing unionism in North Carolina would produce substantive improvements in those ways.

The primary goal of unions is self-preservation, often at the expense of the public purse.

Economist Thomas Sowell summarized this perspective succinctly: "The biggest myth about labor unions is that unions are for the workers. Unions are for unions, just as corporations are for corporations and politicians are for politicians."[65]

APPENDIX A

North Carolina Public- and Private-Sector Union Membership and Coverage, 1983–2019

North Carolina Public- and Private-Sector Union Membership and Coverage, 1983-2019

Year	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
1983	**Total**	**3,400**	**2,338,878**	**178,656**	**238,116**	**7.6**	**10.2**
1983	Private	2,790	1,912,982	102,359	123,498	5.4	6.5
1983	Public	610	425,896	76,297	114,619	17.9	26.9
1983	Priv. Construction	129	89,945	1,976	1,976	2.2	2.2
1983	Priv. Manufacturing	1,171	802,993	55,297	64,655	6.9	8.1
1984	**Total**	**3,878**	**2,521,452**	**185,150**	**228,623**	**7.3**	**9.1**
1984	Private	3,244	2,104,730	100,372	118,224	4.8	5.6
1984	Public	634	416,722	84,778	110,399	20.3	26.5
1984	Priv. Construction	198	131,424	799	799	0.6	0.6
1984	Priv. Manufacturing	1,310	873,037	57,853	65,703	6.6	7.5
1985	**Total**	**6,517**	**2,629,597**	**167,015**	**209,462**	**6.4**	**8**
1985	Private	5,534	2,235,233	106,095	126,622	4.7	5.7
1985	Public	983	394,363	60,920	82,840	15.4	21
1985	Priv. Construction	342	135,622	2,781	3,787	2.1	2.8
1985	Priv. Manufacturing	2,111	865,923	60,211	68,801	7	7.9
1986	**Total**	**7,573**	**2,691,169**	**151,563**	**186,498**	**5.6**	**6.9**
1986	Private	6,458	2,297,688	101,433	117,234	4.4	5.1
1986	Public	1,115	393,481	50,129	69,264	12.7	17.6
1986	Priv. Construction	439	157,999	1,285	1,285	0.8	0.8
1986	Priv. Manufacturing	2,470	881,386	60,252	66,235	6.8	7.5
1987	**Total**	**7,873**	**2,810,884**	**156,281**	**194,205**	**5.6**	**6.9**
1987	Private	6,731	2,401,830	99,100	117,697	4.1	4.9
1987	Public	1,142	409,054	57,181	76,508	14	18.7
1987	Priv. Construction	437	158,292	2,564	3,922	1.6	2.5
1987	Priv. Manufacturing	2,475	882,103	52,134	58,183	5.9	6.6
1988	**Total**	**8,026**	**2,863,366**	**181,476**	**218,166**	**6.3**	**7.6**
1988	Private	6,834	2,442,187	105,417	126,603	4.3	5.2
1988	Public	1,192	421,179	76,059	91,562	18.1	21.7
1988	Priv. Construction	479	174,675	4,131	4,131	2.4	2.4
1988	Priv. Manufacturing	2,492	892,383	55,500	66,225	6.2	7.4
1989	**Total**	**8,314**	**2,979,744**	**164,155**	**202,327**	**5.5**	**6.8**
1989	Private	6,983	2,508,073	94,862	112,828	3.8	4.5
1989	Public	1,331	471,670	69,293	89,500	14.7	19
1989	Priv. Construction	465	168,301	1,504	1,909	0.9	1.1
1989	Priv. Manufacturing	2,486	892,576	57,684	67,019	6.5	7.5
1990	**Total**	**8,145**	**2,896,033**	**150,608**	**187,244**	**5.2**	**6.5**
1990	Private	6,887	2,451,434	93,336	110,691	3.8	4.5

North Carolina Public- and Private-Sector Union Membership and Coverage, 1983-2019 (continued)

Year	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
1990	Public	1,258	444,599	57,272	76,554	12.9	17.2
1990	Priv. Construction	448	161,823	1,772	2,883	1.1	1.8
1990	Priv. Manufacturing	2,473	879,263	48,070	52,200	5.5	5.9
1991	Total	7,762	2,866,568	148,664	191,964	5.2	6.7
1991	Private	6,599	2,438,485	87,357	105,468	3.6	4.3
1991	Public	1,163	428,083	61,307	86,495	14.3	20.2
1991	Priv. Construction	365	134,483	2,085	2,456	1.6	1.8
1991	Priv. Manufacturing	2,303	854,010	41,905	48,746	4.9	5.7
1992	Total	7,703	2,907,169	140,397	179,924	4.8	6.2
1992	Private	6,495	2,449,185	73,975	89,702	3	3.7
1992	Public	1,208	457,984	66,422	90,223	14.5	19.7
1992	Priv. Construction	373	142,750	1,562	2,436	1.1	1.7
1992	Priv. Manufacturing	2,266	855,018	35,042	39,502	4.1	4.6
1993	Total	7,748	2,976,949	166,485	205,348	5.6	6.9
1993	Private	6,462	2,482,521	87,510	104,403	3.5	4.2
1993	Public	1,286	494,428	78,974	100,944	16	20.4
1993	Priv. Construction	373	144,392	1,104	1,440	0.8	1
1993	Priv. Manufacturing	2,158	834,690	43,682	48,667	5.2	5.8
1994	Total	7,338	3,065,992	158,591	201,424	5.2	6.6
1994	Private	6,140	2,568,450	90,520	106,762	3.5	4.2
1994	Public	1,198	497,542	68,070	94,662	13.7	19
1994	Priv. Construction	365	153,312	839	1,273	0.5	0.8
1994	Priv. Manufacturing	2,060	864,201	44,060	49,490	5.1	5.7
1995	Total	7,113	3,114,233	132,156	169,000	4.2	5.4
1995	Private	6,027	2,644,993	64,890	83,582	2.5	3.2
1995	Public	1,086	469,240	67,265	85,419	14.3	18.2
1995	Priv. Construction	358	160,252	762	2,272	0.5	1.4
1995	Priv. Manufacturing	1,950	858,297	24,940	29,381	2.9	3.4
1996	Total	4,189	3,239,150	134,015	161,305	4.1	5
1996	Private	3,565	2,753,905	72,791	81,914	2.6	3
1996	Public	624	485,244	61,224	79,391	12.6	16.4
1996	Priv. Construction	233	189,524	5,812	5,812	3.1	3.1
1996	Priv. Manufacturing	1,099	860,675	21,691	23,056	2.5	2.7
1997	Total	4,287	3,336,994	126,220	152,693	3.8	4.6
1997	Private	3,620	2,822,864	78,132	89,397	2.8	3.2
1997	Public	667	514,130	48,088	63,295	9.4	12.3
1997	Priv. Construction	244	201,490	4,188	4,188	2.1	2.1
1997	Priv. Manufacturing	1,092	862,587	21,654	26,013	2.5	3

North Carolina Public- and Private-Sector Union Membership and Coverage, 1983-2019 (continued)

Year	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
1998	Total	4,246	3,326,111	139,838	173,067	4.2	5.2
1998	Private	3,591	2,820,035	78,948	93,417	2.8	3.3
1998	Public	655	506,075	60,890	79,650	12	15.7
1998	Priv. Construction	231	187,528	725	725	0.4	0.4
1998	Priv. Manufacturing	1,021	799,705	23,350	26,506	2.9	3.3
1999	Total	4,217	3,359,146	108,864	131,920	3.2	3.9
1999	Private	3,546	2,836,892	54,990	65,766	1.9	2.3
1999	Public	671	522,253	53,875	66,154	10.3	12.7
1999	Priv. Construction	239	195,846	1,895	1,895	1	1
1999	Priv. Manufacturing	1,027	827,273	13,616	20,870	1.6	2.5
2000	Total	4,151	3,403,802	124,064	148,414	3.6	4.4
2000	Private	3,529	2,898,775	68,199	84,479	2.4	2.9
2000	Public	622	505,026	55,865	63,935	11.1	12.7
2000	Priv. Construction	285	237,156	5,351	7,972	2.3	3.4
2000	Priv. Manufacturing	951	784,424	21,140	25,652	2.7	3.3
2001	Total	3,929	3,388,611	124,308	145,073	3.7	4.3
2001	Private	3,334	2,879,474	67,106	75,784	2.3	2.6
2001	Public	595	509,136	57,202	69,289	11.2	13.6
2001	Priv. Construction	258	226,575	5,481	5,481	2.4	2.4
2001	Priv. Manufacturing	798	688,145	16,170	21,035	2.3	3.1
2002	Total	3,738	3,310,822	112,896	133,838	3.4	4.0
2002	Private	3,142	2,792,836	58,580	68,464	2.1	2.5
2002	Public	596	517,986	54,317	65,374	10.5	12.6
2002	Priv. Construction	252	226,180	5,275	5,275	2.3	2.3
2002	Priv. Manufacturing	689	617,289	16,780	20,957	2.7	3.4
2003	Total	3,829	3,576,403	111,439	134,635	3.1	3.8
2003	Private	3,209	3,006,697	62,729	74,928	2.1	2.5
2003	Public	620	569,706	48,710	59,707	8.6	10.5
2003	Priv. Construction	270	260,569	5,510	5,510	2.1	2.1
2003	Priv. Manufacturing	650	603,022	18,851	22,381	3.1	3.7
2004	Total	3,717	3,549,242	97,015	126,515	2.7	3.6
2004	Private	3,125	2,994,345	47,824	66,832	1.6	2.2
2004	Public	592	554,897	49,191	59,683	8.9	10.8
2004	Priv. Construction	244	245,416	1,934	1,934	0.8	0.8
2004	Priv. Manufacturing	628	587,883	10,220	14,311	1.7	2.4
2005	Total	3,571	3,630,896	106,964	142,597	2.9	3.9
2005	Private	2,960	3,031,276	55,007	74,413	1.8	2.5
2005	Public	611	599,620	51,957	68,184	8.7	11.4
2005	Priv. Construction	287	293,375	1,203	3,443	0.4	1.2

North Carolina Public- and Private-Sector Union Membership and Coverage, 1983-2019 (continued)

Year	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
2005	Priv. Manufacturing	557	554,071	19,361	22,523	3.5	4.1
2006	Total	3,530	3,809,761	125,627	155,114	3.3	4.1
2006	Private	2,938	3,180,923	57,781	71,513	1.8	2.2
2006	Public	592	628,837	67,846	83,601	10.8	13.3
2006	Priv. Construction	281	310,313	2,855	2,855	0.9	0.9
2006	Priv. Manufacturing	539	574,428	17,761	22,936	3.1	4.0
2007	Total	3,420	3,770,884	113,620	146,856	3.0	3.9
2007	Private	2,851	3,149,800	63,583	75,614	2.0	2.4
2007	Public	569	621,083	50,036	71,242	8.1	11.5
2007	Priv. Construction	254	283,986	4,380	5,717	1.5	2.0
2007	Priv. Manufacturing	471	512,798	16,874	19,327	3.3	3.8
2008	Total	3,397	3,798,819	132,498	189,069	3.5	5.0
2008	Private	2,839	3,180,288	64,396	82,395	2.0	2.6
2008	Public	558	618,531	68,102	106,675	11.0	17.2
2008	Priv. Construction	244	277,231	2,386	2,386	0.9	0.9
2008	Priv. Manufacturing	431	472,769	20,810	28,540	4.4	6.0
2009	Total	3,271	3,707,264	115,104	161,568	3.1	4.4
2009	Private	2,677	3,049,915	46,904	63,105	1.5	2.1
2009	Public	594	657,349	68,200	98,462	10.4	15.0
2009	Priv. Construction	202	236,105	3,903	3,903	1.7	1.7
2009	Priv. Manufacturing	423	472,663	13,947	18,014	3.0	3.8
2010	Total	3,207	3,685,868	116,692	179,603	3.2	4.9
2010	Private	2,618	3,022,355	53,772	75,428	1.8	2.5
2010	Public	589	663,513	62,920	104,175	9.5	15.7
2010	Priv. Construction	180	216,150	5,107	5,107	2.4	2.4
2010	Priv. Manufacturing	424	474,041	18,394	21,650	3.9	4.6
2011	Total	3,016	3,595,383	104,471	148,405	2.9	4.1
2011	Private	2,487	2,980,566	48,553	66,515	1.6	2.2
2011	Public	529	614,817	55,918	81,890	9.1	13.3
2011	Priv. Construction	160	209,171	2,426	3,600	1.2	1.7
2011	Priv. Manufacturing	386	453,756	9,828	13,420	2.2	3.0
2012	Total	3,166	3,804,593	111,482	161,415	2.9	4.2
2012	Private	2,633	3,181,322	56,841	79,540	1.8	2.5
2012	Public	533	623,271	54,641	81,875	8.8	13.1
2012	Priv. Construction	175	219,075	2,549	2,549	1.2	1.2
2012	Priv. Manufacturing	390	459,685	17,882	20,901	3.9	4.5
2013	Total	3,198	3,881,111	116,178	183,970	3.0	4.7
2013	Private	2,635	3,202,633	50,371	88,894	1.6	2.8
2013	Public	563	678,478	65,808	95,076	9.7	14.0

North Carolina Public- and Private-Sector Union Membership and Coverage, 1983-2019 (continued)

Year	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
2013	Priv. Construction	179	217,078	0	2,315	0.0	1.1
2013	Priv. Manufacturing	424	507,648	11,541	26,533	2.3	5.2
2014	Total	3,298	3,934,866	76,293	125,741	1.9	3.2
2014	Private	2,753	3,286,211	40,123	54,381	1.2	1.7
2014	Public	545	648,654	36,170	71,360	5.6	11.0
2014	Priv. Construction	200	239,267	0	3,639	0.0	1.5
2014	Priv. Manufacturing	455	538,709	13,570	17,203	2.5	3.2
2015	Total	3,606	4,094,176	123,126	167,345	3.0	4.1
2015	Private	3,087	3,517,472	65,051	86,457	1.8	2.5
2015	Public	519	576,704	58,075	80,888	10.1	14.0
2015	Priv. Construction	209	245,797	2,146	2,146	0.9	0.9
2015	Priv. Manufacturing	490	554,181	8,308	10,833	1.5	2.0
2016	Total	3,705	4,229,823	128,802	174,064	3.0	4.1
2016	Private	3,175	3,642,444	61,858	89,021	1.7	2.4
2016	Public	530	587,379	66,944	85,043	11.4	14.5
2016	Priv. Construction	204	242,171	7,799	7,799	3.2	3.2
2016	Priv. Manufacturing	501	574,628	10,160	15,283	1.8	2.7
2017	Total	3,664	4,302,258	144,232	170,931	3.4	4.0
2017	Private	3,135	3,689,629	86,683	98,900	2.3	2.7
2017	Public	529	612,628	57,549	72,031	9.4	11.8
2017	Priv. Construction	236	286,018	2,328	3,330	0.8	1.2
2017	Priv. Manufacturing	491	575,547	12,626	14,987	2.2	2.6
2018	Total	3,485	4,329,529	117,060	172,780	2.7	4.0
2018	Private	2,947	3,670,940	73,364	108,935	2.0	3.0
2018	Public	538	658,589	43,697	63,845	6.6	9.7
2018	Priv. Construction	259	330,018	1,137	5,692	0.3	1.7
2018	Priv. Manufacturing	440	555,515	8,481	14,493	1.5	2.6
2019	Total	3,477	4,397,873	102,366	150,499	2.3	3.4
2019	Private	2,923	3,703,540	43,622	65,489	1.2	1.8
2019	Public	554	694,333	58,744	85,010	8.5	12.2
2019	Priv. Construction	227	284,820	2,210	4,139	0.8	1.5
2019	Priv. Manufacturing	428	540,495	10,018	10,958	1.9	2.0

SOURCE: BARRY T. HIRSCH AND DAVID A. MACPHERSON, "UNION MEMBERSHIP AND COVERAGE DATABASE FROM THE CURRENT POPULATION SURVEY: NOTE," *INDUSTRIAL AND LABOR RELATIONS REVIEW*, VOL. 56, NO. 2, JANUARY 2003, PP. 349-54 (UPDATED ANNUALLY AT UNIONSTATS.COM).

APPENDIX B

North Carolina Public- and Private-Sector Union Membership and Coverage, By Metropolitan Statistical Area, 1986–2019

North Carolina Public- and Private-Sector Union Membership and Coverage, By Metropolitan Statistical Area, 1986-2019

Year	Code	Metropolitan Area	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
1986	480	Asheville, NC MSA	Private	170	62,835	2,406	2,705	3.8	4.3
1986	480	Asheville, NC MSA	Public	31	11,202	1,024	1,413	9.1	12.6
1986	480	Asheville, NC MSA	Total	201	74,037	3,430	4,118	4.6	5.6
1986	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Private	1,272	482,359	33,396	37,246	6.9	7.7
1986	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Public	123	46,289	8,474	9,406	18.3	20.3
1986	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Total	1,395	528,648	41,869	46,652	7.9	8.8
1986	2560	Fayetteville, NC MSA	Private	163	62,857	5,231	5,922	8.3	9.4
1986	2560	Fayetteville, NC MSA	Public	58	20,014	1,776	2,120	8.9	10.6
1986	2560	Fayetteville, NC MSA	Total	221	82,871	7,008	8,042	8.5	9.7
1986	3120	Greensboro-Winston-Salem-High Point, NC MSA	Private	1,034	375,554	17,163	19,618	4.6	5.2
1986	3120	Greensboro-Winston-Salem-High Point, NC MSA	Public	133	49,911	7,698	9,130	15.4	18.3
1986	3120	Greensboro-Winston-Salem-High Point, NC MSA	Total	1,167	425,465	24,861	28,748	5.8	6.8
1986	3290	Hickory, NC MSA	Private	225	78,325	675	1,369	0.9	1.7
1986	3290	Hickory, NC MSA	Public	32	10,687	2,611	3,603	24.4	33.7
1986	3290	Hickory, NC MSA	Total	257	89,012	3,286	4,972	3.7	5.6
1986	6640	Raleigh-Durham, NC MSA	Private	719	259,943	10,222	11,993	3.9	4.6
1986	6640	Raleigh-Durham, NC MSA	Public	171	61,611	5,773	10,291	9.4	16.7
1986	6640	Raleigh-Durham, NC MSA	Total	890	321,554	15,995	22,284	5.0	6.9
1987	480	Asheville, NC MSA	Private	157	58,853	2,963	3,304	5.0	5.6
1987	480	Asheville, NC MSA	Public	31	11,144	1,658	1,658	14.9	14.9
1987	480	Asheville, NC MSA	Total	188	69,997	4,621	4,962	6.6	7.1
1987	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Private	1,415	526,173	25,617	30,138	4.9	5.7
1987	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Public	153	57,918	8,516	10,636	14.7	18.4
1987	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Total	1,568	584,090	34,133	40,774	5.8	7.0
1987	2560	Fayetteville, NC MSA	Private	148	53,572	3,083	3,415	5.8	6.4
1987	2560	Fayetteville, NC MSA	Public	60	20,450	2,880	3,573	14.1	17.5
1987	2560	Fayetteville, NC MSA	Total	208	74,022	5,963	6,988	8.1	9.4
1987	3120	Greensboro-Winston-Salem-High Point, NC MSA	Private	1,060	378,852	21,692	26,116	5.7	6.9
1987	3120	Greensboro-Winston-Salem-High Point, NC MSA	Public	107	39,192	6,133	10,373	15.6	26.5
1987	3120	Greensboro-Winston-Salem-High Point, NC MSA	Total	1,167	418,043	27,825	36,489	6.7	8.7
1987	3290	Hickory, NC MSA	Private	296	102,558	2,656	2,656	2.6	2.6
1987	3290	Hickory, NC MSA	Public	28	9,797	1,445	3,111	14.7	31.7
1987	3290	Hickory, NC MSA	Total	324	112,355	4,101	5,767	3.7	5.1
1987	6640	Raleigh-Durham, NC MSA	Private	762	275,846	7,292	8,814	2.6	3.2

North Carolina Public- and Private-Sector Union Membership and Coverage By Metropolitan Statistical Area, 1986-2019

(continued)

Year	Code	Metropolitan Area	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
1987	6640	Raleigh-Durham, NC MSA	Public	174	61,448	6,726	7,372	10.9	12.0
1987	6640	Raleigh-Durham, NC MSA	Total	936	337,294	14,018	16,186	4.2	4.8
1988	480	Asheville, NC MSA	Private	169	58,773	4,964	4,964	8.4	8.4
1988	480	Asheville, NC MSA	Public	41	14,123	2,297	2,624	16.3	18.6
1988	480	Asheville, NC MSA	Total	210	72,896	7,261	7,588	10.0	10.4
1988	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Private	1,462	543,806	25,086	31,734	4.6	5.8
1988	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Public	160	60,578	12,053	14,949	19.9	24.7
1988	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Total	1,622	604,383	37,139	46,683	6.1	7.7
1988	2560	Fayetteville, NC MSA	Private	156	55,826	3,097	3,097	5.5	5.5
1988	2560	Fayetteville, NC MSA	Public	58	20,778	1,925	2,294	9.3	11.0
1988	2560	Fayetteville, NC MSA	Total	214	76,604	5,022	5,390	6.6	7.0
1988	3120	Greensboro-Winston-Salem-High Point, NC MSA	Private	1,088	389,173	19,000	26,722	4.9	6.9
1988	3120	Greensboro-Winston-Salem-High Point, NC MSA	Public	125	44,326	7,813	10,311	17.6	23.3
1988	3120	Greensboro-Winston-Salem-High Point, NC MSA	Total	1,213	433,500	26,813	37,033	6.2	8.5
1988	3290	Hickory, NC MSA	Private	299	104,170	2,967	3,335	2.8	3.2
1988	3290	Hickory, NC MSA	Public	27	9,401	980	1,284	10.4	13.7
1988	3290	Hickory, NC MSA	Total	326	113,571	3,948	4,619	3.5	4.1
1988	6640	Raleigh-Durham, NC MSA	Private	751	269,395	6,560	8,783	2.4	3.3
1988	6640	Raleigh-Durham, NC MSA	Public	205	73,302	12,678	12,938	17.3	17.6
1988	6640	Raleigh-Durham, NC MSA	Total	956	342,697	19,238	21,721	5.6	6.3
1989	480	Asheville, NC MSA	Private	184	65,664	5,794	5,794	8.8	8.8
1989	480	Asheville, NC MSA	Public	48	16,392	1,736	3,491	10.6	21.3
1989	480	Asheville, NC MSA	Total	232	82,056	7,530	9,285	9.2	11.3
1989	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Private	1,415	535,106	18,099	20,724	3.4	3.9
1989	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Public	169	64,282	8,570	12,120	13.3	18.9
1989	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Total	1,584	599,387	26,669	32,843	4.4	5.5
1989	2560	Fayetteville, NC MSA	Private	185	67,159	2,161	2,584	3.2	3.8
1989	2560	Fayetteville, NC MSA	Public	56	19,728	840	2,291	4.3	11.6
1989	2560	Fayetteville, NC MSA	Total	241	86,886	3,001	4,875	3.5	5.6
1989	3120	Greensboro-Winston-Salem-High Point, NC MSA	Private	1,111	394,381	13,856	18,274	3.5	4.6
1989	3120	Greensboro-Winston-Salem-High Point, NC MSA	Public	160	56,832	7,829	9,637	13.8	17.0
1989	3120	Greensboro-Winston-Salem-High Point, NC MSA	Total	1,271	451,213	21,684	27,911	4.8	6.2
1989	3290	Hickory, NC MSA	Private	277	96,154	2,452	3,126	2.5	3.3
1989	3290	Hickory, NC MSA	Public	25	8,661	600	600	6.9	6.9
1989	3290	Hickory, NC MSA	Total	302	104,816	3,052	3,727	2.9	3.6
1989	6640	Raleigh-Durham, NC MSA	Private	851	305,400	5,658	7,712	1.9	2.5

North Carolina Public- and Private-Sector Union Membership and Coverage By Metropolitan Statistical Area, 1986-2019

(continued)

Year	Code	Metropolitan Area	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
1989	6640	Raleigh-Durham, NC MSA	Public	219	77,395	8,283	9,696	10.7	12.5
1989	6640	Raleigh-Durham, NC MSA	Total	1,070	382,794	13,941	17,408	3.6	4.5
1990	480	Asheville, NC MSA	Private	174	60,280	1,727	1,727	2.9	2.9
1990	480	Asheville, NC MSA	Public	37	12,938	1,908	2,970	14.7	23.0
1990	480	Asheville, NC MSA	Total	211	73,217	3,635	4,697	5.0	6.4
1990	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Private	1,437	539,786	27,233	31,883	5.0	5.9
1990	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Public	155	57,125	9,523	14,612	16.7	25.6
1990	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Total	1,592	596,910	36,756	46,495	6.2	7.8
1990	2560	Fayetteville, NC MSA	Private	182	64,710	2,659	3,021	4.1	4.7
1990	2560	Fayetteville, NC MSA	Public	46	16,216	1,422	2,542	8.8	15.7
1990	2560	Fayetteville, NC MSA	Total	228	80,926	4,081	5,564	5.0	6.9
1990	3120	Greensboro-Winston-Salem-High Point, NC MSA	Private	1,152	413,534	19,498	26,479	4.7	6.4
1990	3120	Greensboro-Winston-Salem-High Point, NC MSA	Public	149	53,826	8,728	11,028	16.2	20.5
1990	3120	Greensboro-Winston-Salem-High Point, NC MSA	Total	1,301	467,360	28,226	37,507	6.0	8.0
1990	3290	Hickory, NC MSA	Private	282	96,801	1,757	1,757	1.8	1.8
1990	3290	Hickory, NC MSA	Public	26	8,515	1,399	1,740	16.4	20.4
1990	3290	Hickory, NC MSA	Total	308	105,316	3,156	3,497	3.0	3.3
1990	6640	Raleigh-Durham, NC MSA	Private	840	300,357	7,225	8,664	2.4	2.9
1990	6640	Raleigh-Durham, NC MSA	Public	200	69,994	7,743	9,585	11.1	13.7
1990	6640	Raleigh-Durham, NC MSA	Total	1,040	370,351	14,969	18,249	4.0	4.9
1991	480	Asheville, NC MSA	Private	146	54,147	3,250	3,250	6.0	6.0
1991	480	Asheville, NC MSA	Public	32	12,018	3,052	3,052	25.4	25.4
1991	480	Asheville, NC MSA	Total	178	66,165	6,302	6,302	9.5	9.5
1991	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Private	1,392	542,875	27,513	32,745	5.1	6.0
1991	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Public	170	65,573	10,820	13,294	16.5	20.3
1991	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Total	1,562	608,448	38,333	46,039	6.3	7.6
1991	2560	Fayetteville, NC MSA	Private	167	61,257	2,841	3,672	4.6	6.0
1991	2560	Fayetteville, NC MSA	Public	55	20,335	2,781	5,013	13.7	24.7
1991	2560	Fayetteville, NC MSA	Total	222	81,592	5,622	8,685	6.9	10.6
1991	3120	Greensboro-Winston-Salem-High Point, NC MSA	Private	1,130	419,338	17,541	24,650	4.2	5.9
1991	3120	Greensboro-Winston-Salem-High Point, NC MSA	Public	129	48,871	10,560	13,516	21.6	27.7
1991	3120	Greensboro-Winston-Salem-High Point, NC MSA	Total	1,259	468,209	28,101	38,165	6.0	8.2
1991	3290	Hickory, NC MSA	Private	273	97,291	1,155	1,155	1.2	1.2
1991	3290	Hickory, NC MSA	Public	24	8,275	674	2,385	8.1	28.8
1991	3290	Hickory, NC MSA	Total	297	105,567	1,829	3,540	1.7	3.4
1991	6640	Raleigh-Durham, NC MSA	Private	759	280,120	7,742	9,380	2.8	3.3

North Carolina Public- and Private-Sector Union Membership and Coverage By Metropolitan Statistical Area, 1986-2019

(continued)

Year	Code	Metropolitan Area	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
1991	6640	Raleigh-Durham, NC MSA	Public	170	62,901	6,010	7,479	9.6	11.9
1991	6640	Raleigh-Durham, NC MSA	Total	929	343,020	13,752	16,859	4.0	4.9
1992	480	Asheville, NC MSA	Private	140	52,476	1,478	1,478	2.8	2.8
1992	480	Asheville, NC MSA	Public	39	14,509	2,226	2,226	15.3	15.3
1992	480	Asheville, NC MSA	Total	179	66,985	3,704	3,704	5.5	5.5
1992	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Private	1,330	526,014	28,297	31,348	5.4	6.0
1992	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Public	182	73,523	14,689	17,216	20.0	23.4
1992	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Total	1,512	599,537	42,986	48,564	7.2	8.1
1992	2560	Fayetteville, NC MSA	Private	166	61,714	1,556	2,325	2.5	3.8
1992	2560	Fayetteville, NC MSA	Public	58	21,423	1,821	3,963	8.5	18.5
1992	2560	Fayetteville, NC MSA	Total	224	83,137	3,378	6,288	4.1	7.6
1992	3120	Greensboro-Winston-Salem-High Point, NC MSA	Private	1,073	407,118	15,534	19,425	3.8	4.8
1992	3120	Greensboro-Winston-Salem-High Point, NC MSA	Public	149	57,542	9,501	10,616	16.5	18.4
1992	3120	Greensboro-Winston-Salem-High Point, NC MSA	Total	1,222	464,660	25,035	30,041	5.4	6.5
1992	3290	Hickory, NC MSA	Private	264	95,329	663	663	0.7	0.7
1992	3290	Hickory, NC MSA	Public	25	8,675	1,712	2,058	19.7	23.7
1992	3290	Hickory, NC MSA	Total	289	104,004	2,375	2,721	2.3	2.6
1992	6640	Raleigh-Durham, NC MSA	Private	743	289,172	4,533	5,282	1.6	1.8
1992	6640	Raleigh-Durham, NC MSA	Public	186	72,108	7,494	8,706	10.4	12.1
1992	6640	Raleigh-Durham, NC MSA	Total	929	361,281	12,027	13,988	3.3	3.9
1993	480	Asheville, NC MSA	Private	180	69,543	1,095	1,095	1.6	1.6
1993	480	Asheville, NC MSA	Public	36	13,883	2,087	2,087	15.0	15.0
1993	480	Asheville, NC MSA	Total	216	83,426	3,182	3,182	3.8	3.8
1993	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Private	1,263	518,353	23,860	32,074	4.6	6.2
1993	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Public	192	77,847	12,573	13,818	16.2	17.7
1993	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Total	1,455	596,200	36,433	45,892	6.1	7.7
1993	2560	Fayetteville, NC MSA	Private	141	53,971	1,930	1,930	3.6	3.6
1993	2560	Fayetteville, NC MSA	Public	55	20,840	2,798	4,331	13.4	20.8
1993	2560	Fayetteville, NC MSA	Total	196	74,812	4,728	6,261	6.3	8.4
1993	3120	Greensboro-Winston-Salem-High Point, NC MSA	Private	1,078	408,299	15,556	18,963	3.8	4.6
1993	3120	Greensboro-Winston-Salem-High Point, NC MSA	Public	155	60,466	12,948	14,813	21.4	24.5
1993	3120	Greensboro-Winston-Salem-High Point, NC MSA	Total	1,233	468,765	28,504	33,776	6.1	7.2
1993	3290	Hickory, NC MSA	Private	256	96,794	699	699	0.7	0.7
1993	3290	Hickory, NC MSA	Public	25	9,250	1,195	1,195	12.9	12.9
1993	3290	Hickory, NC MSA	Total	281	106,044	1,894	1,894	1.8	1.8
1993	6640	Raleigh-Durham, NC MSA	Private	773	296,658	9,815	11,904	3.3	4.0

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Year	Code	Metropolitan Area	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
1993	6640	Raleigh-Durham, NC MSA	Public	219	85,356	8,611	11,377	10.1	13.3
1993	6640	Raleigh-Durham, NC MSA	Total	992	382,014	18,426	23,281	4.8	6.1
1994	480	Asheville, NC MSA	Private	178	72,897	3,215	3,215	4.4	4.4
1994	480	Asheville, NC MSA	Public	30	12,125	1,057	1,462	8.7	12.1
1994	480	Asheville, NC MSA	Total	208	85,022	4,272	4,677	5.0	5.5
1994	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Private	1,175	536,218	24,833	30,635	4.6	5.7
1994	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Public	148	63,402	9,570	11,284	15.1	17.8
1994	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Total	1,323	599,620	34,404	41,918	5.7	7.0
1994	2560	Fayetteville, NC MSA	Private	131	55,474	1,233	1,557	2.2	2.8
1994	2560	Fayetteville, NC MSA	Public	60	23,902	3,661	7,258	15.3	30.4
1994	2560	Fayetteville, NC MSA	Total	191	79,376	4,894	8,815	6.2	11.1
1994	3120	Greensboro-Winston-Salem-High Point, NC MSA	Private	1,057	442,789	11,786	15,811	2.7	3.6
1994	3120	Greensboro-Winston-Salem-High Point, NC MSA	Public	156	64,543	10,939	13,998	16.9	21.7
1994	3120	Greensboro-Winston-Salem-High Point, NC MSA	Total	1,213	507,332	22,725	29,809	4.5	5.9
1994	3290	Hickory, NC MSA	Private	259	105,541	2,015	2,962	1.9	2.8
1994	3290	Hickory, NC MSA	Public	22	8,815	1,606	1,987	18.2	22.5
1994	3290	Hickory, NC MSA	Total	281	114,356	3,621	4,948	3.2	4.3
1994	6640	Raleigh-Durham, NC MSA	Private	763	321,581	9,336	10,863	2.9	3.4
1994	6640	Raleigh-Durham, NC MSA	Public	225	93,721	8,832	10,097	9.4	10.8
1994	6640	Raleigh-Durham, NC MSA	Total	988	415,302	18,168	20,960	4.4	5.0
1995	480	Asheville, NC MSA	Private	136	78,269	2,755	2,755	3.5	3.5
1995	480	Asheville, NC MSA	Public	26	14,625	1,453	1,453	9.9	9.9
1995	480	Asheville, NC MSA	Total	162	92,894	4,208	4,208	4.5	4.5
1995	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Private	946	606,644	21,652	27,228	3.6	4.5
1995	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Public	116	72,690	11,826	14,443	16.3	19.9
1995	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Total	1,062	679,333	33,478	41,671	4.9	6.1
1995	2560	Fayetteville, NC MSA	Private	93	57,520	1,840	1,840	3.2	3.2
1995	2560	Fayetteville, NC MSA	Public	38	24,107	3,978	7,186	16.5	29.8
1995	2560	Fayetteville, NC MSA	Total	131	81,627	5,818	9,026	7.1	11.1
1995	3120	Greensboro-Winston-Salem-High Point, NC MSA	Private	844	482,496	12,757	13,986	2.6	2.9
1995	3120	Greensboro-Winston-Salem-High Point, NC MSA	Public	103	60,319	14,807	16,912	24.5	28.0
1995	3120	Greensboro-Winston-Salem-High Point, NC MSA	Total	947	542,815	27,565	30,898	5.1	5.7
1995	3290	Hickory-Morgantown, NC MSA	Private	176	103,170	366	366	0.4	0.4
1995	3290	Hickory-Morgantown, NC MSA	Public	31	17,328	0	2,031	0.0	11.7
1995	3290	Hickory-Morgantown, NC MSA	Total	207	120,497	366	2,397	0.3	2.0
1995	6640	Raleigh-Durham-Chapel Hill, NC MSA	Private	698	447,795	6,012	8,855	1.3	2.0

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Year	Code	Metropolitan Area	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
1995	6640	Raleigh-Durham-Chapel Hill, NC MSA	Public	187	123,845	11,509	14,485	9.3	11.7
1995	6640	Raleigh-Durham-Chapel Hill, NC MSA	Total	885	571,640	17,521	23,340	3.1	4.1
1996	480	Asheville, NC MSA	Private	108	77,942	4,286	4,286	5.5	5.5
1996	480	Asheville, NC MSA	Public	20	13,792	1,397	1,397	10.1	10.1
1996	480	Asheville, NC MSA	Total	128	91,734	5,683	5,683	6.2	6.2
1996	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Private	780	592,732	24,743	30,405	4.2	5.1
1996	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Public	86	65,116	13,422	15,499	20.6	23.8
1996	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Total	866	657,848	38,165	45,905	5.8	7.0
1996	2560	Fayetteville, NC MSA	Private	78	57,303	2,437	2,437	4.3	4.3
1996	2560	Fayetteville, NC MSA	Public	29	22,323	3,131	6,339	14.0	28.4
1996	2560	Fayetteville, NC MSA	Total	107	79,625	5,568	8,776	7.0	11.0
1996	3120	Greensboro-Winston-Salem-High Point, NC MSA	Private	656	457,570	7,722	9,876	1.7	2.2
1996	3120	Greensboro-Winston-Salem-High Point, NC MSA	Public	77	53,655	9,673	14,409	18.0	26.9
1996	3120	Greensboro-Winston-Salem-High Point, NC MSA	Total	733	511,225	17,395	24,284	3.4	4.8
1996	3290	Hickory-Morgantown, NC MSA	Private	161	115,260	2,702	2,702	2.3	2.3
1996	3290	Hickory-Morgantown, NC MSA	Public	29	21,302	647	2,283	3.0	10.7
1996	3290	Hickory-Morgantown, NC MSA	Total	190	136,563	3,349	4,985	2.5	3.7
1996	6640	Raleigh-Durham-Chapel Hill, NC MSA	Private	619	480,069	6,805	9,308	1.4	1.9
1996	6640	Raleigh-Durham-Chapel Hill, NC MSA	Public	173	138,833	14,418	16,495	10.4	11.9
1996	6640	Raleigh-Durham-Chapel Hill, NC MSA	Total	792	618,902	21,223	25,802	3.4	4.2
1997	480	Asheville, NC MSA	Private	110	78,746	2,459	2,459	3.1	3.1
1997	480	Asheville, NC MSA	Public	18	12,257	698	698	5.7	5.7
1997	480	Asheville, NC MSA	Total	128	91,003	3,157	3,157	3.5	3.5
1997	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Private	791	592,241	32,544	38,425	5.5	6.5
1997	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Public	94	68,222	10,931	17,015	16.0	24.9
1997	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Total	885	660,463	43,475	55,440	6.6	8.4
1997	2560	Fayetteville, NC MSA	Private	85	62,138	3,161	3,758	5.1	6.0
1997	2560	Fayetteville, NC MSA	Public	23	16,479	1,505	2,314	9.1	14.0
1997	2560	Fayetteville, NC MSA	Total	108	78,617	4,666	6,072	5.9	7.7
1997	3120	Greensboro-Winston-Salem-High Point, NC MSA	Private	652	461,755	16,679	19,644	3.6	4.3
1997	3120	Greensboro-Winston-Salem-High Point, NC MSA	Public	88	63,554	10,256	11,639	16.1	18.3
1997	3120	Greensboro-Winston-Salem-High Point, NC MSA	Total	740	525,309	26,935	31,282	5.1	6.0
1997	3290	Hickory-Morgantown, NC MSA	Private	140	104,678	1,585	2,361	1.5	2.3
1997	3290	Hickory-Morgantown, NC MSA	Public	10	7,531	1,678	1,678	22.3	22.3
1997	3290	Hickory-Morgantown, NC MSA	Total	150	112,209	3,263	4,039	2.9	3.6
1997	6640	Raleigh-Durham-Chapel Hill, NC MSA	Private	633	500,122	7,795	9,247	1.6	1.8

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Year	Code	Metropolitan Area	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
1997	6640	Raleigh-Durham-Chapel Hill, NC MSA	Public	181	138,766	6,558	8,417	4.7	6.1
1997	6640	Raleigh-Durham-Chapel Hill, NC MSA	Total	814	638,888	14,353	17,664	2.2	2.8
1998	480	Asheville, NC MSA	Private	128	90,859	0	0	0.0	0.0
1998	480	Asheville, NC MSA	Public	18	12,403	2,501	2,501	20.2	20.2
1998	480	Asheville, NC MSA	Total	146	103,261	2,501	2,501	2.4	2.4
1998	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Private	745	563,570	24,454	27,652	4.3	4.9
1998	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Public	95	70,612	6,734	10,348	9.5	14.7
1998	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Total	840	634,183	31,188	38,000	4.9	6.0
1998	2560	Fayetteville, NC MSA	Private	84	63,878	1,162	2,582	1.8	4.0
1998	2560	Fayetteville, NC MSA	Public	30	22,466	4,174	6,211	18.6	27.6
1998	2560	Fayetteville, NC MSA	Total	114	86,344	5,337	8,793	6.2	10.2
1998	3120	Greensboro-Winston-Salem-High Point, NC MSA	Private	684	505,367	25,274	27,450	5.0	5.4
1998	3120	Greensboro-Winston-Salem-High Point, NC MSA	Public	87	64,197	8,327	8,327	13.0	13.0
1998	3120	Greensboro-Winston-Salem-High Point, NC MSA	Total	771	569,563	33,601	35,777	5.9	6.3
1998	3290	Hickory-Morgantown, NC MSA	Private	140	105,828	0	956	0.0	0.9
1998	3290	Hickory-Morgantown, NC MSA	Public	15	10,861	0	0	0.0	0.0
1998	3290	Hickory-Morgantown, NC MSA	Total	155	116,689	0	956	0.0	0.8
1998	6640	Raleigh-Durham-Chapel Hill, NC MSA	Private	602	467,449	11,125	14,529	2.4	3.1
1998	6640	Raleigh-Durham-Chapel Hill, NC MSA	Public	168	123,599	12,722	16,584	10.3	13.4
1998	6640	Raleigh-Durham-Chapel Hill, NC MSA	Total	770	591,049	23,848	31,113	4.0	5.3
1999	480	Asheville, NC MSA	Private	123	90,141	711	711	0.8	0.8
1999	480	Asheville, NC MSA	Public	29	22,052	4,818	4,818	21.8	21.8
1999	480	Asheville, NC MSA	Total	152	112,192	5,529	5,529	4.9	4.9
1999	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Private	751	590,075	22,158	24,981	3.8	4.2
1999	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Public	107	81,831	14,968	17,241	18.3	21.1
1999	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Total	858	671,905	37,127	42,222	5.5	6.3
1999	2560	Fayetteville, NC MSA	Private	96	75,269	787	787	1.0	1.0
1999	2560	Fayetteville, NC MSA	Public	25	18,688	3,651	5,815	19.5	31.1
1999	2560	Fayetteville, NC MSA	Total	121	93,956	4,437	6,601	4.7	7.0
1999	3120	Greensboro-Winston-Salem-High Point, NC MSA	Private	709	527,379	12,868	14,521	2.4	2.8
1999	3120	Greensboro-Winston-Salem-High Point, NC MSA	Public	88	64,425	6,938	6,938	10.8	10.8
1999	3120	Greensboro-Winston-Salem-High Point, NC MSA	Total	797	591,804	19,806	21,459	3.3	3.6
1999	3290	Hickory-Morgantown, NC MSA	Private	152	114,420	760	760	0.7	0.7
1999	3290	Hickory-Morgantown, NC MSA	Public	18	12,759	1,287	1,977	10.1	15.5
1999	3290	Hickory-Morgantown, NC MSA	Total	170	127,179	2,047	2,737	1.6	2.2
1999	6640	Raleigh-Durham-Chapel Hill, NC MSA	Private	559	434,614	6,499	9,956	1.5	2.3

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Year	Code	Metropolitan Area	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
1999	6640	Raleigh-Durham-Chapel Hill, NC MSA	Public	175	132,958	7,117	9,896	5.4	7.4
1999	6640	Raleigh-Durham-Chapel Hill, NC MSA	Total	734	567,572	13,617	19,852	2.4	3.5
2000	480	Asheville, NC MSA	Private	118	90,337	755	755	0.8	0.8
2000	480	Asheville, NC MSA	Public	21	15,281	2,170	2,170	14.2	14.2
2000	480	Asheville, NC MSA	Total	139	105,618	2,925	2,925	2.8	2.8
2000	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Private	718	586,323	23,730	30,225	4.0	5.2
2000	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Public	94	74,897	10,228	11,640	13.7	15.5
2000	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Total	812	661,220	33,958	41,865	5.1	6.3
2000	2560	Fayetteville, NC MSA	Private	108	85,101	3,565	5,336	4.2	6.3
2000	2560	Fayetteville, NC MSA	Public	17	13,204	775	1,530	5.9	11.6
2000	2560	Fayetteville, NC MSA	Total	125	98,305	4,340	6,866	4.4	7.0
2000	3120	Greensboro-Winston-Salem-High Point, NC MSA	Private	682	530,751	16,840	18,290	3.2	3.4
2000	3120	Greensboro-Winston-Salem-High Point, NC MSA	Public	94	74,197	9,870	11,808	13.3	15.9
2000	3120	Greensboro-Winston-Salem-High Point, NC MSA	Total	776	604,948	26,710	30,098	4.4	5.0
2000	3290	Hickory-Morgantown, NC MSA	Private	137	107,762	0	0	0.0	0.0
2000	3290	Hickory-Morgantown, NC MSA	Public	17	12,498	0	701	0.0	5.6
2000	3290	Hickory-Morgantown, NC MSA	Total	154	120,260	0	701	0.0	0.6
2000	6640	Raleigh-Durham-Chapel Hill, NC MSA	Private	557	445,514	5,447	6,146	1.2	1.4
2000	6640	Raleigh-Durham-Chapel Hill, NC MSA	Public	165	135,927	8,606	11,111	6.3	8.2
2000	6640	Raleigh-Durham-Chapel Hill, NC MSA	Total	722	581,441	14,054	17,256	2.4	3.0
2001	480	Asheville, NC MSA	Private	108	91,896	0	0	0.0	0.0
2001	480	Asheville, NC MSA	Public	17	13,362	0	0	0.0	0.0
2001	480	Asheville, NC MSA	Total	125	105,258	0	0	0.0	0.0
2001	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Private	663	570,845	29,884	33,027	5.2	5.8
2001	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Public	72	61,214	7,101	11,524	11.6	18.8
2001	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Total	735	632,059	36,985	44,551	5.9	7.0
2001	2560	Fayetteville, NC MSA	Private	101	86,032	1,724	1,724	2.0	2.0
2001	2560	Fayetteville, NC MSA	Public	24	19,947	2,279	3,035	11.4	15.2
2001	2560	Fayetteville, NC MSA	Total	125	105,978	4,003	4,759	3.8	4.5
2001	3120	Greensboro-Winston-Salem-High Point, NC MSA	Private	647	544,155	10,976	12,855	2.0	2.4
2001	3120	Greensboro-Winston-Salem-High Point, NC MSA	Public	98	83,928	15,783	17,509	18.8	20.9
2001	3120	Greensboro-Winston-Salem-High Point, NC MSA	Total	745	628,083	26,760	30,364	4.3	4.8
2001	3290	Hickory-Morgantown, NC MSA	Private	122	100,937	0	1,738	0.0	1.7
2001	3290	Hickory-Morgantown, NC MSA	Public	11	9,903	1,616	1,616	16.3	16.3
2001	3290	Hickory-Morgantown, NC MSA	Total	133	110,840	1,616	3,354	1.5	3.0
2001	6640	Raleigh-Durham-Chapel Hill, NC MSA	Private	525	446,082	12,090	12,985	2.7	2.9

North Carolina Public- and Private-Sector Union Membership and Coverage By Metropolitan Statistical Area, 1986-2019

(continued)

Year	Code	Metropolitan Area	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
2001	6640	Raleigh-Durham-Chapel Hill, NC MSA	Public	150	127,697	9,923	12,280	7.8	9.6
2001	6640	Raleigh-Durham-Chapel Hill, NC MSA	Total	675	573,778	22,013	25,265	3.8	4.4
2002	480	Asheville, NC MSA	Private	73	62,949	959	959	1.5	1.5
2002	480	Asheville, NC MSA	Public	14	11,174	871	871	7.8	7.8
2002	480	Asheville, NC MSA	Total	87	74,123	1,830	1,830	2.5	2.5
2002	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Private	670	584,176	24,783	28,129	4.2	4.8
2002	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Public	94	81,784	13,549	15,632	16.6	19.1
2002	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Total	764	665,960	38,332	43,760	5.8	6.6
2002	2560	Fayetteville, NC MSA	Private	71	62,796	0	0	0.0	0.0
2002	2560	Fayetteville, NC MSA	Public	24	20,066	1,422	2,492	7.1	12.4
2002	2560	Fayetteville, NC MSA	Total	95	82,862	1,422	2,492	1.7	3.0
2002	3120	Greensboro-Winston-Salem-High Point, NC MSA	Private	611	541,793	17,184	18,040	3.2	3.3
2002	3120	Greensboro-Winston-Salem-High Point, NC MSA	Public	98	82,303	7,367	8,187	9.0	9.9
2002	3120	Greensboro-Winston-Salem-High Point, NC MSA	Total	709	624,096	24,551	26,228	3.9	4.2
2002	3290	Hickory-Morgantown, NC MSA	Private	97	80,660	0	0	0.0	0.0
2002	3290	Hickory-Morgantown, NC MSA	Public	14	11,607	711	711	6.1	6.1
2002	3290	Hickory-Morgantown, NC MSA	Total	111	92,267	711	711	0.8	0.8
2002	6640	Raleigh-Durham-Chapel Hill, NC MSA	Private	517	459,106	10,196	10,196	2.2	2.2
2002	6640	Raleigh-Durham-Chapel Hill, NC MSA	Public	133	116,434	10,846	14,090	9.3	12.1
2002	6640	Raleigh-Durham-Chapel Hill, NC MSA	Total	650	575,540	21,042	24,286	3.7	4.2
2003	480	Asheville, NC MSA	Private	93	84,063	3,648	3,648	4.3	4.3
2003	480	Asheville, NC MSA	Public	16	15,018	1,089	2,245	7.2	15.0
2003	480	Asheville, NC MSA	Total	109	99,082	4,736	5,893	4.8	5.9
2003	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Private	677	629,341	19,634	22,000	3.1	3.5
2003	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Public	98	87,271	10,719	13,842	12.3	15.9
2003	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Total	775	716,612	30,353	35,842	4.2	5.0
2003	2560	Fayetteville, NC MSA	Private	101	98,512	3,165	3,165	3.2	3.2
2003	2560	Fayetteville, NC MSA	Public	29	27,157	2,088	3,028	7.7	11.2
2003	2560	Fayetteville, NC MSA	Total	130	125,670	5,252	6,193	4.2	4.9
2003	3120	Greensboro-Winston-Salem-High Point, NC MSA	Private	589	559,393	10,611	12,269	1.9	2.2
2003	3120	Greensboro-Winston-Salem-High Point, NC MSA	Public	90	85,902	5,509	6,321	6.4	7.4
2003	3120	Greensboro-Winston-Salem-High Point, NC MSA	Total	679	645,295	16,119	18,590	2.5	2.9
2003	3290	Hickory-Morgantown, NC MSA	Private	98	93,081	1,951	1,951	2.1	2.1
2003	3290	Hickory-Morgantown, NC MSA	Public	14	12,364	0	0	0.0	0.0
2003	3290	Hickory-Morgantown, NC MSA	Total	112	105,444	1,951	1,951	1.9	1.9
2003	6640	Raleigh-Durham-Chapel Hill, NC MSA	Private	616	591,870	8,468	13,211	1.4	2.2

North Carolina Public- and Private-Sector Union Membership and Coverage By Metropolitan Statistical Area, 1986-2019

(continued)

Year	Code	Metropolitan Area	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
2003	6640	Raleigh-Durham-Chapel Hill, NC MSA	Public	156	145,815	11,174	11,949	7.7	8.2
2003	6640	Raleigh-Durham-Chapel Hill, NC MSA	Total	772	737,685	19,642	25,160	2.7	3.4
2004	480	Asheville, NC MSA	Private	91	81,428	3,648	3,648	4.5	4.5
2004	480	Asheville, NC MSA	Public	15	14,085	1,089	2,245	7.7	15.9
2004	480	Asheville, NC MSA	Total	106	95,513	4,736	5,893	5.0	6.2
2004	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Private	689	639,919	14,742	16,976	2.3	2.7
2004	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Public	103	91,443	9,073	12,704	9.9	13.9
2004	1520	Charlotte-Gastonia-Rock Hill, NC-SC MSA	Total	792	731,362	23,815	29,679	3.3	4.1
2004	2560	Fayetteville, NC MSA	Private	105	100,511	4,932	4,932	4.9	4.9
2004	2560	Fayetteville, NC MSA	Public	31	28,980	2,088	3,184	7.2	11.0
2004	2560	Fayetteville, NC MSA	Total	136	129,492	7,020	8,117	5.4	6.3
2004	3120	Greensboro-Winston-Salem-High Point, NC MSA	Private	585	552,414	12,045	14,671	2.2	2.7
2004	3120	Greensboro-Winston-Salem-High Point, NC MSA	Public	85	78,780	4,362	5,174	5.5	6.6
2004	3120	Greensboro-Winston-Salem-High Point, NC MSA	Total	670	631,193	16,407	19,845	2.6	3.1
2004	3290	Hickory-Morgantown, NC MSA	Private	112	106,497	1,114	1,114	1.0	1.0
2004	3290	Hickory-Morgantown, NC MSA	Public	16	14,396	949	949	6.6	6.6
2004	3290	Hickory-Morgantown, NC MSA	Total	128	120,894	2,063	2,063	1.7	1.7
2004	6640	Raleigh-Durham-Chapel Hill, NC MSA	Private	620	602,680	8,173	12,037	1.4	2.0
2004	6640	Raleigh-Durham-Chapel Hill, NC MSA	Public	151	141,872	12,694	13,553	8.9	9.6
2004	6640	Raleigh-Durham-Chapel Hill, NC MSA	Total	771	744,553	20,867	25,591	2.8	3.4
2005	268	Greensboro-Winston-Salem-High Point, NC	Priv Const	45	48,938	1,203	1,203	2.5	2.5
2005	268	Greensboro-Winston-Salem-High Point, NC	Priv Manuf	113	112,309	2,374	2,374	2.1	2.1
2005	268	Greensboro-Winston-Salem-High Point, NC	Private	487	498,619	6,560	7,275	1.3	1.5
2005	268	Greensboro-Winston-Salem-High Point, NC	Public	70	73,405	7,096	8,139	9.7	11.1
2005	268	Greensboro-Winston-Salem-High Point, NC	Total	557	572,024	13,656	15,414	2.4	2.7
2005	450	Raleigh-Durham-Cary, NC	Priv Const	78	78,313	0	0	0.0	0.0
2005	450	Raleigh-Durham-Cary, NC	Priv Manuf	75	72,189	1,560	2,731	2.2	3.8
2005	450	Raleigh-Durham-Cary, NC	Private	567	566,943	11,074	15,255	2.0	2.7
2005	450	Raleigh-Durham-Cary, NC	Public	144	134,448	8,375	11,435	6.2	8.5
2005	450	Raleigh-Durham-Cary, NC	Total	711	701,391	19,449	26,690	2.8	3.8
2005	11700	Asheville, NC	Private	129	128,758	2,961	2,961	2.3	2.3
2005	11700	Asheville, NC	Public	26	25,641	4,841	7,216	18.9	28.1
2005	11700	Asheville, NC	Total	155	154,399	7,802	10,177	5.1	6.6
2005	16740	Charlotte-Gastonia-Concord, NC-SC	Private	674	695,225	9,436	14,111	1.4	2.0
2005	16740	Charlotte-Gastonia-Concord, NC-SC	Public	76	74,209	6,489	10,326	8.7	13.9
2005	16740	Charlotte-Gastonia-Concord, NC-SC	Total	750	769,434	15,925	24,437	2.1	3.2

North Carolina Public- and Private-Sector Union Membership and Coverage By Metropolitan Statistical Area, 1986-2019

(continued)

Year	Code	Metropolitan Area	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
2005	20500	Durham, NC	Total	144	154,324	5,790	5,790	3.8	3.8
2005	20500	Durham, NC	Private	120	129,301	4,363	4,363	3.4	3.4
2005	20500	Durham, NC	Public	24	25,023	1,427	1,427	5.7	5.7
2005	22180	Fayetteville, NC	Private	87	92,844	3,147	4,281	3.4	4.6
2005	22180	Fayetteville, NC	Public	33	32,646	5,376	6,614	16.5	20.3
2005	22180	Fayetteville, NC	Total	120	125,490	8,523	10,895	6.8	8.7
2005	24660	Greensboro-High Point, NC	Private	394	399,469	6,560	6,560	1.6	1.6
2005	24660	Greensboro-High Point, NC	Public	54	56,274	3,334	4,376	5.9	7.8
2005	24660	Greensboro-High Point, NC	Total	448	455,744	9,894	10,936	2.2	2.4
2005	25860	Hickory-Morgantown-Lenoir, NC	Private	110	112,270	0	0	0.0	0.0
2005	25860	Hickory-Morgantown-Lenoir, NC	Public	8	8,230	2,459	2,459	29.9	29.9
2005	25860	Hickory-Morgantown-Lenoir, NC	Total	118	120,500	2,459	2,459	2.0	2.0
2005	49180	Winston-Salem, NC	Private	93	99,150	0	715	0	0.7
2005	49180	Winston-Salem, NC	Public	16	17,131	3,763	3,763	22	22
2005	49180	Winston-Salem, NC	Total	109	116,281	3,763	4,478	3.2	3.9
2006	268	Greensboro-Winston-Salem-High Point, NC	Priv Const	35	40,918	0	0	0.0	0.0
2006	268	Greensboro-Winston-Salem-High Point, NC	Priv Manuf	97	102,664	2,160	2,160	2.1	2.1
2006	268	Greensboro-Winston-Salem-High Point, NC	Private	475	514,789	5,899	7,314	1.1	1.4
2006	268	Greensboro-Winston-Salem-High Point, NC	Public	65	70,479	8,415	9,428	11.9	13.4
2006	268	Greensboro-Winston-Salem-High Point, NC	Total	540	585,268	14,314	16,742	2.4	2.9
2006	450	Raleigh-Durham-Cary, NC	Priv Const	66	76,421	0	0	0.0	0.0
2006	450	Raleigh-Durham-Cary, NC	Priv Manuf	73	75,929	2,239	3,118	2.9	4.1
2006	450	Raleigh-Durham-Cary, NC	Private	590	642,045	10,995	11,874	1.7	1.8
2006	450	Raleigh-Durham-Cary, NC	Public	107	118,274	12,474	12,474	10.5	10.5
2006	450	Raleigh-Durham-Cary, NC	Total	697	760,319	23,469	24,348	3.1	3.2
2006	11700	Asheville, NC	Private	156	167,608	2,120	2,120	1.3	1.3
2006	11700	Asheville, NC	Public	44	46,439	7,838	7,838	16.9	16.9
2006	11700	Asheville, NC	Total	200	214,048	9,958	9,958	4.7	4.7
2006	16740	Charlotte-Gastonia-Concord, NC-SC	Private	673	710,543	16,288	21,178	2.3	3.0
2006	16740	Charlotte-Gastonia-Concord, NC-SC	Public	83	87,448	6,288	7,833	7.2	9.0
2006	16740	Charlotte-Gastonia-Concord, NC-SC	Total	756	797,991	22,576	29,010	2.8	3.6
2006	20500	Durham, NC	Total	206	224,866	6,936	7,815	3.1	3.5
2006	20500	Durham, NC	Private	165	178,710	2,054	2,933	1.1	1.6
2006	20500	Durham, NC	Public	41	46,156	4,882	4,882	10.6	10.6
2006	22180	Fayetteville, NC	Private	68	75,693	0	0	0.0	0.0
2006	22180	Fayetteville, NC	Public	45	48,523	8,017	9,872	16.5	20.3

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Year	Code	Metropolitan Area	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
2006	22180	Fayetteville, NC	Total	113	124,216	8,017	9,872	6.5	7.9
2006	24660	Greensboro-High Point, NC	Private	334	359,644	3,306	3,306	0.9	0.9
2006	24660	Greensboro-High Point, NC	Public	40	43,387	5,641	6,653	13.0	15.3
2006	24660	Greensboro-High Point, NC	Total	374	403,031	8,947	9,959	2.2	2.5
2006	25860	Hickory-Morgantown-Lenoir, NC	Private	128	139,439	998	998	0.7	0.7
2006	25860	Hickory-Morgantown-Lenoir, NC	Public	15	15,659	0	1,099	0.0	7.0
2006	25860	Hickory-Morgantown-Lenoir, NC	Total	143	155,098	998	2,097	0.6	1.4
2006	49180	Winston-Salem, NC	Private	141	155,145	2,592	4,008	1.7	2.6
2006	49180	Winston-Salem, NC	Public	25	27,092	2,774	2,774	10.2	10.2
2006	49180	Winston-Salem, NC	Total	166	182,237	5,367	6,783	2.9	3.7
2007	268	Greensboro-Winston-Salem-High Point, NC	Priv Const	39	42,773	921	2,258	2.2	5.3
2007	268	Greensboro-Winston-Salem-High Point, NC	Priv Manuf	78	84,974	4,482	4,482	5.3	5.3
2007	268	Greensboro-Winston-Salem-High Point, NC	Private	426	469,938	12,593	16,260	2.7	3.5
2007	268	Greensboro-Winston-Salem-High Point, NC	Public	69	75,296	11,912	14,145	15.8	18.8
2007	268	Greensboro-Winston-Salem-High Point, NC	Total	495	545,235	24,506	30,404	4.5	5.6
2007	450	Raleigh-Durham-Cary, NC	Priv Const	41	47,540	0	0	0.0	0.0
2007	450	Raleigh-Durham-Cary, NC	Priv Manuf	61	67,873	0	1,374	0.0	2.0
2007	450	Raleigh-Durham-Cary, NC	Private	569	634,545	7,978	9,352	1.3	1.5
2007	450	Raleigh-Durham-Cary, NC	Public	118	133,892	4,958	7,828	3.7	5.8
2007	450	Raleigh-Durham-Cary, NC	Total	687	768,437	12,936	17,180	1.7	2.2
2007	11700	Asheville, NC	Private	157	174,514	0	932	0.0	0.5
2007	11700	Asheville, NC	Public	33	35,092	3,042	3,042	8.7	8.7
2007	11700	Asheville, NC	Total	190	209,606	3,042	3,974	1.5	1.9
2007	16740	Charlotte-Gastonia-Concord, NC-SC	Private	676	729,487	19,592	23,103	2.7	3.2
2007	16740	Charlotte-Gastonia-Concord, NC-SC	Public	76	81,139	9,157	9,157	11.3	11.3
2007	16740	Charlotte-Gastonia-Concord, NC-SC	Total	752	810,627	28,749	32,260	3.5	4.0
2007	20500	Durham, NC	Total	216	241,110	4,682	4,682	1.9	1.9
2007	20500	Durham, NC	Private	176	195,210	3,544	3,544	1.8	1.8
2007	20500	Durham, NC	Public	40	45,901	1,138	1,138	2.5	2.5
2007	22180	Fayetteville, NC	Private	68	77,924	4,594	4,594	5.9	5.9
2007	22180	Fayetteville, NC	Public	35	38,572	5,205	8,617	13.5	22.3
2007	22180	Fayetteville, NC	Total	103	116,496	9,799	13,211	8.4	11.3
2007	24660	Greensboro-High Point, NC	Private	302	333,594	10,144	11,265	3.0	3.4
2007	24660	Greensboro-High Point, NC	Public	51	56,055	4,354	6,586	7.8	11.7
2007	24660	Greensboro-High Point, NC	Total	353	389,649	14,498	17,851	3.7	4.6
2007	25860	Hickory-Morgantown-Lenoir, NC	Private	94	103,764	1,073	1,073	1.0	1.0

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Year	Code	Metropolitan Area	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
2007	25860	Hickory-Morgantown-Lenoir, NC	Public	23	25,278	2,122	2,122	8.4	8.4
2007	25860	Hickory-Morgantown-Lenoir, NC	Total	117	129,042	3,195	3,195	2.5	2.5
2007	49180	Winston-Salem, NC	Private	124	136,345	2,450	4,995	1.8	3.7
2007	49180	Winston-Salem, NC	Public	18	19,241	7,558	7,558	39.3	39.3
2007	49180	Winston-Salem, NC	Total	142	155,586	10,008	12,553	6.4	8.1
2008	268	Greensboro-Winston-Salem-High Point, NC	Priv Const	35	38,720	1,087	1,087	2.8	2.8
2008	268	Greensboro-Winston-Salem-High Point, NC	Priv Manuf	91	100,513	8,691	8,691	8.6	8.6
2008	268	Greensboro-Winston-Salem-High Point, NC	Private	419	468,123	14,140	14,140	3.0	3.0
2008	268	Greensboro-Winston-Salem-High Point, NC	Public	61	66,770	16,239	16,239	24.3	24.3
2008	268	Greensboro-Winston-Salem-High Point, NC	Total	480	534,893	30,379	30,379	5.7	5.7
2008	450	Raleigh-Durham-Cary, NC	Priv Const	54	61,734	0	0	0.0	0.0
2008	450	Raleigh-Durham-Cary, NC	Priv Manuf	52	58,899	1,324	2,207	2.2	3.7
2008	450	Raleigh-Durham-Cary, NC	Private	551	621,292	8,485	10,706	1.4	1.7
2008	450	Raleigh-Durham-Cary, NC	Public	138	157,216	12,598	17,663	8.0	11.2
2008	450	Raleigh-Durham-Cary, NC	Total	689	778,509	21,083	28,368	2.7	3.6
2008	11700	Asheville, NC	Private	142	162,350	3,108	3,108	1.9	1.9
2008	11700	Asheville, NC	Public	31	34,813	3,659	6,043	10.5	17.4
2008	11700	Asheville, NC	Total	173	197,163	6,768	9,151	3.4	4.6
2008	16740	Charlotte-Gastonia-Concord, NC-SC	Private	662	727,505	14,804	20,681	2.0	2.8
2008	16740	Charlotte-Gastonia-Concord, NC-SC	Public	69	69,553	7,123	11,791	10.2	17.0
2008	16740	Charlotte-Gastonia-Concord, NC-SC	Total	731	797,058	21,926	32,472	2.8	4.1
2008	20500	Durham, NC	Total	214	244,698	3,503	3,503	1.4	1.4
2008	20500	Durham, NC	Private	163	185,569	973	973	0.5	0.5
2008	20500	Durham, NC	Public	51	59,129	2,530	2,530	4.3	4.3
2008	22180	Fayetteville, NC	Private	82	98,114	1,934	2,974	2.0	3.0
2008	22180	Fayetteville, NC	Public	30	33,465	3,461	3,461	10.3	10.3
2008	22180	Fayetteville, NC	Total	112	131,579	5,394	6,435	4.1	4.9
2008	24660	Greensboro-High Point, NC	Private	252	278,219	11,116	11,116	4.0	4.0
2008	24660	Greensboro-High Point, NC	Public	38	41,196	9,804	9,804	23.8	23.8
2008	24660	Greensboro-High Point, NC	Total	290	319,415	20,920	20,920	6.5	6.5
2008	25860	Hickory-Morgantown-Lenoir, NC	Private	87	94,685	0	0	0.0	0.0
2008	25860	Hickory-Morgantown-Lenoir, NC	Public	23	24,775	2,032	7,071	8.2	28.5
2008	25860	Hickory-Morgantown-Lenoir, NC	Total	110	119,460	2,032	7,071	1.7	5.9
2008	39580	Raleigh-Cary, NC	Private	388	435,723	7,511	9,732	1.7	2.2
2008	39580	Raleigh-Cary, NC	Public	87	98,087	10,068	15,133	10.3	15.4
2008	39580	Raleigh-Cary, NC	Total	475	533,810	17,579	24,865	3.3	4.7

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Year	Code	Metropolitan Area	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
2008	49180	Winston-Salem, NC	Private	167	189,904	3,024	3,024	1.6	1.6
2008	49180	Winston-Salem, NC	Public	23	25,574	6,435	6,435	25.2	25.2
2008	49180	Winston-Salem, NC	Total	190	215,478	9,459	9,459	4.4	4.4
2009	268	Greensboro-Winston-Salem-High Point, NC	Priv Const	30	33,673	0	0	0.0	0.0
2009	268	Greensboro-Winston-Salem-High Point, NC	Priv Manuf	82	91,885	4,759	4,759	5.2	5.2
2009	268	Greensboro-Winston-Salem-High Point, NC	Private	443	511,797	11,469	13,026	2.2	2.5
2009	268	Greensboro-Winston-Salem-High Point, NC	Public	78	89,500	14,296	15,731	16.0	17.6
2009	268	Greensboro-Winston-Salem-High Point, NC	Total	521	601,297	25,764	28,757	4.3	4.8
2009	450	Raleigh-Durham-Cary, NC	Priv Const	36	45,191	0	0	0.0	0.0
2009	450	Raleigh-Durham-Cary, NC	Priv Manuf	68	77,544	0	0	0.0	0.0
2009	450	Raleigh-Durham-Cary, NC	Private	565	655,837	3,219	6,901	0.5	1.1
2009	450	Raleigh-Durham-Cary, NC	Public	136	152,685	10,093	14,505	6.6	9.5
2009	450	Raleigh-Durham-Cary, NC	Total	701	808,522	13,311	21,406	1.6	2.6
2009	11700	Asheville, NC	Private	128	144,454	0	1,136	0.0	0.8
2009	11700	Asheville, NC	Public	27	29,907	2,304	5,746	7.7	19.2
2009	11700	Asheville, NC	Total	155	174,361	2,304	6,882	1.3	3.9
2009	16740	Charlotte-Gastonia-Concord, NC-SC	Private	600	654,328	9,447	12,300	1.4	1.9
2009	16740	Charlotte-Gastonia-Concord, NC-SC	Public	59	62,759	7,371	10,011	11.7	16.0
2009	16740	Charlotte-Gastonia-Concord, NC-SC	Total	659	717,087	16,818	22,312	2.3	3.1
2009	20500	Durham, NC	Total	216	244,800	3,342	5,599	1.4	2.3
2009	20500	Durham, NC	Private	167	190,960	1,109	1,109	0.6	0.6
2009	20500	Durham, NC	Public	49	53,840	2,233	4,490	4.1	8.3
2009	22180	Fayetteville, NC	Private	78	89,665	5,673	5,673	6.3	6.3
2009	22180	Fayetteville, NC	Public	34	37,861	2,956	3,996	7.8	10.6
2009	22180	Fayetteville, NC	Total	112	127,526	8,629	9,670	6.8	7.6
2009	24660	Greensboro-High Point, NC	Private	271	311,400	6,987	6,987	2.2	2.2
2009	24660	Greensboro-High Point, NC	Public	44	51,257	5,996	7,430	11.7	14.5
2009	24660	Greensboro-High Point, NC	Total	315	362,657	12,982	14,417	3.6	4.0
2009	25860	Hickory-Morgantown-Lenoir, NC	Private	69	75,586	2,210	2,210	2.9	2.9
2009	25860	Hickory-Morgantown-Lenoir, NC	Public	19	19,517	0	950	0.0	4.9
2009	25860	Hickory-Morgantown-Lenoir, NC	Total	88	95,103	2,210	3,159	2.3	3.3
2009	49180	Winston-Salem, NC	Private	172	200,397	4,482	6,040	2.2	3
2009	49180	Winston-Salem, NC	Public	34	38,243	8,300	8,300	21.7	21.7
2009	49180	Winston-Salem, NC	Total	206	238,639	12,782	14,340	5.4	6
2010	268	Greensboro-Winston-Salem-High Point, NC	Priv Const	26	30,641	0	0	0.0	0.0
2010	268	Greensboro-Winston-Salem-High Point, NC	Priv Manuf	82	90,591	5,984	5,984	6.6	6.6

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Year	Code	Metropolitan Area	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
2010	268	Greensboro-Winston-Salem-High Point, NC	Private	417	482,479	11,537	13,014	2.4	2.7
2010	268	Greensboro-Winston-Salem-High Point, NC	Public	72	82,981	9,397	12,575	11.3	15.2
2010	268	Greensboro-Winston-Salem-High Point, NC	Total	489	565,459	20,934	25,590	3.7	4.5
2010	450	Raleigh-Durham-Cary, NC	Priv Const	38	47,855	1,505	1,505	3.1	3.1
2010	450	Raleigh-Durham-Cary, NC	Priv Manuf	69	79,241	895	2,038	1.1	2.6
2010	450	Raleigh-Durham-Cary, NC	Private	530	616,571	8,219	15,610	1.3	2.5
2010	450	Raleigh-Durham-Cary, NC	Public	136	152,024	7,469	14,348	4.9	9.4
2010	450	Raleigh-Durham-Cary, NC	Total	666	768,595	15,688	29,958	2.0	3.9
2010	11700	Asheville, NC	Private	106	121,294	2,757	3,842	2.3	3.2
2010	11700	Asheville, NC	Public	21	23,448	0	0	0.0	0.0
2010	11700	Asheville, NC	Total	127	144,742	2,757	3,842	1.9	2.7
2010	16740	Charlotte-Gastonia-Concord, NC-SC	Private	673	744,994	13,563	16,835	1.8	2.3
2010	16740	Charlotte-Gastonia-Concord, NC-SC	Public	64	67,631	10,034	10,738	14.8	15.9
2010	16740	Charlotte-Gastonia-Concord, NC-SC	Total	737	812,624	23,598	27,573	2.9	3.4
2010	20500	Durham, NC	Total	216	248,829	4,733	9,287	1.9	3.7
2010	20500	Durham, NC	Private	177	204,382	3,569	7,006	1.7	3.4
2010	20500	Durham, NC	Public	39	44,446	1,164	2,281	2.6	5.1
2010	22180	Fayetteville, NC	Private	76	87,488	7,945	9,048	9.1	10.3
2010	22180	Fayetteville, NC	Public	41	44,907	6,543	7,300	14.6	16.3
2010	22180	Fayetteville, NC	Total	117	132,396	14,487	16,348	10.9	12.3
2010	24660	Greensboro-High Point, NC	Private	264	305,749	9,324	10,802	3.0	3.5
2010	24660	Greensboro-High Point, NC	Public	47	54,335	4,796	6,482	8.8	11.9
2010	24660	Greensboro-High Point, NC	Total	311	360,084	14,121	17,284	3.9	4.8
2010	25860	Hickory-Morgantown-Lenoir, NC	Private	66	75,814	0	0	0.0	0.0
2010	25860	Hickory-Morgantown-Lenoir, NC	Public	14	16,191	3,452	3,452	21.3	21.3
2010	25860	Hickory-Morgantown-Lenoir, NC	Total	80	92,005	3,452	3,452	3.8	3.8
2010	39580	Raleigh-Cary, NC	Private	353	412,189	4,650	8,604	1.1	2.1
2010	39580	Raleigh-Cary, NC	Public	97	107,577	6,305	12,067	5.9	11.2
2010	39580	Raleigh-Cary, NC	Total	450	519,766	10,954	20,671	2.1	4.0
2010	49180	Winston-Salem, NC	Private	153	176,730	2,212	2,212	1.3	1.3
2010	49180	Winston-Salem, NC	Public	25	28,646	4,601	6,094	16.1	21.3
2010	49180	Winston-Salem, NC	Total	178	205,375	6,813	8,306	3.3	4
2011	268	Greensboro-Winston-Salem-High Point, NC	Priv Const	25	31,059	0	1,175	0.0	3.8
2011	268	Greensboro-Winston-Salem-High Point, NC	Priv Manuf	82	95,404	2,825	2,825	3.0	3.0
2011	268	Greensboro-Winston-Salem-High Point, NC	Private	396	475,759	6,501	7,675	1.4	1.6
2011	268	Greensboro-Winston-Salem-High Point, NC	Public	63	72,053	5,999	5,999	8.3	8.3

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Year	Code	Metropolitan Area	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
2011	268	Greensboro-Winston-Salem-High Point, NC	Total	459	547,811	12,500	13,674	2.3	2.5
2011	450	Raleigh-Durham-Cary, NC	Priv Const	50	69,408	1,122	1,122	1.6	1.6
2011	450	Raleigh-Durham-Cary, NC	Priv Manuf	46	55,284	0	0	0.0	0.0
2011	450	Raleigh-Durham-Cary, NC	Private	580	705,120	6,676	15,073	0.9	2.1
2011	450	Raleigh-Durham-Cary, NC	Public	118	140,116	8,131	15,568	5.8	11.1
2011	450	Raleigh-Durham-Cary, NC	Total	698	845,236	14,807	30,641	1.8	3.6
2011	11700	Asheville, NC	Private	106	132,322	0	0	0.0	0.0
2011	11700	Asheville, NC	Public	22	27,628	1,080	2,166	3.9	7.8
2011	11700	Asheville, NC	Total	128	159,950	1,080	2,166	0.7	1.4
2011	16740	Charlotte-Gastonia-Concord, NC-SC	Private	588	673,828	13,694	14,628	2.0	2.2
2011	16740	Charlotte-Gastonia-Concord, NC-SC	Public	69	76,171	9,166	11,254	12.0	14.8
2011	16740	Charlotte-Gastonia-Concord, NC-SC	Total	657	749,999	22,860	25,883	3.0	3.5
2011	20500	Durham, NC	Total	203	239,354	3,299	8,792	1.4	3.7
2011	20500	Durham, NC	Private	168	196,228	2,100	6,409	1.1	3.3
2011	20500	Durham, NC	Public	35	43,126	1,199	2,384	2.8	5.5
2011	22180	Fayetteville, NC	Private	73	89,234	8,533	8,533	9.6	9.6
2011	22180	Fayetteville, NC	Public	33	38,122	5,458	7,482	14.3	19.6
2011	22180	Fayetteville, NC	Total	106	127,356	13,991	16,015	11.0	12.6
2011	24660	Greensboro-High Point, NC	Private	253	299,882	5,247	6,421	1.7	2.1
2011	24660	Greensboro-High Point, NC	Public	48	54,770	1,608	1,608	2.9	2.9
2011	24660	Greensboro-High Point, NC	Total	301	354,652	6,855	8,029	1.9	2.3
2011	25860	Hickory-Morgantown-Lenoir, NC	Private	78	91,898	1,182	1,182	1.3	1.3
2011	25860	Hickory-Morgantown-Lenoir, NC	Public	17	19,852	2,318	2,318	11.7	11.7
2011	25860	Hickory-Morgantown-Lenoir, NC	Total	95	111,749	3,500	3,500	3.1	3.1
2011	39580	Raleigh-Cary, NC	Private	412	508,891	4,576	8,665	0.9	1.7
2011	39580	Raleigh-Cary, NC	Public	83	96,990	6,932	13,184	7.1	13.6
2011	39580	Raleigh-Cary, NC	Total	495	605,881	11,508	21,849	1.9	3.6
2011	49180	Winston-Salem, NC	Private	143	175,877	1,254	1,254	0.7	0.7
2011	49180	Winston-Salem, NC	Public	15	17,283	4,391	4,391	25.4	25.4
2011	49180	Winston-Salem, NC	Total	158	193,160	5,645	5,645	2.9	2.9
2012	268	Greensboro-Winston-Salem-High Point, NC	Priv Const	24	31,451	0	0	0.0	0.0
2012	268	Greensboro-Winston-Salem-High Point, NC	Priv Manuf	84	97,237	1,316	1,316	1.4	1.4
2012	268	Greensboro-Winston-Salem-High Point, NC	Private	424	502,165	4,637	6,940	0.9	1.4
2012	268	Greensboro-Winston-Salem-High Point, NC	Public	63	73,432	5,650	11,381	7.7	15.5
2012	268	Greensboro-Winston-Salem-High Point, NC	Total	487	575,598	10,287	18,322	1.8	3.2
2012	450	Raleigh-Durham-Cary, NC	Priv Const	55	69,950	0	0	0.0	0.0

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Year	Code	Metropolitan Area	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
2012	450	Raleigh-Durham-Cary, NC	Priv Manuf	68	81,666	2,334	2,334	2.9	2.9
2012	450	Raleigh-Durham-Cary, NC	Private	612	738,609	11,263	18,817	1.5	2.5
2012	450	Raleigh-Durham-Cary, NC	Public	128	151,065	11,279	17,076	7.5	11.3
2012	450	Raleigh-Durham-Cary, NC	Total	740	889,674	22,542	35,892	2.5	4.0
2012	11700	Asheville, NC	Private	104	124,925	1,302	1,302	1.0	1.0
2012	11700	Asheville, NC	Public	19	21,960	5,893	6,890	26.8	31.4
2012	11700	Asheville, NC	Total	123	146,885	7,196	8,192	4.9	5.6
2012	16740	Charlotte-Gastonia-Concord, NC-SC	Private	627	730,025	23,025	25,948	3.2	3.6
2012	16740	Charlotte-Gastonia-Concord, NC-SC	Public	63	68,339	4,534	7,151	6.6	10.5
2012	16740	Charlotte-Gastonia-Concord, NC-SC	Total	690	798,364	27,559	33,099	3.5	4.1
2012	20500	Durham, NC	Total	235	283,640	6,577	11,437	2.3	4
2012	20500	Durham, NC	Private	182	222,068	2,308	5,102	1	2.3
2012	20500	Durham, NC	Public	53	61,572	4,269	6,335	6.9	10.3
2012	22180	Fayetteville, NC	Private	73	95,018	2,075	2,075	2.2	2.2
2012	22180	Fayetteville, NC	Public	26	31,207	2,589	2,589	8.3	8.3
2012	22180	Fayetteville, NC	Total	99	126,224	4,664	4,664	3.7	3.7
2012	24660	Greensboro-High Point, NC	Private	261	307,928	2,428	3,292	0.8	1.1
2012	24660	Greensboro-High Point, NC	Public	43	50,127	3,670	8,355	7.3	16.7
2012	24660	Greensboro-High Point, NC	Total	304	358,055	6,098	11,648	1.7	3.3
2012	25860	Hickory-Morgantown-Lenoir, NC	Private	77	89,810	1,038	1,038	1.2	1.2
2012	25860	Hickory-Morgantown-Lenoir, NC	Public	15	17,242	1,034	2,286	6.0	13.3
2012	25860	Hickory-Morgantown-Lenoir, NC	Total	92	107,052	2,072	3,324	1.9	3.1
2012	39580	Raleigh-Cary, NC	Private	430	516,541	8,954	13,714	1.7	2.7
2012	39580	Raleigh-Cary, NC	Public	75	89,493	7,010	10,741	7.8	12.0
2012	39580	Raleigh-Cary, NC	Total	505	606,034	15,964	24,455	2.6	4.0
2012	49180	Winston-Salem, NC	Private	163	194,238	2,209	3,648	1.1	1.9
2012	49180	Winston-Salem, NC	Public	20	23,306	1,980	3,026	8.5	13.0
2012	49180	Winston-Salem, NC	Total	183	217,543	4,189	6,674	1.9	3.1
2013	268	Greensboro-Winston-Salem-High Point, NC	Priv Const	14	16,974	0	0	0.0	0.0
2013	268	Greensboro-Winston-Salem-High Point, NC	Priv Manuf	87	103,060	2,433	7,524	2.4	7.3
2013	268	Greensboro-Winston-Salem-High Point, NC	Private	400	477,770	5,835	15,065	1.2	3.2
2013	268	Greensboro-Winston-Salem-High Point, NC	Public	69	85,090	7,127	15,758	8.4	18.5
2013	268	Greensboro-Winston-Salem-High Point, NC	Total	469	562,861	12,962	30,823	2.3	5.5
2013	450	Raleigh-Durham-Cary, NC	Priv Const	48	61,293	0	1,305	0.0	2.1
2013	450	Raleigh-Durham-Cary, NC	Priv Manuf	59	71,866	1,222	2,621	1.7	3.6
2013	450	Raleigh-Durham-Cary, NC	Private	623	765,977	14,692	23,499	1.9	3.1

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Year	Code	Metropolitan Area	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
2013	450	Raleigh-Durham-Cary, NC	Public	128	154,839	13,025	17,672	8.4	11.4
2013	450	Raleigh-Durham-Cary, NC	Total	751	920,816	27,717	41,171	3.0	4.5
2013	11700	Asheville, NC	Private	88	102,171	1,109	1,109	1.1	1.1
2013	11700	Asheville, NC	Public	23	26,883	3,957	4,998	14.7	18.6
2013	11700	Asheville, NC	Total	111	129,054	5,066	6,107	3.9	4.7
2013	16740	Charlotte-Gastonia-Concord, NC-SC	Private	595	707,077	12,969	18,759	1.8	2.7
2013	16740	Charlotte-Gastonia-Concord, NC-SC	Public	60	73,612	11,333	11,333	15.4	15.4
2013	16740	Charlotte-Gastonia-Concord, NC-SC	Total	655	780,689	24,302	30,092	3.1	3.9
2013	20500	Durham, NC	Total	254	315,100	6,088	12,166	1.9	3.9
2013	20500	Durham, NC	Private	199	246,995	3,764	5,196	1.5	2.1
2013	20500	Durham, NC	Public	55	68,105	2,324	6,970	3.4	10.2
2013	22180	Fayetteville, NC	Private	71	90,962	1,079	1,079	1.2	1.2
2013	22180	Fayetteville, NC	Public	29	35,095	4,388	4,388	12.5	12.5
2013	22180	Fayetteville, NC	Total	100	126,056	5,467	5,467	4.3	4.3
2013	24660	Greensboro-High Point, NC	Private	261	313,026	5,835	14,276	1.9	4.6
2013	24660	Greensboro-High Point, NC	Public	44	55,559	4,581	13,212	8.2	23.8
2013	24660	Greensboro-High Point, NC	Total	305	368,585	10,416	27,488	2.8	7.5
2013	25860	Hickory-Morgantown-Lenoir, NC	Private	73	85,254	1,127	1,127	1.3	1.3
2013	25860	Hickory-Morgantown-Lenoir, NC	Public	15	17,418	3,256	4,351	18.7	25.0
2013	25860	Hickory-Morgantown-Lenoir, NC	Total	88	102,672	4,384	5,478	4.3	5.3
2013	39580	Raleigh-Cary, NC	Private	424	518,982	10,928	18,303	2.1	3.5
2013	39580	Raleigh-Cary, NC	Public	73	86,734	10,702	10,702	12.3	12.3
2013	39580	Raleigh-Cary, NC	Total	497	605,716	21,629	29,004	3.6	4.8
2013	49180	Winston-Salem, NC	Private	139	164,744	0	789	0.0	0.5
2013	49180	Winston-Salem, NC	Public	25	29,531	2,546	2,546	8.6	8.6
2013	49180	Winston-Salem, NC	Total	164	194,275	2,546	3,335	1.3	1.7
2014	268	Greensboro-Winston-Salem-High Point, NC	Priv Const	23	30,734	0	0	0.0	0.0
2014	268	Greensboro-Winston-Salem-High Point, NC	Priv Manuf	104	119,481	3,569	4,854	3.0	4.1
2014	268	Greensboro-Winston-Salem-High Point, NC	Private	415	484,356	7,242	8,527	1.5	1.8
2014	268	Greensboro-Winston-Salem-High Point, NC	Public	72	88,031	8,573	13,231	9.7	15.0
2014	268	Greensboro-Winston-Salem-High Point, NC	Total	487	572,387	15,814	21,757	2.8	3.8
2014	450	Raleigh-Durham-Cary, NC	Priv Const	50	61,063	0	0	0.0	0.0
2014	450	Raleigh-Durham-Cary, NC	Priv Manuf	52	60,073	0	0	0.0	0.0
2014	450	Raleigh-Durham-Cary, NC	Private	621	733,895	1,171	2,344	0.2	0.3
2014	450	Raleigh-Durham-Cary, NC	Public	117	139,186	7,534	13,676	5.4	9.8
2014	450	Raleigh-Durham-Cary, NC	Total	738	873,081	8,705	16,020	1.0	1.8

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Year	Code	Metropolitan Area	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
2014	11700	Asheville, NC	Private	105	129,713	0	1,288	0.0	1.0
2014	11700	Asheville, NC	Public	21	26,331	1,143	1,143	4.3	4.3
2014	11700	Asheville, NC	Total	126	156,043	1,143	2,430	0.7	1.6
2014	16740	Charlotte-Gastonia-Concord, NC-SC	Private	679	791,463	16,811	17,804	2.1	2.2
2014	16740	Charlotte-Gastonia-Concord, NC-SC	Public	68	77,571	3,351	4,652	4.3	6.0
2014	16740	Charlotte-Gastonia-Concord, NC-SC	Total	747	869,034	20,163	22,457	2.3	2.6
2014	20500	Durham, NC	Total	229	274,683	3,516	3,516	1.3	1.3
2014	20500	Durham, NC	Private	180	214,679	0	0	0	0
2014	20500	Durham, NC	Public	49	60,004	3,516	3,516	5.9	5.9
2014	22180	Fayetteville, NC	Private	66	87,681	2,670	3,610	3.0	4.1
2014	22180	Fayetteville, NC	Public	24	29,019	0	0	0.0	0.0
2014	22180	Fayetteville, NC	Total	90	116,701	2,670	3,610	2.3	3.1
2014	24660	Greensboro-High Point, NC	Private	260	304,964	2,460	3,745	0.8	1.2
2014	24660	Greensboro-High Point, NC	Public	51	63,957	5,595	7,775	8.7	12.2
2014	24660	Greensboro-High Point, NC	Total	311	368,921	8,055	11,520	2.2	3.1
2014	25860	Hickory-Morgantown-Lenoir, NC	Private	87	103,360	1,036	2,074	1.0	2.0
2014	25860	Hickory-Morgantown-Lenoir, NC	Public	19	24,740	3,269	4,324	13.2	17.5
2014	25860	Hickory-Morgantown-Lenoir, NC	Total	106	128,100	4,305	6,397	3.4	5.0
2014	39580	Raleigh-Cary, NC	Private	441	519,216	1,171	2,344	0.2	0.5
2014	39580	Raleigh-Cary, NC	Public	68	79,182	4,018	10,160	5.1	12.8
2014	39580	Raleigh-Cary, NC	Total	509	598,398	5,189	12,504	0.9	2.1
2014	49180	Winston-Salem, NC	Private	155	179,391	4,782	4,782	2.7	2.7
2014	49180	Winston-Salem, NC	Public	21	24,075	2,978	5,456	12.4	22.7
2014	49180	Winston-Salem, NC	Total	176	203,466	7,759	10,237	3.8	5.0
2015	268	Greensboro-Winston-Salem-High Point, NC	Priv Const	29	34,738	0	0	0.0	0.0
2015	268	Greensboro-Winston-Salem-High Point, NC	Priv Manuf	137	158,430	992	992	0.6	0.6
2015	268	Greensboro-Winston-Salem-High Point, NC	Private	532	618,971	10,387	15,204	1.7	2.5
2015	268	Greensboro-Winston-Salem-High Point, NC	Public	62	68,317	13,207	16,547	19.3	24.2
2015	268	Greensboro-Winston-Salem-High Point, NC	Total	594	687,288	23,594	31,751	3.4	4.6
2015	450	Raleigh-Durham-Chapel Hill, NC	Priv Const	53	63,499	0	0	0.0	0.0
2015	450	Raleigh-Durham-Chapel Hill, NC	Priv Manuf	64	73,405	0	0	0.0	0.0
2015	450	Raleigh-Durham-Chapel Hill, NC	Private	654	747,206	3,224	11,224	0.4	1.5
2015	450	Raleigh-Durham-Chapel Hill, NC	Public	109	121,393	14,671	20,033	12.1	16.5
2015	450	Raleigh-Durham-Chapel Hill, NC	Total	763	868,599	17,896	31,257	2.1	3.6
2015	11700	Asheville, NC	Private	136	152,250	992	992	0.7	0.7
2015	11700	Asheville, NC	Public	27	31,007	5,017	7,560	16.2	24.4

North Carolina Public- and Private-Sector Union Membership and Coverage By Metropolitan Statistical Area, 1986-2019

(continued)

Year	Code	Metropolitan Area	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
2015	11700	Asheville, NC	Total	163	183,256	6,009	8,552	3.3	4.7
2015	16740	Charlotte-Concord-Gastonia, NC-SC	Private	968	1,046,627	29,740	33,615	2.8	3.2
2015	16740	Charlotte-Concord-Gastonia, NC-SC	Public	97	102,795	19,730	25,144	19.2	24.5
2015	16740	Charlotte-Concord-Gastonia, NC-SC	Total	1,065	1,149,422	49,470	58,759	4.3	5.1
2015	20500	Durham-Chapel Hill, NC	Total	227	261,736	5,978	8,694	2.3	3.3
2015	20500	Durham-Chapel Hill, NC	Private	187	217,065	1,083	2,421	0.5	1.1
2015	20500	Durham-Chapel Hill, NC	Public	40	44,671	4,895	6,273	11	14
2015	22180	Fayetteville, NC	Private	71	87,533	2,080	2,080	2.4	2.4
2015	22180	Fayetteville, NC	Public	31	33,716	3,191	3,191	9.5	9.5
2015	22180	Fayetteville, NC	Total	102	121,249	5,271	5,271	4.3	4.3
2015	24140	Goldsboro, NC	Total	120	142,177	7,564	8,606	5.3	6.1
2015	24140	Goldsboro, NC	Private	105	124,148	3,635	3,635	2.9	2.9
2015	24140	Goldsboro, NC	Public	15	18,029	3,929	4,972	21.8	27.6
2015	24660	Greensboro-High Point, NC	Private	243	284,932	3,101	7,040	1.1	2.5
2015	24660	Greensboro-High Point, NC	Public	28	31,266	6,416	8,649	20.5	27.7
2015	24660	Greensboro-High Point, NC	Total	271	316,199	9,517	15,689	3.0	5.0
2015	25860	Hickory-Lenoir-Morganton, NC	Private	104	118,923	0	4,174	0.0	3.5
2015	25860	Hickory-Lenoir-Morganton, NC	Public	19	21,934	3,783	7,276	17.2	33.2
2015	25860	Hickory-Lenoir-Morganton, NC	Total	123	140,857	3,783	11,449	2.7	8.1
2015	39580	Raleigh, NC	Private	467	530,141	2,142	8,803	0.4	1.7
2015	39580	Raleigh, NC	Public	69	76,723	9,776	13,760	12.7	17.9
2015	39580	Raleigh, NC	Total	536	606,863	11,918	22,563	2.0	3.7
2015	49180	Winston-Salem, NC	Private	198	226,817	3,017	3,895	1.3	1.7
2015	49180	Winston-Salem, NC	Public	22	23,959	6,791	7,898	28.3	33.0
2015	49180	Winston-Salem, NC	Total	220	250,776	9,808	11,792	3.9	4.7
2016	268	Greensboro-Winston-Salem-High Point, NC	Priv Const	31	37,349	0	0	0.0	0.0
2016	268	Greensboro-Winston-Salem-High Point, NC	Priv Manuf	145	168,359	0	1,141	0.0	0.7
2016	268	Greensboro-Winston-Salem-High Point, NC	Private	571	662,593	8,546	14,547	1.3	2.2
2016	268	Greensboro-Winston-Salem-High Point, NC	Public	74	81,103	6,491	9,831	8.0	12.1
2016	268	Greensboro-Winston-Salem-High Point, NC	Total	645	743,696	15,037	24,378	2.0	3.3
2016	450	Raleigh-Durham-Chapel Hill, NC	Priv Const	51	61,885	0	0	0.0	0.0
2016	450	Raleigh-Durham-Chapel Hill, NC	Priv Manuf	79	89,749	0	0	0.0	0.0
2016	450	Raleigh-Durham-Chapel Hill, NC	Private	703	799,084	6,127	14,875	0.8	1.9
2016	450	Raleigh-Durham-Chapel Hill, NC	Public	111	122,919	13,988	18,338	11.4	14.9
2016	450	Raleigh-Durham-Chapel Hill, NC	Total	814	922,003	20,115	33,212	2.2	3.6
2016	11700	Asheville, NC	Private	122	136,855	1,178	1,178	0.9	0.9

North Carolina Public- and Private-Sector Union Membership and Coverage By Metropolitan Statistical Area, 1986-2019

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Year	Code	Metropolitan Area	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
2016	11700	Asheville, NC	Public	24	26,476	4,812	4,812	18.2	18.2
2016	11700	Asheville, NC	Total	146	163,331	5,990	5,990	3.7	3.7
2016	16740	Charlotte-Concord-Gastonia, NC-SC	Private	985	1,065,791	26,214	32,664	2.5	3.1
2016	16740	Charlotte-Concord-Gastonia, NC-SC	Public	106	111,427	21,985	28,189	19.7	25.3
2016	16740	Charlotte-Concord-Gastonia, NC-SC	Total	1,091	1,177,218	48,198	60,852	4.1	5.2
2016	20500	Durham-Chapel Hill, NC	Private	188	216,657	1,935	4,366	0.9	2.0
2016	20500	Durham-Chapel Hill, NC	Public	34	37,452	2,712	4,090	7.2	10.9
2016	20500	Durham-Chapel Hill, NC	Total	222	254,110	4,647	8,457	1.8	3.3
2016	22180	Fayetteville, NC	Private	83	105,280	4,443	4,443	4.2	4.2
2016	22180	Fayetteville, NC	Public	26	29,704	5,895	7,145	19.8	24.1
2016	22180	Fayetteville, NC	Total	109	134,984	10,338	11,588	7.7	8.6
2016	24140	Goldsboro, NC	Private	93	111,879	3,635	3,635	3.2	3.2
2016	24140	Goldsboro, NC	Public	19	22,573	4,046	5,017	17.9	22.2
2016	24140	Goldsboro, NC	Total	112	134,452	7,681	8,651	5.7	6.4
2016	24660	Greensboro-High Point, NC	Private	257	301,986	2,109	5,171	0.7	1.7
2016	24660	Greensboro-High Point, NC	Public	32	34,780	2,892	5,126	8.3	14.7
2016	24660	Greensboro-High Point, NC	Total	289	336,766	5,001	10,296	1.5	3.1
2016	25860	Hickory-Lenoir-Morganton, NC	Private	108	122,210	0	4,174	0.0	3.4
2016	25860	Hickory-Lenoir-Morganton, NC	Public	15	16,322	0	0	0.0	0.0
2016	25860	Hickory-Lenoir-Morganton, NC	Total	123	138,532	0	4,174	0.0	3.0
2016	39580	Raleigh, NC	Private	515	582,426	4,192	10,508	0.7	1.8
2016	39580	Raleigh, NC	Public	77	85,466	11,276	14,247	13.2	16.7
2016	39580	Raleigh, NC	Total	592	667,893	15,468	24,755	2.3	3.7
2016	49180	Winston-Salem, NC	Private	207	235,298	3,852	6,791	1.6	2.9
2016	49180	Winston-Salem, NC	Public	25	27,651	3,599	4,705	13.0	17.0
2016	49180	Winston-Salem, NC	Total	232	262,948	7,451	11,497	2.8	4.4
2017	268	Greensboro-Winston-Salem-High Point, NC	Priv Const	42	53,558	0	0	0.0	0.0
2017	268	Greensboro-Winston-Salem-High Point, NC	Priv Manuf	126	150,691	4,043	6,405	2.7	4.3
2017	268	Greensboro-Winston-Salem-High Point, NC	Private	584	698,279	13,652	17,102	2.0	2.4
2017	268	Greensboro-Winston-Salem-High Point, NC	Public	84	100,162	9,147	11,701	9.1	11.7
2017	268	Greensboro-Winston-Salem-High Point, NC	Total	668	798,441	22,798	28,803	2.9	3.6
2017	450	Raleigh-Durham-Chapel Hill, NC	Priv Const	53	63,046	0	1,002	0.0	1.6
2017	450	Raleigh-Durham-Chapel Hill, NC	Priv Manuf	84	93,819	0	0	0.0	0.0
2017	450	Raleigh-Durham-Chapel Hill, NC	Private	711	828,450	14,631	17,735	1.8	2.1
2017	450	Raleigh-Durham-Chapel Hill, NC	Public	124	141,785	11,160	20,002	7.9	14.1
2017	450	Raleigh-Durham-Chapel Hill, NC	Total	835	970,235	25,791	37,737	2.7	3.9

North Carolina Public- and Private-Sector Union Membership and Coverage By Metropolitan Statistical Area, 1986-2019

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Year	Code	Metropolitan Area	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
2017	11700	Asheville, NC	Private	145	167,343	5,507	5,507	3.3	3.3
2017	11700	Asheville, NC	Public	21	23,224	2,200	2,200	9.5	9.5
2017	11700	Asheville, NC	Total	166	190,567	7,707	7,707	4.0	4.0
2017	15500	Burlington, NC	Private	132	159,931	6,235	7,325	3.9	4.6
2017	15500	Burlington, NC	Public	24	27,065	0	0	0.0	0.0
2017	15500	Burlington, NC	Total	156	186,995	6,235	7,325	3.3	3.9
2017	16740	Charlotte-Concord-Gastonia, NC-SC	Private	923	1,025,903	38,073	40,263	3.7	3.9
2017	16740	Charlotte-Concord-Gastonia, NC-SC	Public	95	105,731	9,755	12,173	9.2	11.5
2017	16740	Charlotte-Concord-Gastonia, NC-SC	Total	1,018	1,131,634	47,828	52,436	4.2	4.6
2017	20500	Durham-Chapel Hill, NC	Private	195	235,906	1,062	2,064	0.5	0.9
2017	20500	Durham-Chapel Hill, NC	Public	46	52,152	3,078	5,320	5.9	10.2
2017	20500	Durham-Chapel Hill, NC	Total	241	288,058	4,140	7,384	1.4	2.6
2017	22180	Fayetteville, NC	Private	71	92,365	1,492	2,914	1.6	3.2
2017	22180	Fayetteville, NC	Public	24	29,187	960	960	3.3	3.3
2017	22180	Fayetteville, NC	Total	95	121,552	2,452	3,874	2.0	3.2
2017	24140	Goldsboro, NC	Private	71	84,914	0	973	0.0	1.1
2017	24140	Goldsboro, NC	Public	16	19,694	5,361	5,361	27.2	27.2
2017	24140	Goldsboro, NC	Total	87	104,608	5,361	6,333	5.1	6.1
2017	24660	Greensboro-High Point, NC	Private	227	275,084	2,384	4,746	0.9	1.7
2017	24660	Greensboro-High Point, NC	Public	33	40,658	5,226	6,306	12.9	15.5
2017	24660	Greensboro-High Point, NC	Total	260	315,742	7,610	11,052	2.4	3.5
2017	24780	Greenville, NC	Private	74	94,532	1,418	1,418	1.5	1.5
2017	24780	Greenville, NC	Public	15	16,691	1,344	1,344	8.1	8.1
2017	24780	Greenville, NC	Total	89	111,222	2,762	2,762	2.5	2.5
2017	25860	Hickory-Lenoir-Morganton, NC	Private	111	128,940	0	0	0.0	0.0
2017	25860	Hickory-Lenoir-Morganton, NC	Public	12	13,948	2,138	2,138	15.3	15.3
2017	25860	Hickory-Lenoir-Morganton, NC	Total	123	142,888	2,138	2,138	1.5	1.5
2017	39580	Raleigh, NC	Private	516	592,544	13,569	15,671	2.3	2.6
2017	39580	Raleigh, NC	Public	78	89,633	8,082	14,682	9.0	16.4
2017	39580	Raleigh, NC	Total	594	682,177	21,651	30,353	3.2	4.4
2017	49180	Winston-Salem, NC	Private	225	263,265	5,032	5,032	1.9	1.9
2017	49180	Winston-Salem, NC	Public	27	32,439	3,921	5,395	12.1	16.6
2017	49180	Winston-Salem, NC	Total	252	295,704	8,953	10,427	3.0	3.5
2018	268	Greensboro-Winston-Salem-High Point, NC	Priv Const	49	61,033	1,137	2,322	1.9	3.8
2018	268	Greensboro-Winston-Salem-High Point, NC	Priv Manuf	98	129,528	1,091	2,224	0.8	1.7
2018	268	Greensboro-Winston-Salem-High Point, NC	Private	544	695,938	14,816	17,135	2.1	2.5

North Carolina Public- and Private-Sector Union Membership and Coverage By Metropolitan Statistical Area, 1986-2019

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Year	Code	Metropolitan Area	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
2018	268	Greensboro-Winston-Salem-High Point, NC	Public	92	112,972	8,848	9,914	7.8	8.8
2018	268	Greensboro-Winston-Salem-High Point, NC	Total	636	808,910	23,664	27,048	2.9	3.3
2018	450	Raleigh-Durham-Chapel Hill, NC	Priv Const	51	70,088	0	1,140	0.0	1.6
2018	450	Raleigh-Durham-Chapel Hill, NC	Priv Manuf	77	99,541	1,290	5,113	1.3	5.1
2018	450	Raleigh-Durham-Chapel Hill, NC	Private	657	829,359	10,834	24,423	1.3	2.9
2018	450	Raleigh-Durham-Chapel Hill, NC	Public	133	169,149	6,909	14,375	4.1	8.5
2018	450	Raleigh-Durham-Chapel Hill, NC	Total	790	998,509	17,743	38,798	1.8	3.9
2018	11700	Asheville, NC	Private	147	173,202	0	0	0.0	0.0
2018	11700	Asheville, NC	Public	29	36,182	2,243	3,294	6.2	9.1
2018	11700	Asheville, NC	Total	176	209,384	2,243	3,294	1.1	1.6
2018	15500	Burlington, NC	Private	126	158,837	2,191	3,376	1.4	2.1
2018	15500	Burlington, NC	Public	18	21,862	0	0	0.0	0.0
2018	15500	Burlington, NC	Total	144	180,700	2,191	3,376	1.2	1.9
2018	16740	Charlotte-Concord-Gastonia, NC-SC	Private	886	1,023,451	41,955	54,359	4.1	5.3
2018	16740	Charlotte-Concord-Gastonia, NC-SC	Public	93	100,487	9,084	12,231	9.0	12.2
2018	16740	Charlotte-Concord-Gastonia, NC-SC	Total	979	1,123,939	51,039	66,589	4.5	5.9
2018	20500	Durham-Chapel Hill, NC	Private	183	251,585	1,225	5,678	0.5	2.3
2018	20500	Durham-Chapel Hill, NC	Public	41	52,751	2,246	2,246	4.3	4.3
2018	20500	Durham-Chapel Hill, NC	Total	224	304,335	3,471	7,924	1.1	2.6
2018	22180	Fayetteville, NC	Private	67	89,438	0	1,475	0.0	1.6
2018	22180	Fayetteville, NC	Public	28	35,463	2,292	2,292	6.5	6.5
2018	22180	Fayetteville, NC	Total	95	124,901	2,292	3,767	1.8	3.0
2018	24140	Goldsboro, NC	Private	62	80,905	0	0	0.0	0.0
2018	24140	Goldsboro, NC	Public	14	16,854	0	0	0.0	0.0
2018	24140	Goldsboro, NC	Total	76	97,759	0	0	0.0	0.0
2018	24660	Greensboro-High Point, NC	Private	197	257,725	2,330	2,330	0.9	0.9
2018	24660	Greensboro-High Point, NC	Public	40	50,624	3,578	4,644	7.1	9.2
2018	24660	Greensboro-High Point, NC	Total	237	308,348	5,908	6,974	1.9	2.3
2018	24780	Greenville, NC	Private	68	82,541	0	2,545	0.0	3.1
2018	24780	Greenville, NC	Public	22	26,114	1,252	1,252	4.8	4.8
2018	24780	Greenville, NC	Total	90	108,655	1,252	3,797	1.2	3.5
2018	25860	Hickory-Lenoir-Morganton, NC	Private	121	143,127	0	0	0.0	0.0
2018	25860	Hickory-Lenoir-Morganton, NC	Public	17	21,507	1,567	1,567	7.3	7.3
2018	25860	Hickory-Lenoir-Morganton, NC	Total	138	164,634	1,567	1,567	1.0	1.0
2018	39580	Raleigh, NC	Private	474	577,775	9,609	18,745	1.7	3.2
2018	39580	Raleigh, NC	Public	92	116,398	4,662	12,128	4.0	10.4

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Year	Code	Metropolitan Area	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
2018	39580	Raleigh, NC	Total	566	694,173	14,271	30,873	2.1	4.4
2018	49180	Winston-Salem, NC	Private	221	279,376	10,295	11,429	3.7	4.1
2018	49180	Winston-Salem, NC	Public	34	40,486	5,270	5,270	13.0	13.0
2018	49180	Winston-Salem, NC	Total	255	319,862	15,566	16,699	4.9	5.2
2019	268	Greensboro-Winston-Salem-High Point, NC	Total	621	807,885	30,240	32,169	3.7	4.0
2019	268	Greensboro-Winston-Salem-High Point, NC	Private	529	691,414	5,911	7,840	0.9	1.1
2019	268	Greensboro-Winston-Salem-High Point, NC	Public	92	116,472	24,329	24,329	20.9	20.9
2019	268	Greensboro-Winston-Salem-High Point, NC	Priv Const	36	44,643	0	1,929	0.0	4.3
2019	268	Greensboro--Winston-Salem--High Point, NC	Priv Manuf	108	143,365	1,249	1,249	0.9	0.9
2019	450	Raleigh-Durham-Chapel Hill, NC	Total	797	1,018,519	22,481	36,470	2.2	3.6
2019	450	Raleigh-Durham-Chapel Hill, NC	Private	646	825,297	8,063	11,174	1.0	1.4
2019	450	Raleigh-Durham-Chapel Hill, NC	Public	151	193,222	14,418	25,296	7.5	13.1
2019	450	Raleigh-Durham-Chapel Hill, NC	Priv Const	50	66,280	0	0	0.0	0.0
2019	450	Raleigh-Durham-Chapel Hill, NC	Priv Manuf	47	58,669	0	0	0.0	0.0
2019	11700	Asheville, NC	Total	163	193,156	1,335	4,685	0.7	2.4
2019	11700	Asheville, NC	Private	136	161,300	0	2,221	0.0	1.4
2019	11700	Asheville, NC	Public	27	31,856	1,335	2,464	4.2	7.7
2019	15500	Burlington, NC	Total	152	201,616	7,983	9,912	4.0	4.9
2019	15500	Burlington, NC	Private	126	168,064	1,015	2,944	0.6	1.8
2019	15500	Burlington, NC	Public	26	33,552	6,968	6,968	20.8	20.8
2019	16740	Charlotte-Concord-Gastonia, NC-SC	Total	1,043	1,218,180	29,149	38,638	2.4	3.2
2019	16740	Charlotte-Concord-Gastonia, NC-SC	Private	930	1,092,937	17,514	20,585	1.6	1.9
2019	16740	Charlotte-Concord-Gastonia, NC-SC	Public	113	125,243	11,635	18,053	9.3	14.4
2019	20500	Durham-Chapel Hill, NC	Total	223	296,717	5,366	8,896	1.8	3.0
2019	20500	Durham-Chapel Hill, NC	Private	172	227,886	1,191	1,191	0.5	0.5
2019	20500	Durham-Chapel Hill, NC	Public	51	68,832	4,175	7,705	6.1	11.2
2019	22180	Fayetteville, NC	Total	77	100,439	3,835	3,835	3.8	3.8
2019	22180	Fayetteville, NC	Private	59	78,548	3,835	3,835	4.9	4.9
2019	22180	Fayetteville, NC	Public	18	21,891	0	0	0.0	0.0
2019	24140	Goldsboro, NC	Total	95	126,149	1,507	1,507	1.2	1.2
2019	24140	Goldsboro, NC	Private	72	95,687	1,507	1,507	1.6	1.6
2019	24140	Goldsboro, NC	Public	23	30,463	0	0	0.0	0.0
2019	24660	Greensboro-High Point, NC	Total	245	322,296	7,682	7,682	2.4	2.4
2019	24660	Greensboro-High Point, NC	Private	212	281,633	2,494	2,494	0.9	0.9
2019	24660	Greensboro-High Point, NC	Public	33	40,663	5,188	5,188	12.8	12.8
2019	24780	Greenville, NC	Total	93	114,855	1,094	2,468	1.0	2.1

North Carolina Public- and Private-Sector Union Membership and Coverage By Metropolitan Statistical Area, 1986-2019

(continued)

Year	Code	Metropolitan Area	Sector	Observations	Employment	Members	Covered	Membership percentage	Coverage percentage
2019	24780	Greenville, NC	Private	80	100,433	0	1,373	0.0	1.4
2019	24780	Greenville, NC	Public	13	14,422	1,094	1,094	7.6	7.6
2019	25860	Hickory-Lenoir-Morganton, NC	Total	135	160,240	1,013	1,013	0.6	0.6
2019	25860	Hickory-Lenoir-Morganton, NC	Private	116	136,352	1,013	1,013	0.7	0.7
2019	25860	Hickory-Lenoir-Morganton, NC	Public	19	23,888	0	0	0.0	0.0
2019	27340	Jacksonville, NC	Total	89	119,862	3,256	7,244	2.7	6.0
2019	27340	Jacksonville, NC	Private	62	84,016	1,338	1,338	1.6	1.6
2019	27340	Jacksonville, NC	Public	27	35,845	1,918	5,906	5.4	16.5
2019	39580	Raleigh, NC	Total	574	721,802	17,115	27,574	2.4	3.8
2019	39580	Raleigh, NC	Private	474	597,411	6,872	9,983	1.2	1.7
2019	39580	Raleigh, NC	Public	100	124,391	10,243	17,591	8.2	14.1
2019	49180	Winston-Salem, NC	Total	224	283,973	14,575	14,575	5.1	5.1
2019	49180	Winston-Salem, NC	Private	191	241,717	2,402	2,402	1.0	1.0
2019	49180	Winston-Salem, NC	Public	33	42,256	12,173	12,173	28.8	28.8

SOURCE: BARRY T. HIRSCH AND DAVID A. MACPHERSON, "UNION MEMBERSHIP AND COVERAGE DATABASE FROM THE CURRENT POPULATION SURVEY: NOTE," *INDUSTRIAL AND LABOR RELATIONS REVIEW*, VOL. 56, NO. 2, JANUARY 2003, PP. 349-54 (UPDATED ANNUALLY AT UNIONSTATS.COM).

APPENDIX C

North Carolina General Statutes Chapter 95: Department of Labor and Labor Regulations

Article 10.

Declaration of Policy as to Labor Organizations.

§ 95-78. Declaration of public policy.

The right to live includes the right to work. The exercise of the right to work must be protected and maintained free from undue restraints and coercion. It is hereby declared to be the public policy of North Carolina that the right of persons to work shall not be denied or abridged on account of membership or nonmembership in any labor union or labor organization or association. (1947, c. 328, s. 1.)

§ 95-79. Certain agreements declared illegal.

(a) Any agreement or combination between any employer and any labor union or labor organization whereby persons not members of such union or organization shall be denied the right to work for said employer, or whereby such membership is made a condition of employment or continuation of employment by such employer, or whereby any such union or organization acquires an employment monopoly in any enterprise, is hereby declared to be against the public policy and an illegal combination or conspiracy in restraint of trade or commerce in the State of North Carolina.

(b) Any provision that directly or indirectly conditions the purchase of agricultural products, the terms of an agreement for the purchase of agricultural products, or the terms of an agreement not to sue or settle litigation upon an agricultural producer's status as a union or nonunion employer or entry into or refusal to enter into an agreement with a labor union or labor organization is invalid and unenforceable as against public policy in restraint of trade or commerce in the State of North Carolina. Further, notwithstanding G.S. 95-25.8, an agreement requiring an agricultural producer to transfer funds to a labor union or labor organization for the purpose of paying an employee's membership fee or dues is invalid and unenforceable against public policy in restraint of trade or commerce in the State of North Carolina. For purposes of

this subsection, the term "agricultural producer" means any producer engaged in any service or activity included within the provisions of section 3(f) of the Fair Labor Standards Act of 1938, 29 U.S.C. § 203, or section 3121(g) of the Internal Revenue Code of 1986, 26 U.S.C. § 3121. (1947, c. 328, s. 2; 2013-413, s. 15; 2014-115, s. 17; 2017-108, s. 20.5(a).)

§ 95-80. Membership in labor organization as condition of employment prohibited.

No person shall be required by an employer to become or remain a member of any labor union or labor organization as a condition of employment or continuation of employment by such employer. (1947, c. 328, s. 3.)

§ 95-81. Nonmembership as condition of employment prohibited.

No person shall be required by an employer to abstain or refrain from membership in any labor union or labor organization as a condition of employment or continuation of employment. (1947, c. 328, s. 4.)

§ 95-82. Payment of dues as condition of employment prohibited.

No employer shall require any person, as a condition of employment or continuation of employment, to pay any dues, fees, or other charges of any kind to any labor union or labor organization. (1947, c. 328, s. 5.)

§ 95-83. Recovery of damages by persons denied employment.

Any person who may be denied employment or be deprived of continuation of his employment in violation of G.S. 95-80, 95-81 and 95-82 or of one or more of such sections, shall be entitled to recover from such employer and from any other person, firm, corporation, or association acting in concert with him by appropriate action in the courts of this State such damages as he may have sustained by reason of such denial or deprivation of employment. (1947, c. 328, s. 6.)

§ 95-84. Application of Article.

The provisions of this Article shall not apply to any lawful contract in

force on the effective date hereof but they shall apply in all respects to contracts entered into thereafter and to any renewal or extension of any existing contract. (1947, c. 328, s. 7.)

Article 12.

Units of Government and Labor Unions, Trade Unions, and Labor Organizations, and Public Employee Strikes.

§ 95-98. Contracts between units of government and labor unions, trade unions or labor organizations concerning public employees declared to be illegal.

Any agreement, or contract, between the governing authority of any city, town, county, or other municipality, or between any agency, unit, or instrumentality thereof, or between any agency, instrumentality, or institution of the State of North Carolina, and any labor union, trade union, or labor organization, as bargaining agent for any public employees of such city, town, county or other municipality, or agency or instrumentality of government, is hereby declared to be against the public policy of the State, illegal, unlawful, void and of no effect. (1959, c. 742.)

§ 95-98.1. Strikes by public employees prohibited.

Strikes by public employees are hereby declared illegal and against the public policy of this State.

No person holding a position either full-or part-time by appointment or employment with the State of North Carolina or in any county, city, town or other political subdivision of the State of North Carolina, or in any agency of any of them, shall willfully participate in a strike by public employees. (1981, c. 958, s. 1.)

§ 95-98.2. Strike defined.

The word "strike" as used herein shall mean a cessation or deliberate slowing down of work by a combination of persons as a means of enforcing compliance with a demand upon the employer, but

shall not include protected activity under Article 16 of this Chapter: Provided, however, that nothing herein shall limit or impair the right of any public employee to express or communicate a complaint or opinion on any matter related to the conditions of public employment so long as the same is not designed to and does not interfere with the full, faithful, and proper performance of the duties of employment. (1981, c. 958, s. 1.)

§ 95-99. Penalty for violation of Article.

Any violation of the provisions of this Article is hereby declared to be a Class 1 misdemeanor. (1959, c. 742; 1993, c. 539, s. 667; 1994, Ex. Sess., c. 24, s. 14(c).)

§ 95-100. No provisions of Article 10 of Chapter 95 applicable to units of government or their employees.

The provisions of Article 10 of Chapter 95 of the General Statutes shall not apply to the State of North Carolina or any agency, institution, or instrumentality thereof or the employees of same nor shall the provisions of Article 10 of Chapter 95 of the General Statutes apply to any public employees or any employees of any town, city, county or other municipality or the agencies or instrumentalities thereof, nor shall said Article apply to employees of the State or any agencies, instrumentalities or institutions thereof or to any public employees whatsoever. (1959, c. 742.)

Article 13.

Payments to or for Benefit of Labor Organizations.

§ 95-101. Definition.

As used in this Article, the term "labor organization" means any organization of any kind, or any agency or employee representation committee or plan, in which employee or employees participate and which exists for the purpose in whole or in part, of dealing with

employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work. (1963, c. 244.)

§ 95-102. Certain payments to and agreements to pay labor organizations unlawful.

It shall be unlawful for any carrier or shipper of property or any association of such carriers or shippers to agree to pay, or to pay, to or for the benefit of a labor organization, directly or indirectly, any charge by reason of the placing upon, delivery to, or movement by rail, or by a railroad car, of a motor vehicle, trailer, or container which is also capable of being moved or propelled upon the highways and any such agreement shall be void and unenforceable. (1963, c. 244.)

§ 95-103. Acceptance of such payments unlawful.

It shall be unlawful for any labor organization to accept or receive from any carrier or shipper of property, or any association of such carriers or shippers, any payment described in G.S. 95-102 above. (1963, c. 244.)

§ 95-104. Penalty.

Any person, firm, corporation, association or partnership which or who agrees to pay, or does pay, or agrees to receive, or does receive, any payment described in this Article shall be guilty of a Class 3 misdemeanor and shall only be fined not less than one hundred dollars ($100.00), nor more than one thousand dollars ($1,000) for each offense. Each act of violation, and each day during which such an agreement remains in effect, shall constitute a separate offense. (1963, c. 244; 1993, c. 539, s. 668; 1994, Ex. Sess., c. 24, s. 14(c).)

SOURCE: NORTH CAROLINA GENERAL ASSEMBLY, NORTH CAROLINA GENERAL STATUTES (CHANGES THROUGH SEPTEMBER 27, 2019).

APPENDIX D

The Buckeye Institute Economic Research Center: Tax Model Methodology for North Carolina

For details, visit:

https://www.johnlocke.org/app/uploads/2020/09/ERC_Methodology.pdf

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