Michigan Department of Labor & Economic Growth

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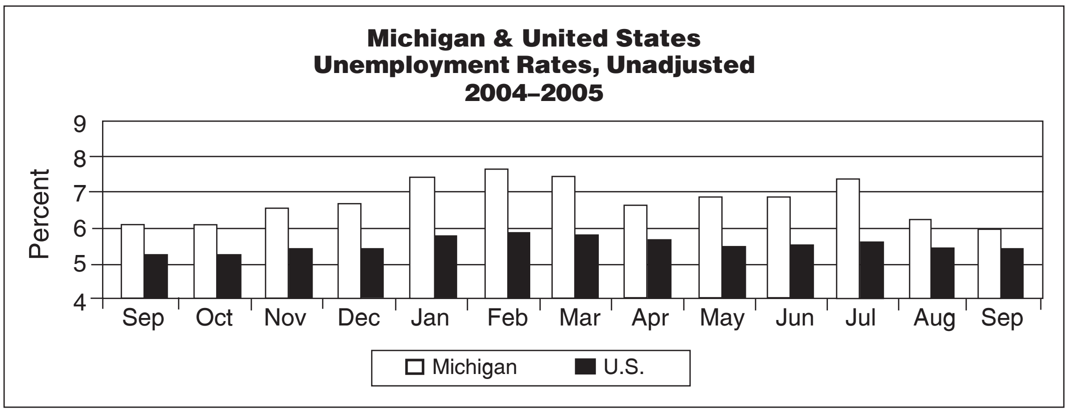
Michigan's Unemployment Rate Drops in September

Michigan's unemployment rate (not seasonally adjusted) decreased by 0.4 percentage points during the month of September, bringing the state's jobless rate to 5.9 percent, the lowest rate since November 2002. The jobless rate decline represents 22,000 fewer individuals out of work, as unemployment moved down to 302,000. The state's civilian labor force fell by 30,000 during the month to 5,119,000, while employment dipped by 8,000 to 4,817,000. The decrease in the labor force and employment levels during September was caused primarily by youth leaving summer jobs and returning to school, and by seasonal job reductions in recreation and tourism-related industries. These were most evident in the three northern areas - the Upper Peninsula, and the Northeast and the Northwest Lower Michigan regions. The nation's unemployment rate (unadjusted) also declined during September, moving down by 0.1 percentage point to 4.8 percent.

Compared to a year ago, September's labor force increased by 50,000, employment jumped by 81,000 and unemployment fell by 31,000. This has resulted in an over-the-year decrease of 0.7 percent in the state's jobless rate.



Educational Facilities Open Their Doors, As Summer Vacation Ends

Michigan's nonfarm employment increased during the month of September, as industry jobs expanded to 4,391,000. Employment opportunities advanced by 68,000 jobs, with gains recorded in the goods-producing and service-providing sectors of the economy. Payroll job expansions were concentrated mainly in the government sector up by 83,000 jobs during the month, as state and local educational facilities reopened doors for the fall semester. Some seasonal job losses were scattered in several sectors, including leisure and hospitality, down by 14,000 jobs (mainly in accommodation and food services), retail trade (down by 5,000), and financial activities (down by 3,000). Goods-producing employment increased by 3,000 jobs during the month, all in the durable goods sector, as automotive plants (mainly in the Detroit metropolitan area) recalled workers from temporary layoffs. Employment gains in the durable goods sector were more than enough to make up for seasonal losses in the construction industry, down by 4,000 jobs, mainly in special trades.

In September, average weekly hours in Michigan's manufacturing industries moved up to 42.4 hours from 41.7 hours in the previous month, while average hourly earnings increased by 22 cents to $21.58. As a result, average weekly earnings in manufacturing expanded to $914.99, a gain of $24.28 from the previous month's total.

Michigan Hours and Earnings
September & August 2005

	Average Hourly Earnings		Average Weekly Hours	
	2005		2005	
	Sep.	Aug.	Sep.	Aug.
Manufacturing	$21.58	$21.36	42.4	41.7
Durables	23.16	22.96	43.2	42.6
Transport Equipment	29.24	29.04	44.3	43.4
Nondurables	15.03	15.02	39.2	38.8

New Population Projections For Michigan 2005–2030

The new projections for the changes in Michigan's population up to the year 2030 have recently been released by the state demographer. So far, these projections include only one scenario that makes the following assumptions:

- Continued improvements in mortality rates.
- Continuation of low fertility for non-Hispanics and a moderate decline of fertility for Hispanics
- Continuation of high levels of international migration
- Net migration from Michigan to other states will gradually increase from 2005 through the year 2030, and reach the high levels of out-migration experienced during the 1975 - 2000 period.

Some of the conclusions reached under this scenario suggest the following:

- Michigan's population is projected to grow 7.8 percent from 2000 to 2025. This is somewhat more growth than has been suggested for Michigan by prior projections, but is much lower than the 24 percent growth projected for the U.S. as a whole during this period.
- The state's population is expected to decline by 0.2 percent between 2025 and 2030, while the nation's population will grow by a moderate 4 percent. This slowing of growth reflects a low number of births and reduced number of young adults resulting from several decades of low birthrates.
- Michigan's projected rate of growth from 2000 to 2030 ranks 40th among the states; its projected numeric growth ranks 21st.
- Michigan is projected to decline from 3.5 percent of the nation's population in 2000 to 3.1 percent in 2025 and 2.9 percent in 2030.
- Michigan's rank among the states is projected to drop from 8th largest in 2000 to 9th in 2019, 10th in 2020, and 11th in 2030.

Source: Office of Michigan's State Demographer, May 2005.

Michigan

(Data In Thousands)

	Sep 2005	Aug 2005	Sep 2004
Place of Residence			
Labor Force	5,119	5,149	5,069
Employment	4,817	4,825	4,736
Unemployment	302	324	333
Rate (Percent)	5.9	6.3	6.6
Industry Jobs (Place of Work)			
Total Nonfarm	4,391	4,323	4,429
Goods-Producing	885	882	912
Nat Resources & Mining	9	9	8
Construction	200	204	203
Manufacturing	677	669	700
Durable Goods	531	521	552
Fabricated Metals	83	83	83
Machinery Manufact.	76	76	76
Transportation Equip.	244	233	260
Nondurable Goods	146	148	148
Service-Providing	3,506	3,442	3,518
Trade, Transport & Util.	803	811	813
Wholesale Trade	171	172	172
Retail Trade	505	510	515
Motor Vehicle Dealers	64	65	64
Food & Beverage Stores	86	88	89
General Merchandise	107	108	113
Transp, Warehousing & Util	126	129	126
Information	64	65	67
Financial Activities	218	221	218
Finance & Insurance	162	164	161
Real Estate & Rental	57	58	57
Prof & Business Services	590	590	596
Prof, Scientific & Technical	244	245	243
Management Scientific Services	21	20	19
Administrative Support	268	266	272
Education & Health Services	556	548	547
Education Services	66	59	62
Health Care & Social Asst	490	490	485
Leisure & Hospitality	417	431	415
Arts, Entertainment & Rec	70	75	69
Accommodation & Food	347	356	346
Other Services	181	182	179
Government	677	594	682
Federal	55	55	55
State	170	155	169
Local	452	384	458

Civilian Labor Force and Wage & Salary Estimates

	Ann Arbor			Battle Creek			Bay City		
	Aug 2005	Jul 2005	Aug 2004	Aug 2005	Jul 2005	Aug 2004	Aug 2005	Jul 2005	Aug 2004
Place of Residence									
Labor Force	192,600	190,300	187,200	73,200	73,300	72,800	56,300	56,500	56,600
Employment	184,900	182,600	179,400	68,900	69,000	68,300	53,100	53,200	52,800
Unemployment	7,700	7,700	7,800	4,300	4,300	4,500	3,300	3,400	3,800
Rate (Percent)	4.0	4.1	4.2	5.9	5.9	6.1	5.8	6.0	6.7
Place of Work									
Total Nonfarm Jobs	204,800	198,800	202,000	63,300	62,400	64,200	39,800	39,400	40,400
Nat Resources & Construction	6,000	6,200	6,100	2,400	2,400	2,500	1,600	1,700	1,700
Manufacturing	22,600	22,000	23,600	14,200	14,300	14,200	4,300	4,300	4,600
Trade, Transport & Utilities	28,000	27,900	27,500	10,400	10,400	10,400	9,100	9,300	9,000
Wholesale Trade	5,400	5,500	5,400	1,400	1,400	1,400	1,300	1,300	1,300
Retail Trade	19,300	19,100	18,900	7,900	7,900	7,900	6,400	6,600	6,400
Information	3,700	3,700	3,800	*	*	*	600	600	600
Financial Activities	5,700	5,900	5,700	1,600	1,600	1,600	1,500	1,500	1,400
Professional & Business Services	28,100	28,300	27,000	6,300	6,200	6,400	3,700	3,700	3,800
Educational & Health Services	23,100	22,900	22,400	9,300	9,200	9,200	5,500	5,400	5,600
Leisure & Hospitality	14,600	14,600	14,700	5,900	6,200	5,700	5,100	5,100	4,900
Other Services	6,100	6,200	6,100	2,500	2,500	2,500	2,500	2,500	2,500
Government	66,900	61,100	65,100	10,400	9,400	10,500	5,900	5,300	6,300

	Detroit-Warren-Livonia (Data in Thousands)			Flint			Grand Rapids-Wyoming		
	Sep 2005	Aug 2005	Sep 2004	Sep 2005	Aug 2005	Sep 2004	Sep 2005	Aug 2005	Sep 2004
Place of Residence									
Labor Force	2,222	2,247	2,208	212,600	210,200	211,300	399,500	403,400	396,700
Employment	2,081	2,089	2,049	198,000	194,800	195,700	377,900	381,300	372,200
Unemployment	141	158	159	14,600	15,400	15,600	21,600	22,100	24,500
Rate (Percent)	6.3	7.0	7.2	6.9	7.3	7.4	5.4	5.5	6.2
Place of Work									
Total Nonfarm Jobs	2,043	2,022	2,063	159,700	154,000	161,100	383,300	380,200	385,300
Nat Resources & Construction	93	94	92	7,400	7,700	7,200	20,100	20,100	20,200
Manufacturing	294	285	301	22,100	21,100	23,200	73,000	72,900	74,400
Trade, Transport & Utilities	377	383	381	31,400	31,500	31,400	73,200	73,900	73,300
Wholesale Trade	94	95	94	6,500	6,600	6,600	20,900	21,000	20,200
Retail Trade	219	222	222	21,300	21,300	21,300	42,100	42,800	42,700
Information	34	35	36	2,000	2,000	2,100	5,600	5,600	5,700
Financial Activities	117	119	117	6,900	6,900	6,500	21,200	21,400	20,800
Professional & Business Services	355	358	364	19,100	19,000	19,400	54,200	54,500	54,200
Educational & Health Services	259	257	255	24,500	23,900	24,300	51,400	50,500	50,600
Leisure & Hospitality	185	188	183	15,200	15,300	15,600	31,500	32,200	32,300
Other Services	98	97	99	6,800	6,800	7,000	16,700	16,800	17,000
Government	232	206	236	24,300	19,800	24,400	36,400	32,300	36,800

* Data Not Available

Civilian Labor Force and Wage & Salary Estimates

	Holland-Grand Haven			Jackson			Kalamazoo-Portage		
	Sep 2005	Aug 2005	Sep 2004	Sep 2005	Aug 2005	Sep 2004	Sep 2005	Aug 2005	Sep 2004
Place of Residence									
Labor Force	133,700	134,000	133,500	79,800	79,900	78,600	174,400	173,900	171,700
Employment	127,800	127,900	126,900	75,100	74,900	73,400	165,900	165,200	162,100
Unemployment	6,000	6,100	6,600	4,800	5,000	5,200	8,500	8,700	9,600
Rate (Percent)	4.5	4.5	4.9	6.0	6.2	6.6	4.9	5.0	5.6
Place of Work									
Total Nonfarm Jobs	114,200	111,700	116,300	62,400	61,900	62,400	146,100	142,600	145,400
Nat Resources & Construction	6,600	6,800	6,600	2,600	2,700	2,600	6,600	6,800	6,800
Manufacturing	35,400	35,600	38,300	10,100	10,100	10,300	24,400	24,700	24,900
Trade, Transport & Utilities	16,600	17,000	17,400	12,500	12,700	12,400	25,600	25,700	25,300
Wholesale Trade	3,900	4,000	4,000	1,700	1,700	1,700	4,400	4,400	4,200
Retail Trade	9,900	10,100	10,600	7,700	7,800	7,700	17,300	17,400	17,300
Information	1,000	1,000	1,000	400	500	500	1,400	1,400	1,400
Financial Activities	3,400	3,400	3,300	2,300	2,400	2,300	7,900	7,900	7,500
Professional & Business Services	12,600	12,700	11,000	4,900	4,900	4,900	14,600	14,600	14,600
Educational & Health Services	9,900	9,700	10,200	9,400	9,200	9,500	19,900	19,800	19,700
Leisure & Hospitality	8,500	8,900	8,100	6,000	6,000	5,800	15,200	15,400	14,900
Other Services	4,400	4,400	4,500	2,700	2,700	2,800	6,600	6,600	6,700
Government	15,800	12,200	15,900	11,500	11,700	11,300	23,900	19,700	23,600

	Lansing-East Lansing			Monroe			Muskegon-Norton Shores		
	Sep 2005	Aug 2005	Sep 2004	Sep 2005	Aug 2005	Sep 2004	Sep 2005	Aug 2005	Sep 2004
Place of Residence									
Labor Force	257,900	250,500	249,300	78,200	78,200	77,300	89,300	90,800	89,000
Employment	243,900	236,700	235,900	73,900	73,500	72,900	83,900	85,200	82,900
Unemployment	14,000	13,800	13,400	4,300	4,700	4,400	5,400	5,600	6,100
Rate (Percent)	5.4	5.5	5.4	5.6	6.0	5.6	6.0	6.2	6.9
Place of Work									
Total Nonfarm Jobs	234,600	224,000	231,700	43,900	42,900	44,600	65,900	66,200	66,300
Nat Resources & Construction	10,100	10,400	10,000	2,400	2,500	2,600	2,500	2,500	2,500
Manufacturing	21,400	20,800	22,600	8,500	8,300	9,400	13,600	13,500	13,900
Trade, Transport & Utilities	36,800	36,300	36,400	9,900	10,000	9,900	13,500	13,500	13,500
Wholesale Trade	5,600	5,700	5,700	1,100	1,100	1,100	1,400	1,400	1,400
Retail Trade	24,500	23,900	24,200	5,800	5,900	5,900	10,700	10,700	10,800
Information	3,000	3,000	3,100	*	*	*	900	900	900
Financial Activities	15,700	15,500	15,900	1,700	1,700	1,600	1,900	1,900	1,900
Professional & Business Services	21,300	21,100	20,800	3,300	3,300	3,400	4,200	4,200	4,200
Educational & Health Services	26,200	25,700	25,800	4,500	4,400	4,300	10,700	10,500	9,800
Leisure & Hospitality	20,500	20,500	20,600	4,600	4,600	4,700	8,000	8,800	7,900
Other Services	10,800	10,800	10,800	2,200	2,200	2,200	2,500	2,600	2,700
Government	68,800	59,700	66,200	6,500	5,600	6,300	8,900	8,300	9,300

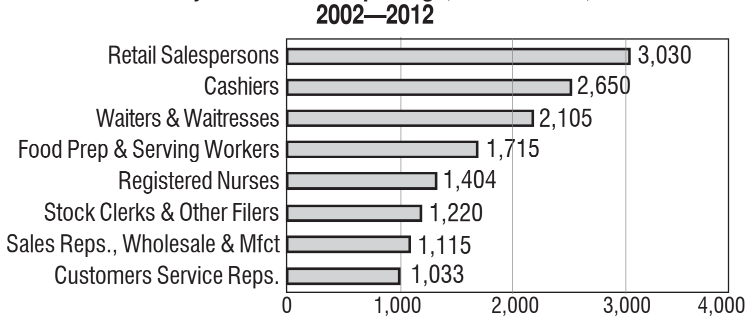
* Data Not Available

Civilian Labor Force and Wage & Salary Estimates

	Niles-Benton Harbor			Saginaw-Sag. Township North		
	Sep 2005	**Aug** 2005	**Sep** 2004	**Sep** 2005	**Aug** 2005	**Sep** 2004
Place of Residence						
Labor Force	78,100	78,400	78,400	100,000	100,600	99,700
Employment	73,300	73,400	73,000	93,200	93,700	91,900
Unemployment	4,800	5,000	5,400	6,800	6,900	7,800
Rate (Percent)	6.1	6.4	6.9	6.8	6.9	7.8
Place of Work						
Total Nonfarm Jobs	63,800	62,900	65,000	93,600	93,000	94,200
Nat Resources & Construction	2,400	2,500	2,500	4,100	4,300	4,500
Manufacturing	14,300	14,400	15,300	13,700	13,500	14,400
Trade, Transport & Utilities	12,700	12,800	12,700	17,900	17,800	17,500
Wholesale Trade	2,600	2,700	2,600	2,700	2,700	2,700
Retail Trade	7,900	7,800	7,900	12,500	12,300	12,200
Information	800	800	900	2,000	2,000	2,100
Financial Activities	2,300	2,300	2,300	5,100	5,100	5,000
Professional & Business Services	4,800	4,800	4,900	8,700	8,500	9,000
Educational & Health Services	9,600	9,300	9,300	15,200	15,200	14,700
Leisure & Hospitality	6,100	6,400	6,300	10,000	10,500	10,000
Other Services	2,800	2,800	2,800	4,300	4,300	4,400
Government	8,000	6,800	8,000	12,600	11,800	12,600

	Upper Peninsula			Northeast Lower Michigan			Northwest Lower Michigan		
	Sep 2005	**Aug** 2005	**Sep** 2004	**Sep** 2005	**Aug** 2005	**Sep** 2004	**Sep** 2005	**Aug** 2005	**Sep** 2004
Place of Residence									
Labor Force	163,900	164,800	161,300	102,600	103,500	100,300	162,200	168,100	159,400
Employment	155,600	155,900	152,400	96,600	97,400	93,800	153,900	159,500	150,300
Unemployment	8,400	8,900	8,900	6,000	6,200	6,500	8,300	8,600	9,100
Rate (Percent)	5.1	5.4	5.5	5.8	6.0	6.5	5.1	5.1	5.7

Selected Occupations with the Largest Number of Projected Annual Openings, Detroit MSA, 2002—2012



Regional Focus

Projected Number of Annual Openings of Selected Occupations in the Detroit MSA, 2002 - 2012

The total number of annual openings by occupation in the Detroit MSA between 2002 and 2012 is projected to reach 72,700. More than 29 percent of the projected openings will come from employment growth, while the rest will come from the need to replace workers. The occupations with the largest number of annual openings are: retail salespersons (3,030), followed by cashiers (2,650) and waiters and waitresses (2,105). Noteworthy are registered nurses with 1,400 annual openings.

Percent Share of Total Employment by

September Unemployment Rates Stable in Most of Michigan's Major Regional Labor Market Areas

September seasonally unadjusted unemployment rates dipped slightly in 14 of Michigan's 17 major labor market areas. However, from August to September, regional jobless rates were fairly stable, as typical seasonal patterns prevailed. In 12 areas, unemployment rates were either unchanged or registered only slight declines of 0.1 or 0.2 of a percentage point. Of the regions reporting jobless rate declines in September, only the Detroit-Warren-Livonia Metropolitan Statistical Area (MSA), recorded a relatively significant drop, with that area's rate moving down by 0.7 of a percentage point. Over the month, 11 major regions registered seasonal late summer declines in employment. The average September drop in employment in the various areas was a minor 0.4 percent. The largest percentage decline took place in Michigan's three northern labor market areas (the Upper Peninsula, and both the Northeast and Northwest Lower Michigan regions), with the winding down of the summer tourism season.

Since September 2004, 15 of the state's major labor market areas recorded unemployment rate declines. Decreases ranged from 0.2 of a percent to a full percentage point. The largest over-the-year jobless rate declines, near or at a full percentage point, occurred in the Saginaw-Saginaw Township North, Muskegon-Norton Shores, Detroit-Warren-Livonia and Bay City MSAs. Jobless rates remained unchanged over the year in the Lansing-East Lansing and Monroe MSAs.

Among Michigan's major labor markets, the Ann Arbor area had the lowest unemployment rate at 4.0 percent, followed by the Holland-Grand Haven MSA with 4.5 percent, and the Kalamazoo-Portage MSA with 4.9 percent. The highest jobless rate in the month of September was recorded by the Flint MSA, with 6.9 percent, followed closely by the Saginaw-Saginaw Township North MSA with 6.8 percent.

Most Michigan's Metro Areas Report Seasonal Gains in Payroll Jobs

Total nonfarm employment moved up in 13 of Michigan's 14 MSAs during the month of September, following seasonal job gains recorded in the state's service-providing, and goods-producing sectors of the economy. The largest gains in nonfarm employment were reported in the service-providing industries, as state and local educational facilities throughout the state recalled their staff with the reopening of the new academic year. The Lansing area, home of Michigan State University, exhibited the largest percentage employment growth for the month with 4.7 percent, followed by Flint (strong gains in local education) up by 3.7 percent, and the Ann Arbor area, home of the University of Michigan, up by 3.0 percent. The only major area to show a small employment reduction for the month was Muskegon-Norton Shores, down by 0.5 percentage points.

However, some seasonal job losses were reported in other sectors. The most notable reductions were reported in leisure and hospitality services. Muskegon-Norton Shores had the largest reduction in this sector, dropping by 9.1 percent, followed by Battle Creek and Saginaw-Saginaw Township North, both with a drop of 4.8 percent. Other sectors remained basically flat in most areas, with some minor downward adjustments in retail trade and financial activities.

In the goods-producing sector, employment rose in manufacturing, mainly in the durable goods sector. Nine areas reported gains in this sector following the recall of workers in the automotive industry who were on temporary layoffs. The largest gains in durable goods were recorded in the Flint MSA, up by 4.9 percent, followed by the Ann Arbor and the Lansing MSAs with increases of 4.7 percent and 3.8 percent, respectively. In most areas, the gains in manufacturing were more than enough to make up for small seasonal losses in the construction industry.

During September, average hourly earnings in manufacturing increased in three of the five major areas for which data is currently available. The gains were due to advances mainly in the durable goods sector. Average weekly hours also moved up in three areas during the month, with gains reported in the durable and non-durable goods industries. The total effect of these changes was that average weekly earnings expanded in three of the major areas. The largest gains in weekly earnings were reported in the Detroit-Warren-Livonia MSA up by $48.39, followed by the Grand Rapids-Wyoming and Lansing-East Lansing MSAs, with gains of $24.02 and $14.86, respectively. In the remaining two areas, (Flint and Kalamazoo-Portage) average weekly wages decreased by $49.97 and $1.94, respectively.

Manufacturing Hours and Earnings*
Michigan & Selected Metropolitan Areas
September and August 2005

	Average Weekly Hours		Average Hourly Earnings		Average Weekly Earnings	
Area	**Sep.**	**Aug.**	**Sep.**	**Aug.**	**Sept.**	**Aug.**
Michigan	**42.4**	**41.7**	**21.58**	**21.36**	**914.99**	**890.71**
Detroit-Warren-Livonia	43.8	42.3	24.93	24.67	1,091.93	1,043.54
Flint	44.4	45.8	31.11	31.25	1,381.28	1,431.25
Grand Rapids-Wyoming	39.7	39.0	18.16	17.87	720.95	696.93
Kalamazoo-Portage	38.8	38.8	14.73	14.78	571.52	573.46
Lansing-East Lansing	41.5	41.4	24.36	24.06	1,010.94	996.08

* Hours and earnings data for the manufacturing sector is currently available only in the above MSAs.

Workers on Flexible Schedules, May 2004

In May of 2004, over 27 million full-time wage and salary workers (16 years and over) had flexible work schedules that allowed them to vary the time they began and ended work. These workers comprised 27.5 percent of all full-time wage and salary workers, down from 28.6 percent in May 2001, when these data were last collected. Some highlights from the data are:

- Men were more likely to have flexible schedules than women (28.1 and 27.6 percent, respectively).
- Flexible schedules were more common among white workers (28.7 percent) than among blacks (19.7 percent), Asian (27.4 percent), and Hispanics (18.4 percent).
- Among whites, the percent of men with flexible schedules was slightly higher than women (29.4 percent and 27.8 percent, respectively). Among Asians as well, a greater proportion of men worked flexible schedules than women. In contrast, among blacks and Hispanics, women were slightly more likely than men to work flexible schedules.
- Among major occupational groups, flexible schedules were most common among management, professional and related occupations (36.8 percent). Flexible schedules were also prevalent among sales and office workers (29.5 percent). In contrast, only 17.6 percent of natural resources, construction, and maintenance workers had flexible schedules.
- Among private sector employees, industries with a relatively high prevalence of workers with flexible schedules included financial activities (37.7 percent), professional and business services (37.6 percent), and information (34.9 percent). In the public sector, flexible schedules were more common among federal, (28.8 percent) and state government employees (28.4 percent) than among workers in local government (13.7 percent).

Source: U.S. Department of Labor, Bureau of Labor Statistics, July 2005.

Characteristic	Percent With Flexible Schedules				
	May 1985	May 1991	May 1997	May 2001	May 2004
Total	12.4	15.0	27.6	28.6	27.5
Men	13.1	15.4	28.6	29.7	28.1
Women	11.3	14.5	26.2	27.3	26.7
White	12.8	15.4	28.6	29.7	28.7
Black	9.1	12.0	20.1	21.1	19.7
Asian	-	-	-	30.6	27.4
Hispanic	8.9	10.6	18.2	19.6	18.4

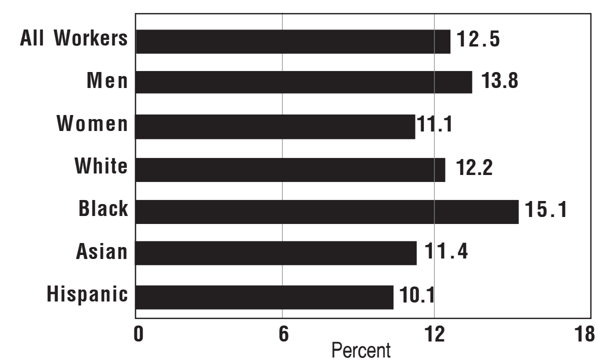
Union Membership Declines Again in 2004

During 2004, 15,472,000 individuals, or 12.5 percent of wage and salary workers were union members, down from 12.9 percent in 2003. The union membership rate has steadily declined from a high of 20.1 percent in 1983, the first year for which comparable union data are available. Some highlights from the 2004 data are:

- Two occupational groups - education, training, and library occupations, and protective services occupations, had the highest unionization rates in 2004, at about 37 percent each. Protective services occupations include firefighters and police officers.
- About 36 percent of government workers were union members in 2004, compared with about 8 percent of workers in private sector industries.
- Men were more likely to be union members than women. In 2004, 13.8 percent of men were union members compared with only 11.1 percent of women.
- Blacks were more likely to be union members (15.1 percent) than were whites (12.2 percent), Asian (11.4 percent) or Hispanic workers (10.1 percent).
- Among age groups, union member rates were highest among workers 45- to 54 years old (17.0 percent), and were lowest among ages 16- to 24 (4.7 percent). Full-time workers were more than twice as likely as part-time workers to be union members, 13.9 and 6.4 percent respectively.
- **Michigan's** union membership totals increased from 919,000 in 2003 to a total of 930,000 in 2004. The number of individuals *represented* by unions in Michigan, remained virtually unchanged, 968,000 in 2003 compared with 966,000 in 2004.
- Four states had union membership above 20 percent of nonfarm employment in 2004: New York (25.3 percent), Hawaii (23.7 percent), **Michigan** (21.6 percent), and Alaska (20.1 percent).

Source: U.S. Department of Labor, Bureau of Labor Statistics, January 2005.

Union Membership of Wage and Salary Workers by Demographic Group, 2004



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