



# The State of the Unions

A Profile of 2009-2010 Union Membership in New York City, New York State,  
and the USA

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The Joseph S. Murphy Institute for Worker Education and Labor Studies,  
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## The State of the Unions: A Profile of 2009-2010 Union Membership in New York City, New York State, and the USA

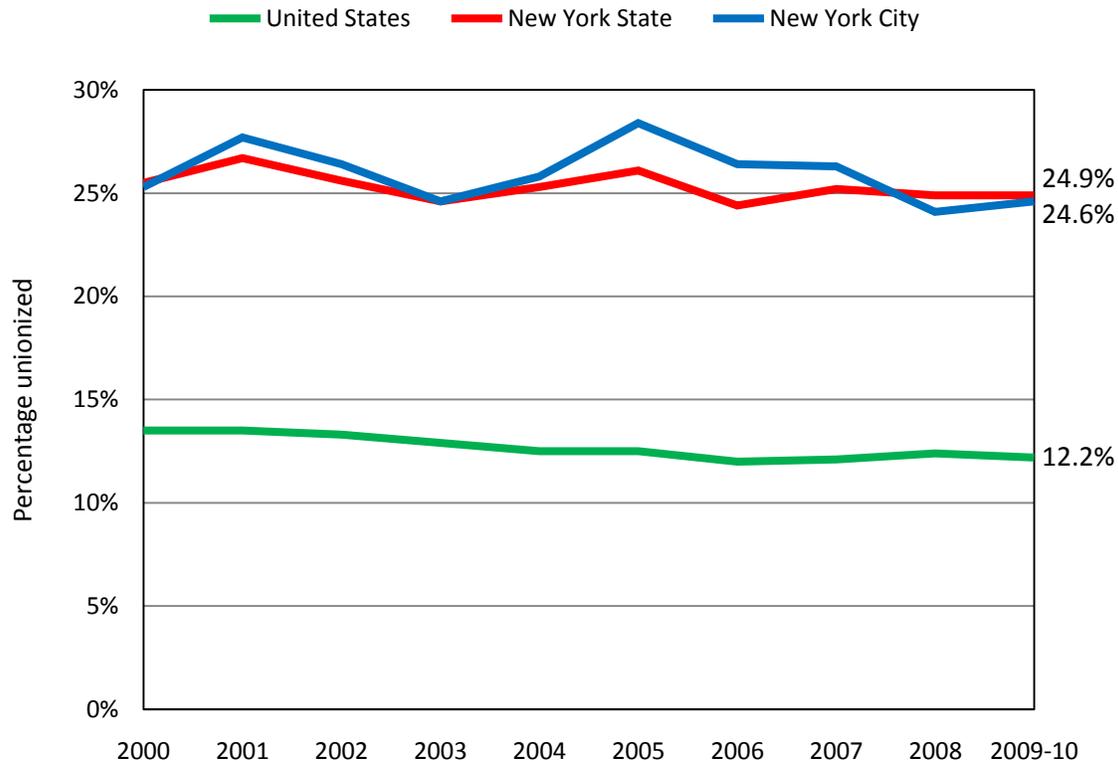
Ruth Milkman and Laura Braslow<sup>1</sup>

As the first decade of the new century draws to an end, nearly one-fourth (24.6 percent) of all wage and salary workers in New York City are union members.<sup>2</sup> The proportion is about the same in New York State (24.9 percent), which has higher union density than any other state in the nation—more than double the national average of 12.2 percent.<sup>3</sup> In absolute numbers, New York State's two million union members exceed those of any state except California, which has a far larger population. More than 800,000 of the state's two

million union members live in the five boroughs of New York City.<sup>4</sup>

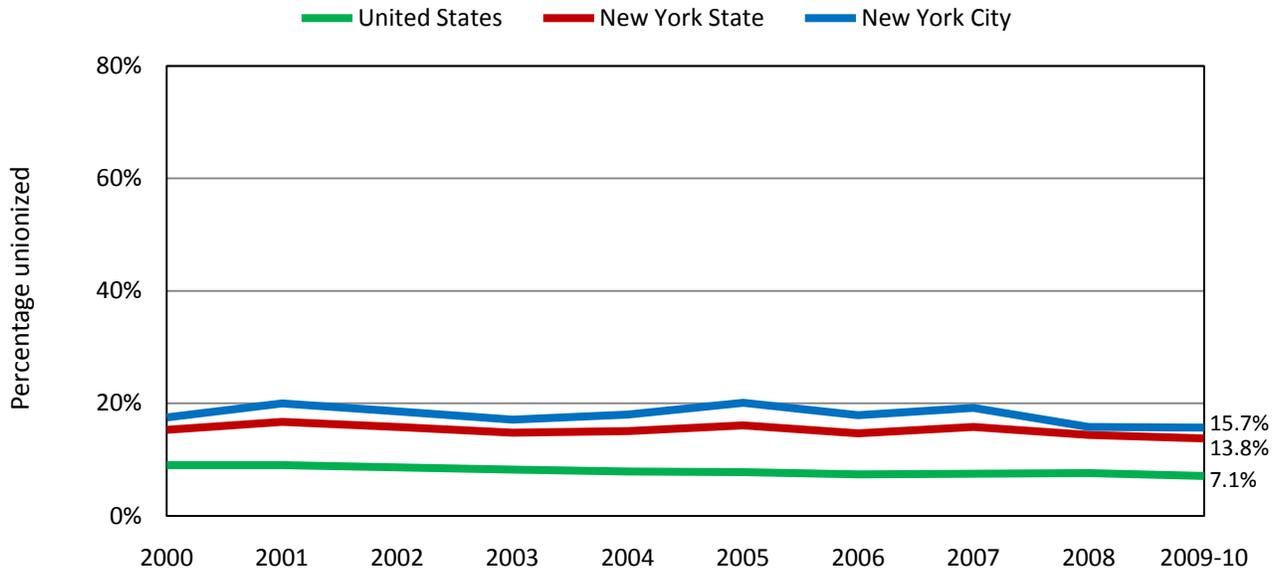
Union density has continued its long-term decline across the United States over the past decade, but the erosion has been relatively modest in New York City and New York State, as Figure 1a shows. Losses in union membership during this period have been concentrated in the private sector, both at the national level and in New York City, while private-sector density has fallen

**Figure 1a. Union Density in New York City, New York State and the United States, 2000 - 2010**

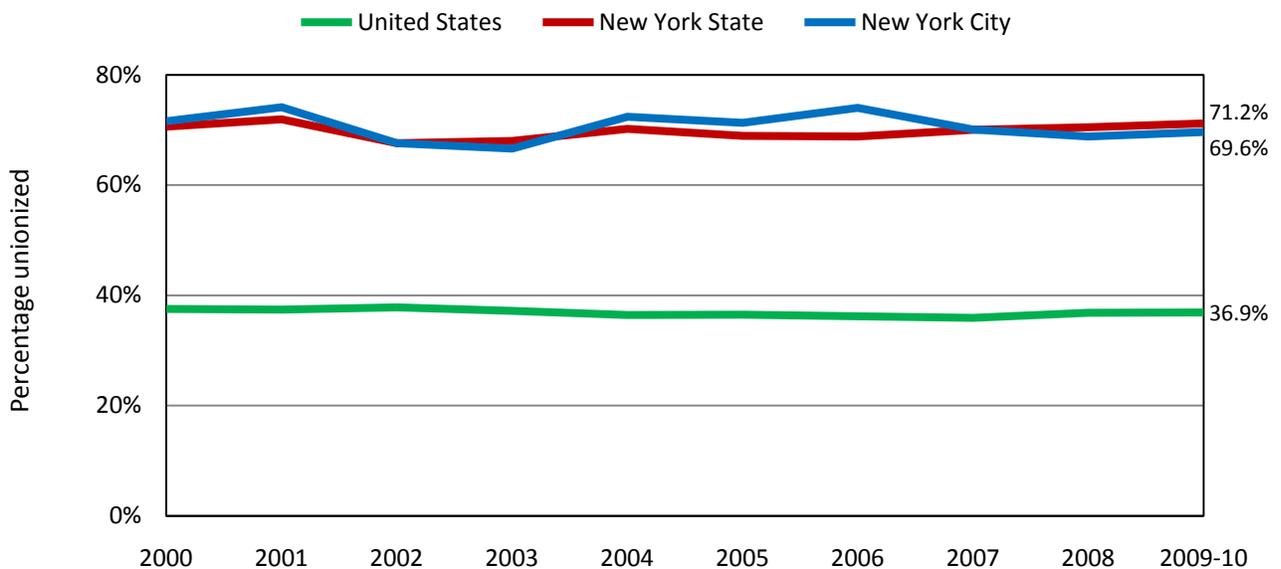


Percentages shown for 2009-10 include the 18 months from January 2009 to June 2010  
Source: U.S. Current Population Survey, Outgoing Rotation Group, 2000 - June 2010

**Figure 1b. Private-Sector Union Density in New York City, New York State and the United States, 2000 - 2010**

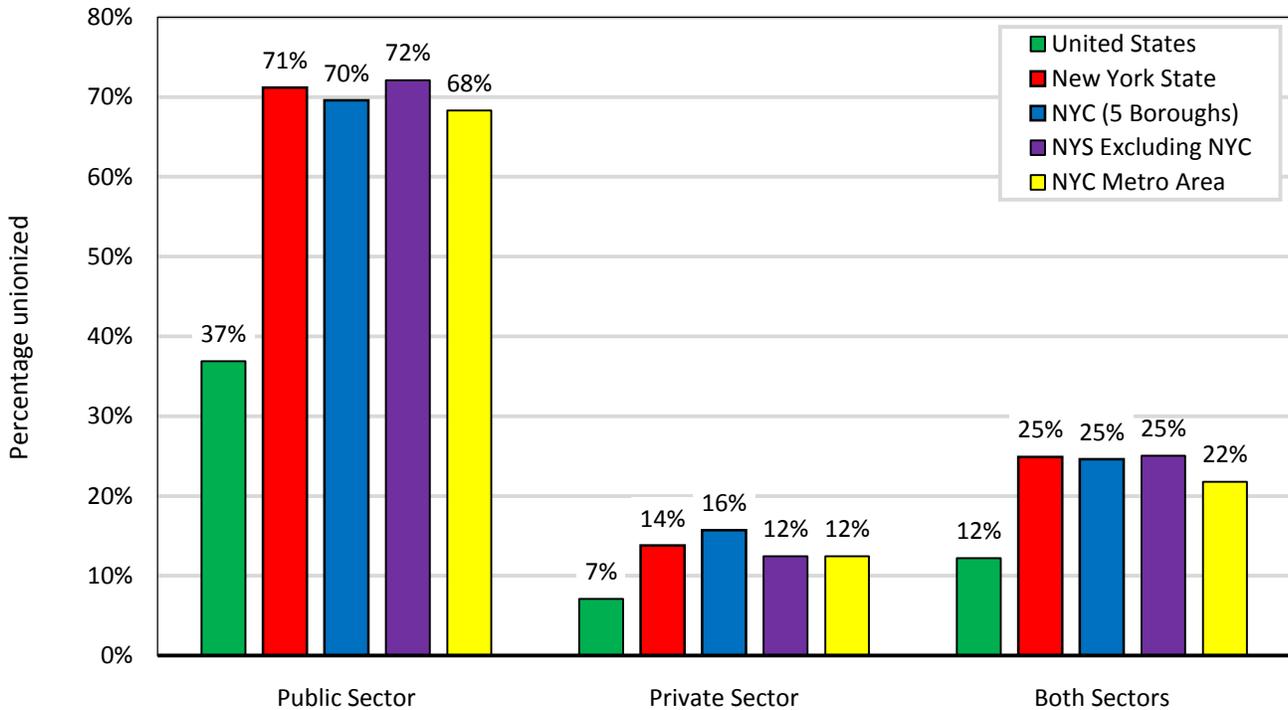


**Figure 1c. Public-Sector Union Density in New York City, New York State and the United States, 2010**



Percentages shown for 2009-10 include the 18 months from January 2009 to June 2010  
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2000 - June 2010

**Figure 2. Union Density, By Sector, New York City, New York State and the United States, 2009-10**



Percentages shown for 2009-10 include the 18 months from January 2009 to June 2010  
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2000 - June 2010

relatively little in New York State (see Figure 1b). In the public sector, however, union density has been far more stable everywhere, and it actually grew slightly in New York State between 2000 and 2009-2010 (see Figure 1c).<sup>5</sup>

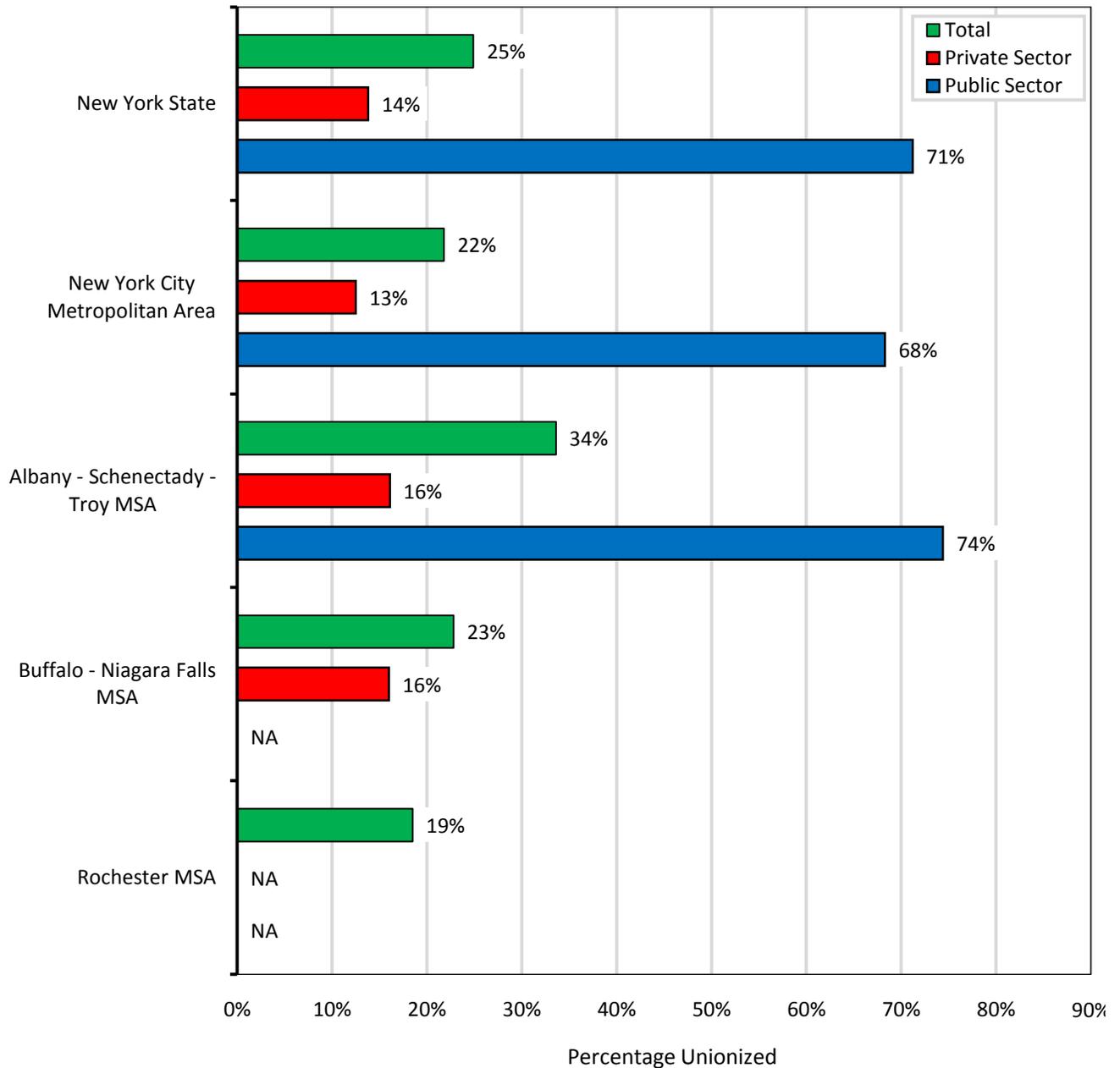
Figure 2 shows 2009-10 private- and public-sector union density for New York City, the larger New York City metropolitan area, New York State, as well as for upstate New York (excluding the five boroughs of New York City).<sup>6</sup> Figure 3 then shows the private- and public-sector density data for the next three largest metropolitan areas in the state.<sup>7</sup>

Unionization levels are consistently higher in the public sector than in the private sector, with well over two-thirds of public-sector workers

unionized throughout the state, the city, and in the larger New York City metropolitan area; and nearly three-quarters in the Albany-Schenectady-Troy metropolitan area. These figures are all far higher than the national public-sector average (36.9 percent). Although private-sector union density is much lower in all the geographical units shown, New York's private-sector unionization levels nevertheless far exceed the national average of 7.1 percent.

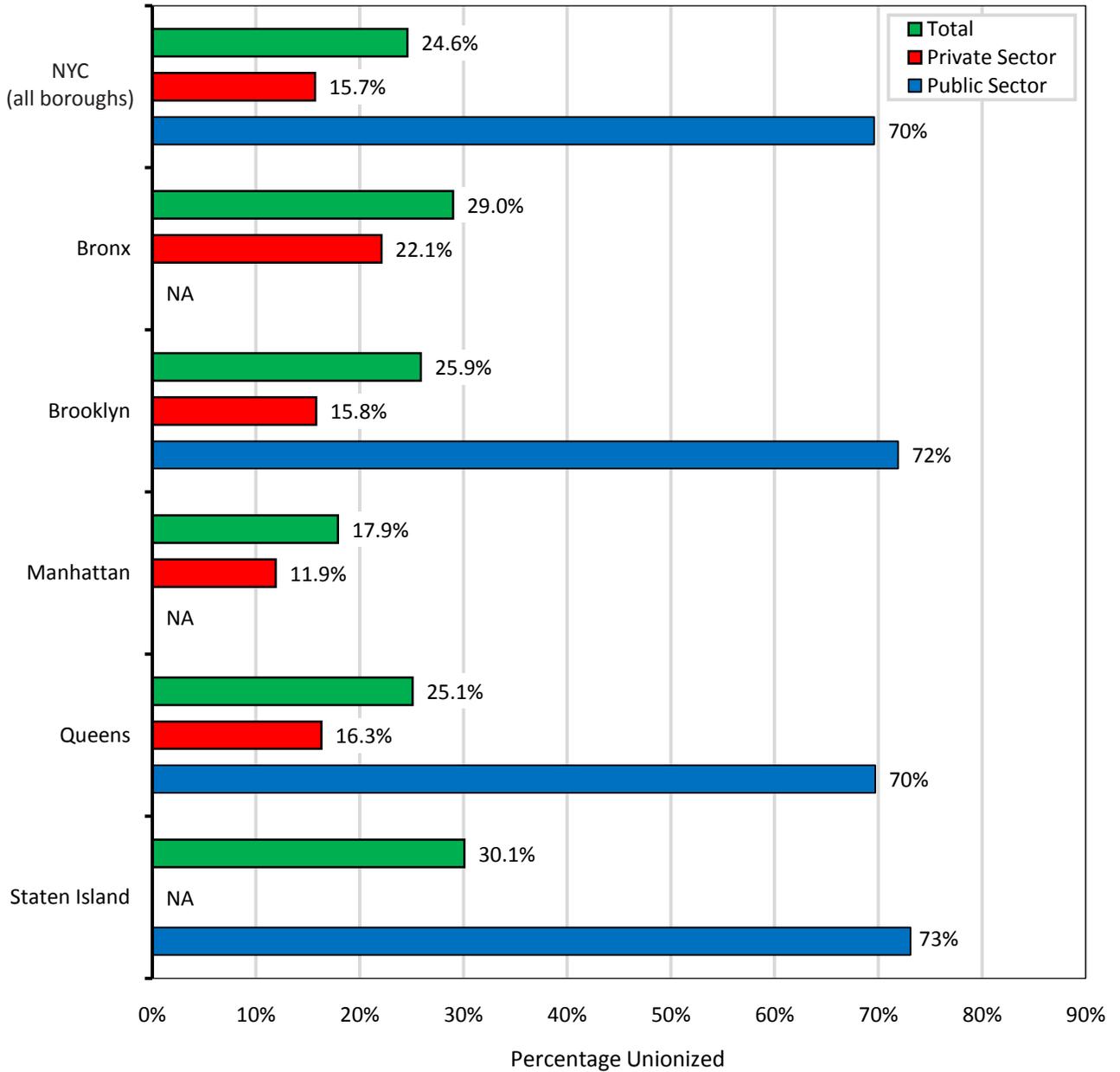
The vast public-private sector differential, combined with the fact that the state capital area has a disproportionate concentration of public-sector employment, helps account for the fact that overall union density is higher in the Albany metropolitan area than anywhere else in the state.<sup>8</sup>

**Figure 3. Union Density, By Sector, New York State and Selected Metropolitan Areas, 2009-10**



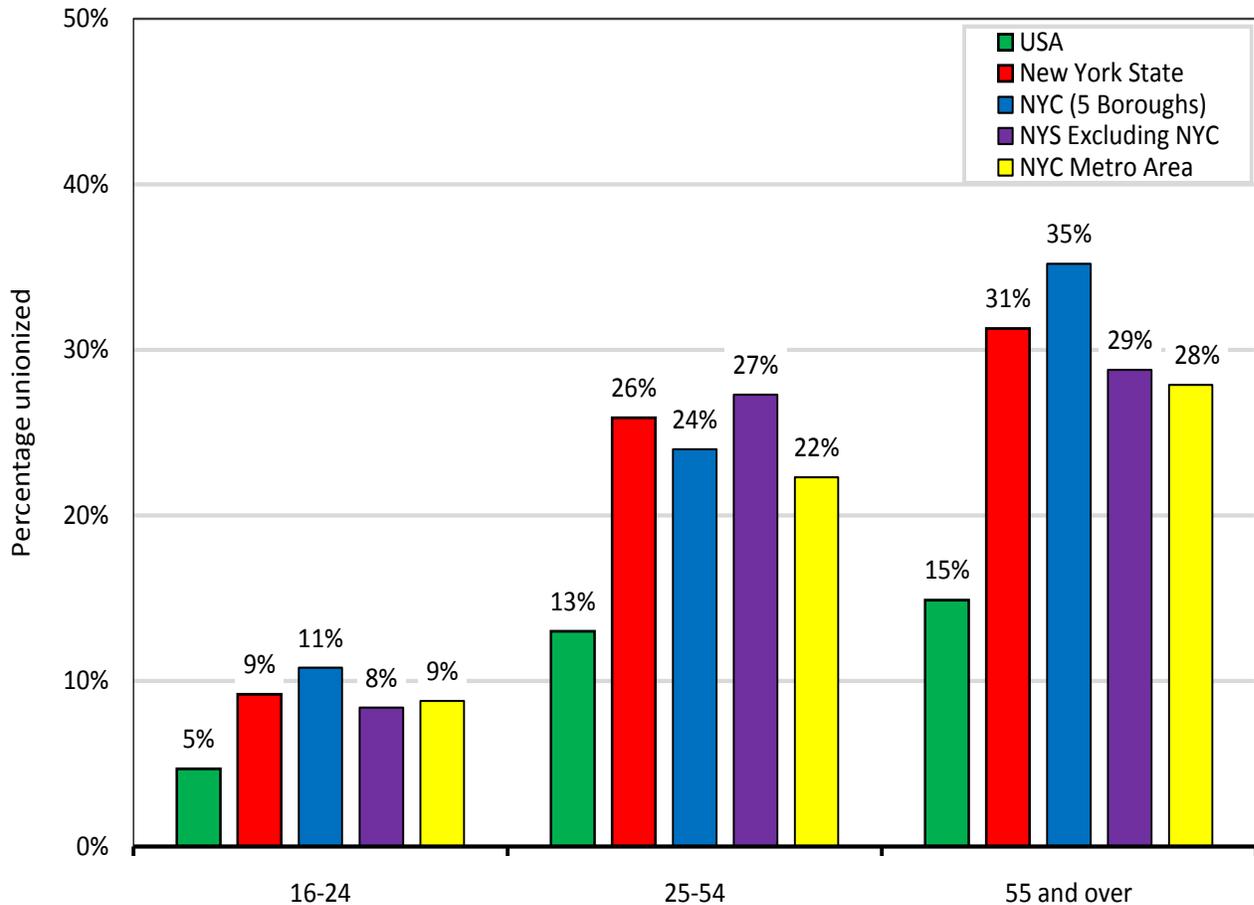
NA = Sample size is insufficient to generate reliable estimates. See footnote 2 in the text.  
 Percentages shown for 2009-10 include the 18 months from January 2009 to June 2010  
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2000 - June 2010

**Figure 4. Union Density, By Sector, New York City and Its Boroughs, 2009-10**



NA = Sample size is insufficient to generate reliable estimates. See footnote 2 in the text.  
 Percentages shown for 2009-10 include the 18 months from January 2009 to June 2010  
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2000 - June 2010

**Figure 5. Unionization Rates by Age, Selected Geographical Areas, 2009-10**



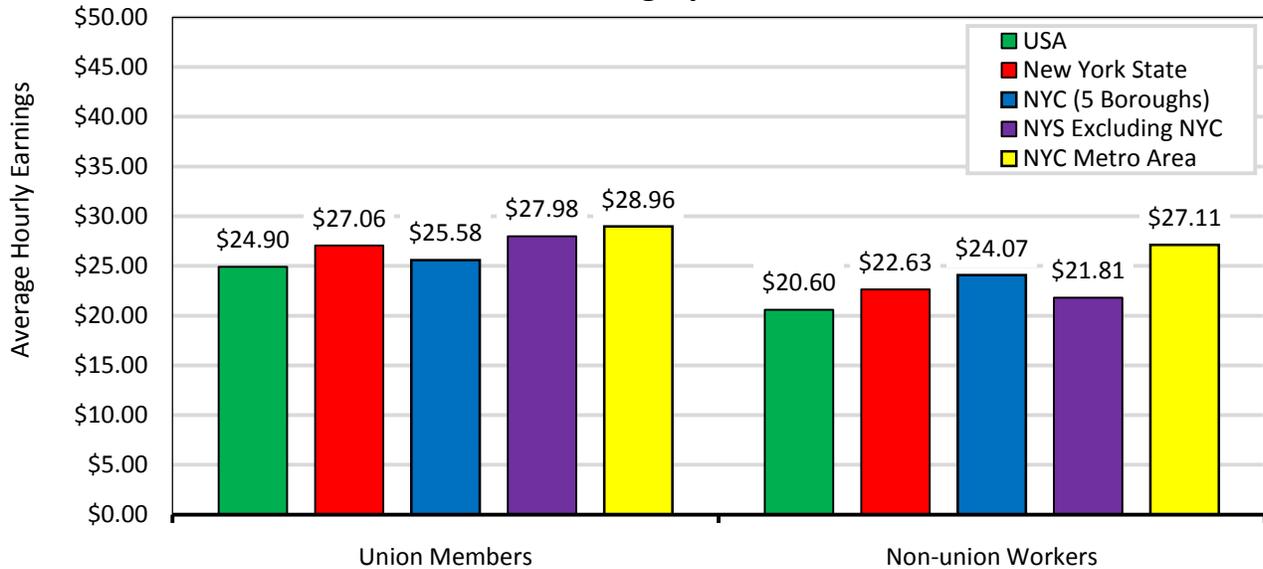
Percentages shown for 2009-10 include the 18 months from January 2009 to June 2010  
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2000 - June 2010

Within New York City, as Figure 4 shows, union density varies significantly among residents of the five boroughs, with substantially higher levels in the outer boroughs than in Manhattan. The Bronx and Staten Island have the highest density levels in the City.

Unionization rates vary dramatically among workers of different age groups. They are highest for workers aged 55 years or more, as Figure 5 shows, somewhat lower for those aged 25-54, and far lower—by a factor of three or more relative

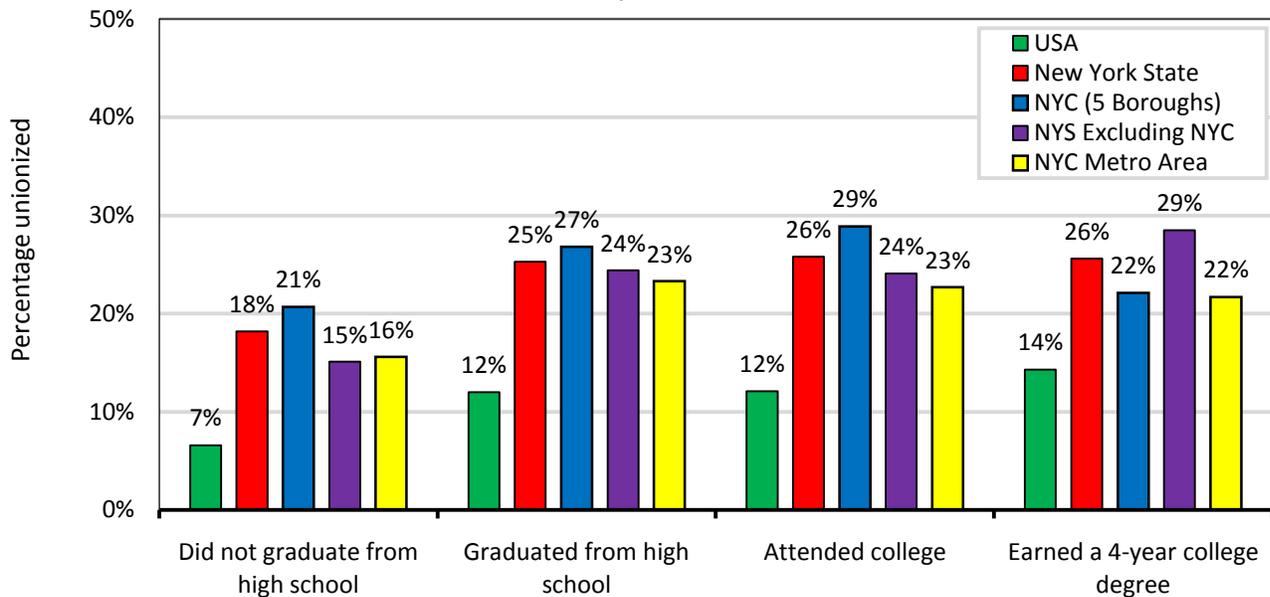
to the 55+ group—for those aged 16-24. This pattern is consistent across all the geographical entities shown in Figure 5. It reflects the fact that unionized jobs typically provide workers with higher wages than do nonunion jobs, as Figure 6 shows. Higher wages are strongly associated with lower employee turnover, which generates an older workforce over time. As well, unionized jobs tend to offer more job security than nonunion jobs, further reducing turnover and thus contributing to the relatively higher average age of unionized workers.

**Figure 6. Earnings Differentials, Union Members and Non-Union Workers, Selected Geographical Areas, 2009-10**



Figures reflect preliminary estimates, in 2009 dollars.  
 Percentages shown for 2009-10 include the 18 months from January 2009 to June 2010  
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2000 - June 2010

**Figure 7. Unionization Rates by Education, Selected Geographical Areas, 2009-10**



Percentages shown for 2009-10 include the 18 months from January 2009 to June 2010  
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2000 - June 2010

**Table 1 : Composition of Union Membership by Industry Group, for Selected Geographical Areas in New York and the United States, 2009-10.**

Industry Group	USA	New York State	NY State excluding NYC	NYC (5 boroughs)	NYC Metro Area
Construction	7.1%	6.7%	7.3%	5.7%	7.0%
Manufacturing	9.9	4.6	6.5	NA	3.2
Wholesale and retail trade	6.1	4.1	4.4	NA	5.5
Transportation and utilities	12.7	10.4	9.0	12.4	11.8
Finance, insurance and real estate	1.3	2.7	NA	NA	2.8
Educational services	28.7	27.1	31.9	20.2	28.7
Health care and social assistance (except home health)	10.2	16.2	12.7	21.2	15.1
Home health care	0.6	2.0	NA	NA	1.9
Public administration	14.9	17.9	20.0	14.8	15.1
Building services and waste management	1.3	2.2	NA	NA	2.3
Information services	2.0	2.0	NA	NA	2.0
Other services	2.5	1.9	NA	NA	2.4
Other	2.9	2.3	NA	NA	2.3
<i>Total</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>

SOURCE: U.S. Current Population Survey, Outgoing Rotation Group, 2000 - June 2010

Figure 7 shows that in both New York State and the United States, the more education workers have, the higher their unionization rate tends to be. Whereas decades ago the archetypal union member was a blue collar worker with limited education, today mid-level professionals in fields like education and public administration are more likely to be unionized than virtually any other group (see Figure 8 below). However, in the five-borough New York City area (and to a lesser degree, in the wider New York City metropolitan

area) the traditional pattern is still in evidence, with high school graduates and those with some college having slightly higher unionization rates than college graduates. This reflects the high levels of unionization in such industries as transportation and health care, which employ large numbers of non-college-educated workers.

As Table 1 shows, workers in the “educational services” industry group make up over one-fourth of all unionized workers in the New York City metropolitan area, the state and the nation;

**Table 2: Composition of Wage and Salary Employment by Industry Group, for Selected Geographical Areas in New York and the United States, 2009-10.**

Industry Group	USA	New York State	NY State excluding NYC	NYC (5 boroughs)	NYC Metro Area
Construction	5.5%	5.4%	5.6%	5.0%	5.3%
Manufacturing	10.8	6.9	8.9	4.0	7.3
Wholesale and retail trade	14.4	13.0	14.0	11.6	12.7
Transportation and utilities	5.3	5.7	5.0	6.6	6.1
Finance, insurance and real estate	6.8	8.7	7.1	11.0	10.2
Educational services	10.5	11.3	12.9	9.2	11.0
Health care and social assistance (except home health)	13.2	15.1	15.3	14.9	13.5
Home health care	0.8	1.6	0.8	2.8	1.5
Public administration	5.6	6.4	7.0	5.5	5.1
Building services and waste management	2.3	2.2	1.7	2.8	2.5
Information services	2.4	2.9	2.5	3.5	3.4
Other services	10.8	10.5	9.5	12.0	10.2
Other	11.7	10.3	9.7	11.2	11.3
<i>Total</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>

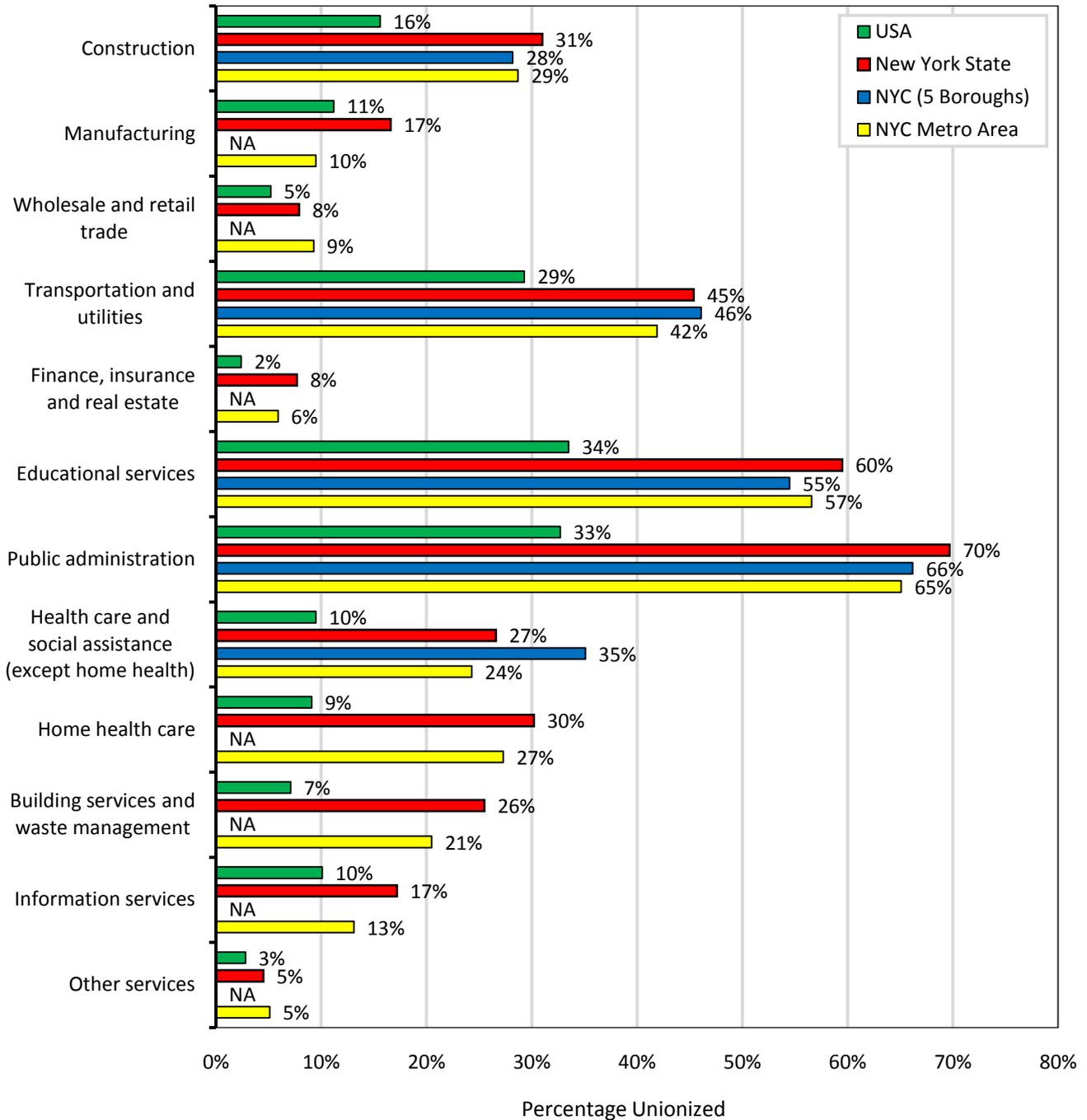
SOURCE: U.S. Current Population Survey, Outgoing Rotation Group, 2000 - June 2010

similarly, “public administration” accounts for 18 percent of those in the state and about 15 percent in the metropolitan area and in the nation. Both of these sectors include relatively large numbers of college-educated workers, and as Figure 8 shows, they have by far the highest unionization rates among all industry groups, in all of the geographical units shown.

As Table 1 shows, the composition of union membership in the New York City metropolitan area, and to a lesser degree in the metropolitan

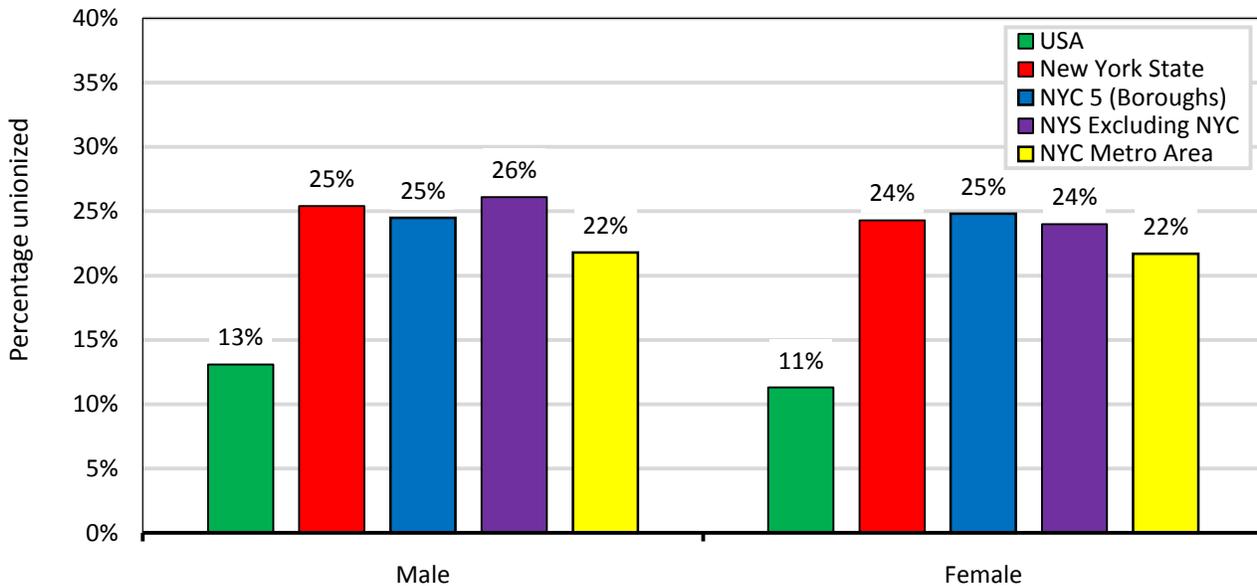
area and the state as well, differs in some key respects from the national pattern. Manufacturing accounts for a far smaller share of union membership in New York than nationally, especially in the city, while health care and social assistance account for a much higher share—more than double the national share for the city itself. Home health care also accounts for a greater share of New York metropolitan area and State union members than nationally, and the same is true of the building services and waste management industry group.

**Figure 8. Unionization Rates by Industry Group, Selected Geographical Areas, 2009-10**



NA = Sample size is insufficient to generate reliable estimates. See footnote 2 in the text.  
 Percentages shown for 2009-10 include the 18 months from January 2009 to June 2010  
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2000 - June 2010

**Figure 9. Unionization Rates by Gender, Selected Geographical Areas, 2009-10**



Percentages shown for 2009-10 include the 18 months from January 2009 to June 2010  
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2000 - June 2010

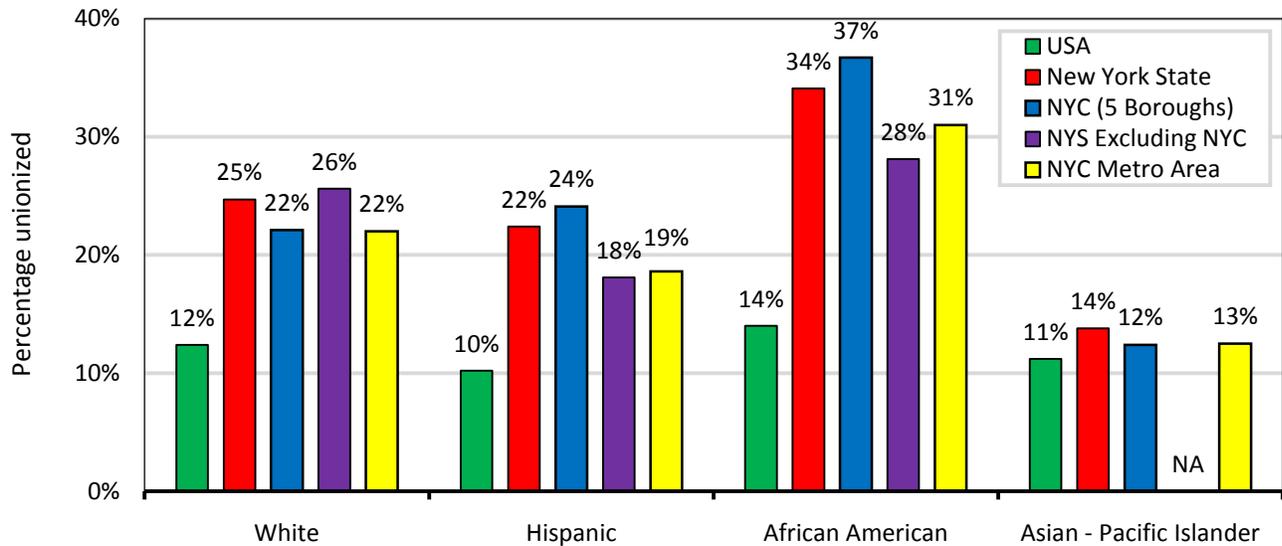
Table 2 shows the composition of wage and salary employment by industry group for the same five geographical entities for which the composition of union membership is presented in Table 1. Comparing the data in Tables 1 and 2 reveals that, for most industry groups, the share of union membership deviates significantly from the share of employment. Groups with high union density, such as education or transportation and utilities, make up a far greater share of the union membership than of employment.

Figure 8 depicts the industry data from a different angle, showing unionization rates by industry (rather than the share of the unionized workforce employed in each industry group shown in Table 1) in the city, the state, and the nation. Unionization rates vary widely across the industry groups shown. Education and public administration are very highly unionized, as noted above. Similarly,

transportation and utilities, construction, health services, home health care and building services are all areas of union strength in New York City and State alike, and manufacturing as well for the State. By contrast, union density is in the single digits in wholesale and retail trade; finance, insurance and real estate; and “other” services in both the City and State.

Because these data are highly aggregated (mainly due to the limitations of the sample size), they fail to convey the full complexity of New York City’s extremely uneven patterns of unionization. For example, although union density in retail and wholesale trade is less than 10 percent, a few particular segments—traditional supermarkets and, in Manhattan, some major department stores—are unionized “wall to wall.” And these data do not reveal the differences in unionization levels among industry segments within construction; in fact,

**Figure 10. Unionization Rates by Race/Ethnicity, Selected Geographical Areas, 2009-10**



NA = Sample size is insufficient to generate reliable estimates. See footnote 2 in the text.

The figures shown for Whites, African Americans and Asian-Pacific Islanders are for nonhispanics only

Percentages shown for 2009-10 include the 18 months from January 2009 to June 2010

Source: U.S. Current Population Survey, Outgoing Rotation Group, 2000 - June 2010

commercial construction is far more unionized than its residential counterpart. In addition, Figure 8 fails to capture some highly organized industries, such as hotels, Broadway theaters, and television and movie production, which are all highly unionized in New York City. Union contracts no longer set the wage standard for the city's workforce as a whole, but they continue to do so in these key sectors of the urban economy.

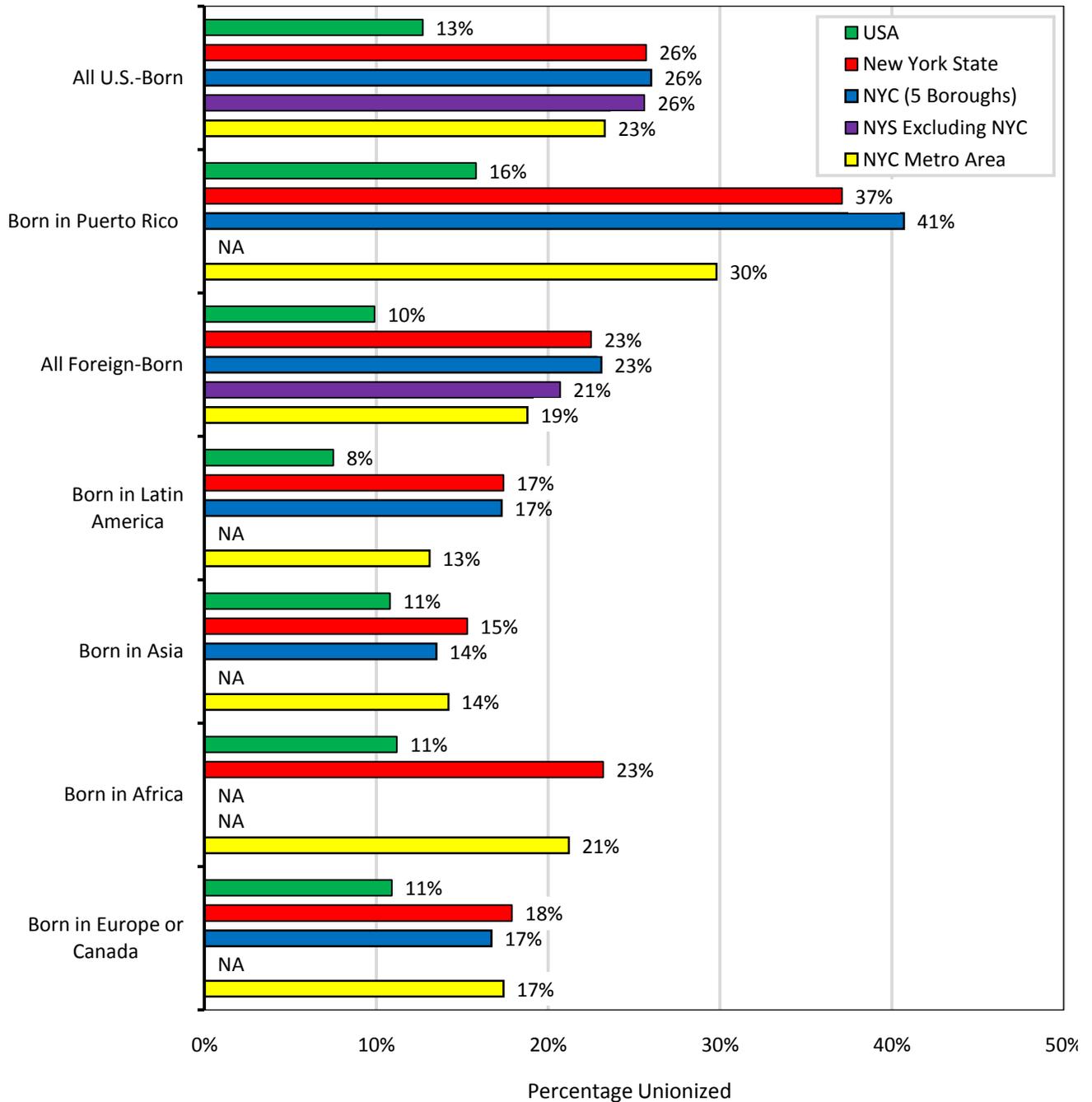
These patterns of unionization by industry have a powerful effect on the demographics of unionism. That is because males and females, workers of various racial and ethnic groups, and immigrants and U.S.-born workers as well, are unevenly distributed across industry groups.<sup>9</sup> For example, educational services and public administration, with their relatively high unionization rates, both rely disproportionately on female workers, and this is the primary reason why the unionization

rate for women in New York City is slightly higher than that of men. As Figure 9 shows, male and female unionization rates are nearly equal in the wider New York City metropolitan area as well, and statewide the male unionization rate is only slightly greater than that for females. The gender gap is wider in the nation, largely because the public sector is less extensively unionized nationally than in New York City and State.

Figure 10 shows that unionization rates also vary by race and ethnicity. This too reflects differential racial and ethnic patterns of employment across industries. Indeed, African Americans are the most highly unionized group shown, regardless of geography, largely because of their disproportionate concentration in public-sector employment.

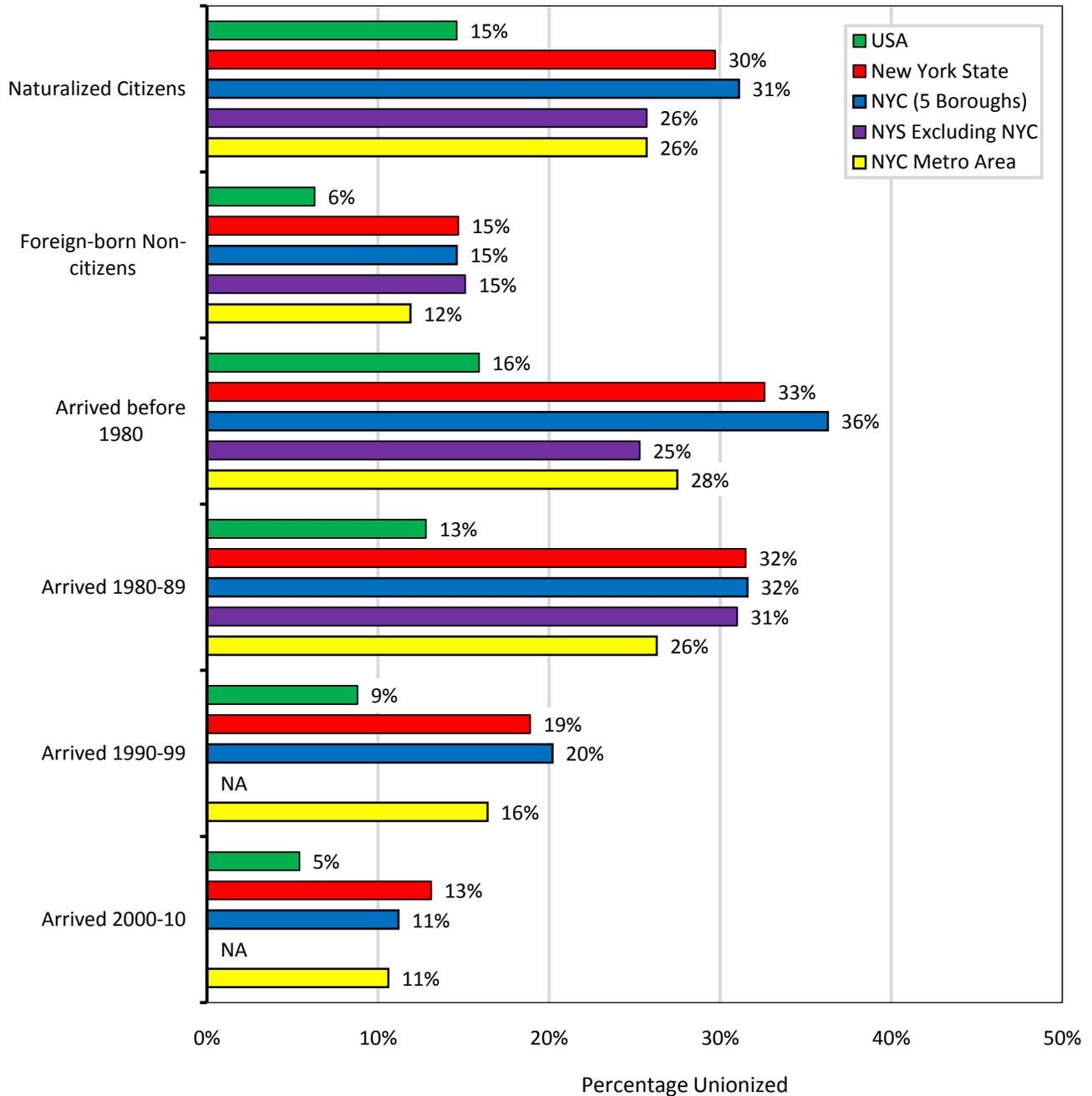
Unionization rates vary between U.S.- and

**Figure 11. Unionization Rates by Selected Places of Birth, Selected Geographical Areas, 2009-10**



NA = Sample size is insufficient to generate reliable estimates. See footnote 2 in the text.  
 Percentages shown for 2009-10 include the 18 months from January 2009 to June 2010  
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2000 - June 2010

**Figure 12. Unionization Rates of Foreign-born Workers by Citizenship Status and Date of Arrival in the United States, Selected Geographical Areas, 2009-10**



NA = Sample size is insufficient to generate reliable estimates. See footnote 2 in the text.  
 Percentages shown for 2009-10 include the 18 months from January 2009 to June 2010  
 Source: U.S. Current Population Survey, Outgoing Rotation Group, 2000 - June 2010

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foreign-born workers as well. Figure 11 shows that U.S.-born workers are more highly unionized than foreign-born workers, reflecting the fact that relatively few foreign-born workers are employed in the highly unionized public sector. On the other hand, the subset of Hispanic workers born in Puerto Rico—a substantial population group in New York City and State—have even higher unionization rates than African-Americans. Like African-Americans, Puerto Rican-born workers are highly overrepresented in public sector employment, whereas immigrants are underrepresented.<sup>10</sup>

However, as Figure 12 shows, foreign-born workers are by no means a homogenous group. The unionization rates of those who have become naturalized U.S. citizens, as well as those who arrived in the United States before 1990, are comparable to or higher than those of U.S.-born workers. More recent arrivals, by contrast, have extremely low rates of unionization. These newcomers are relatively young, and as noted above, few younger workers are union members, regardless of nativity. Moreover, recent immigrants are disproportionately employed in the informal sector, in jobs that have relatively low unionization rates. Over time, however, many immigrant workers have managed to move up in the labor market, into sectors where unions are present.

Figure 13 shows that unionization rates for foreign-born workers vary much less within the public and private sectors than between them. Even foreign-born noncitizens and immigrants who arrived in the U.S. after 1990, whose overall unionization rates are generally low (as Figure 12 shows), have public-sector unionization rates of 50 percent or higher in New York State, New York City, and in the New York City metropolitan area, and of 25 percent or more in the nation as a whole.

Relatively few noncitizens and recently arrived

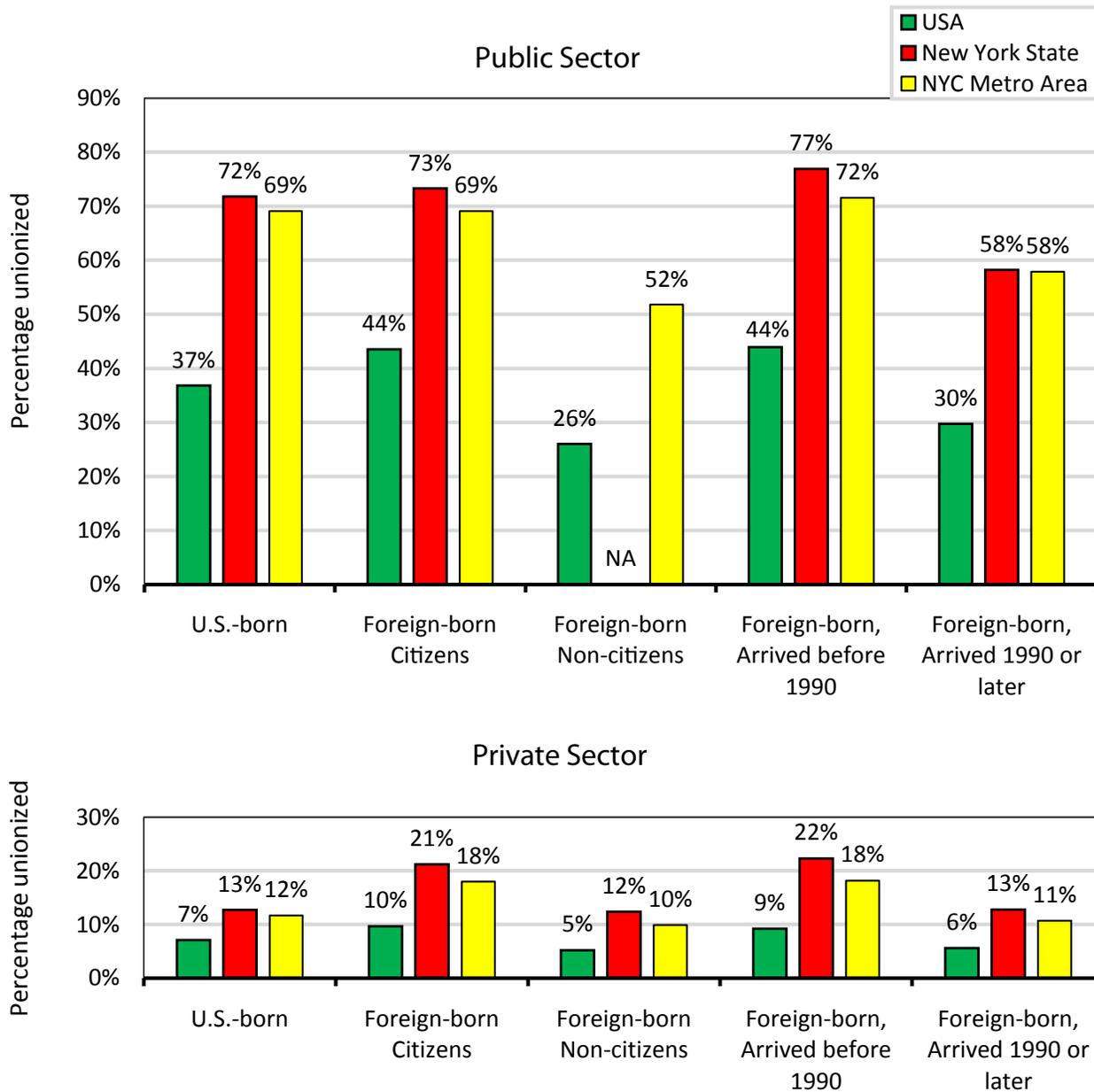
immigrants work in the public sector, however; only 5.2 percent of all foreign-born noncitizens in the United States, and only 6.6 percent of all foreign-born workers who arrived in or after 1990, are employed in the public sector. By contrast, 17.1 percent of the overall U.S. workforce is in the public sector. As a result, the high level of public-sector unionization for these particular immigrant groups does little to boost their overall unionization rate. By contrast, in the private sector, unionization rates are consistently lower for all groups, regardless of citizenship status or date of arrival.

## Conclusion

Actively recruiting new members into the ranks of the labor movement, as many dedicated organizers have sought to do in recent years, is the primary means by which unions themselves can act to increase the level of union density. This is a key counterweight to the downward trend in organized labor's influence. Yet many factors that the labor movement cannot control also critically influence the level of union density. All else equal, if employment declines in a highly unionized sector of the economy, or expands in a non-union (or weakly unionized) sector, union density will fall. The best-known example of this is the steady decline of manufacturing, a former union stronghold, over the past few decades, along with the expansion of private-sector service industries where unions have historically been weak; these trends have been a major driver of the general erosion of union density.

Conversely, if employment expands in a highly unionized sector or declines in a non-union or weakly unionized one, the overall level of density will increase. For example, the recent economic downturn has (at least until very recently) generated fewer job losses in the highly unionized public sector than in the weakly unionized private

**Figure 13. Public and Private Sector Unionization for Selected Demographic Groups, United States, New York State, and New York Metropolitan Area, 2009-2010.**



NA = Sample size is insufficient to generate reliable estimates. See footnote 2 in the text.

Note: Percentages shown for 2009

Source: U.S. Current Population Survey, Outgoing Rotation Group, 2000

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sector; thus the recession has had a positive effect on overall union density, as can be seen in Figure 1 above. Over the long term, given the “churning” effects of employment shifts and (in non-recessionary periods) normal labor market growth and turnover, simply to maintain U.S. union density at a given level requires a great deal of new organizing; and to increase density requires far more extensive effort.

In New York City and State, unionization levels are far higher than in other parts of the nation—about double the national average. This was not the case in the mid-20th century, when unionization was at its peak: In 1953, 34.4 percent of New York State’s workers were unionized, only slightly above the 32.6 percent national level.<sup>11</sup> Although since then organized labor has more than held its own in New York relative to the nation, in absolute terms unions have lost considerable ground in both the City and State over the past few decades, especially in the private sector. As recently as 1986, New York City’s private-sector union density was over 25 percent, well above the current (16 percent) level, and statewide the figure was 24 percent as recently as 1983 (compared to 14 percent today).<sup>12</sup>

As union strength in the private sector has declined, the ratio of public- to private-sector unionization in New York City and State has reached a record high. In labor’s glory days, a strongly unionized private sector helped foster a strongly social-democratic political culture in New York City.<sup>13</sup> The precipitous drop in private-sector density is among the factors that have threatened to undermine that political culture in recent years. Although so far public-sector density in the City has been preserved intact, in the wake of the fiscal crises generated by the current economic downturn, public-sector unions have been increasingly put on the political defensive. Thus

despite New York City and State’s unusually high union density levels—the highest of any major U.S. city and the highest of any state—the future is full of challenges for organized labor. In the meantime, however, New York’s unions continue to offer significant protection to a diverse population of workers in both the City and State, including middle-class teachers and other professionals as well as a substantial segment of minorities and immigrants.

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## Endnotes

1. Thanks to Rosalyn Baxandall, Joshua B. Freeman, Lesley Hirsch, Stephanie Luce, John Mollenkopf, and Ed Ott for valuable comments on an earlier draft of this report; and to Peter Frase for graphic design and production assistance.

2. This report is based on analysis of the U.S. Current Population Survey (CPS) Outgoing Rotation Group data for 2009 and the first six months of 2010. We created a merged data set from the 18 monthly surveys conducted from January 2009 to June 2010, inclusive; the 2009-10 data shown in the Figures and Tables below are the averages for those 18 months. All results are calculated using the CPS unrevised sampling weights, for a sample of employed non-agricultural civilian wage and salary workers aged 16 and over. We followed the sample definition and weighting procedures described in Barry T. Hirsch and David A. Macpherson, *Union Membership and Earnings Data Book* (Washington D.C.: Bureau of National Affairs, 2010), pp. 1-8. To ensure reliability of the rates reported here, a minimum cell size of 50 observations was applied throughout the analysis, unless otherwise noted. We designate cell sizes that fall below this threshold as NA (not available). A full set of data tables and details on standard errors associated with these data are available from the authors on request.

3. "Union density" denotes the proportion of all wage and salary workers who are union members in a region, occupation, or industry.

4. The CPS relies on respondents' self-reports as to whether or not they are union members. (Respondents who indicate that they are not union members are also asked whether they are covered by a union contract, but this analysis does not include those who replied affirmatively to that question.) The geographical data in the CPS and in this report refer to respondent's place of residence—not to the location of their workplaces. Since many workers commute from other areas to their jobs in the city, this means the data for the five boroughs of New York City offer an imperfect approximation of the extent of unionization in the city. Some sections of this report present data on those residing in the wider New York metropolitan area, but that group of respondents also includes many workers who are employed outside New York City.

5. In January 2003, significant methodological changes were made in the CPS (for details, see <http://www.bls.gov/cps/rvcps03.pdf>.) As a result, the data in Figure 1 for 2003-2010 are not strictly comparable to those for 2000-2002, but the impact of the methodological changes on these overall density figures is modest, however.

6. Throughout this report we use the term "New York metropolitan area" to denote the New York-Newark-Bridgeport NY-NJ-CT-PA Combined Statistical Area (CSA) based on the definitions introduced in 2003. The New York-Newark-Bridgeport CSA includes the following counties (in addition to the five boroughs of New York City proper): Dutchess, Nassau, Orange, Putnam, Rockland, Suffolk, Ulster and Westchester Counties, New York; Bergen, Essex, Hudson, Hunterton, Mercer, Middlesex, Monmouth, Morris, Ocean, Passaic, Somerset, Sussex and Union Counties, New Jersey; Litchfield, New Haven and Fairfield Counties, Connecticut. The CSA also includes Pike County, Pennsylvania, but that is not included in our dataset. For details, see <http://www.whitehouse.gov/sites/default/files/omb/assets/omb/bulletins/fy2009/09-01.pdf>

7. These are "Metropolitan Statistical Areas" based on the 2003 U.S. Census area definitions. The sample size for the public sector in the Albany-Schenectady-Troy MSA is 47, marginally below our threshold of 50 (see note 2).

8. The only MSAs outside New York State with higher 2009 union density than the New York-Newark CSA were Lansing-East Lansing, Michigan and Sacramento-Arden-Arcade-Roseville, California—both of which surround the capitals of highly unionized states. See Hirsch and MacPherson, pp. 36-47.

9. Given the nation's winner-take-all union representation system, and the fact that a relatively small proportion of present-day union membership is the product of recent organizing, the demographic makeup of union membership mainly reflects the demographic makeup of employment in highly unionized industries and sectors. Although unionized workers are more likely than their nonunion counterparts to express pro-union attitudes, this is typically a consequence rather than a cause of union affiliation. See Richard B. Freeman and Joel Rogers, *What Workers Want* (Ithaca: Cornell University Press, 1999), pp. 68-77. Moreover, individual workers seldom have the opportunity to make independent decisions about union affiliation. Instead, unionization occurs when entire workplaces (or occasionally, entire industries) are organized, and once established, unionization in those workplaces tends to persist over time. Later, as a result of workforce turnover and de-unionization, strongly pro-union workers may be employed in non-union settings, and workers with little enthusiasm for organized labor may find themselves employed in union shops.

10. Puerto Ricans born on the U.S. mainland cannot be separately identified in these data. Those born in Puerto Rico are likely to be older, all else equal, which also contributes to their higher unionization rate.

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11. See Leo Troy, *Distribution of Union Membership among the States, 1939 and 1953* (National Bureau of Economic Research, 1957), available at <http://www.nber.org/chapters/c2688.pdf> In 1939 the figures were 23.0 percent for New York State and 21.5 for the nation. Figures for New York City union membership levels during these years, unfortunately, are not available.

12. The 1986 private-sector figure is 25.3% for the New York PMSA (the five NYC boroughs as well as Putnam, Westchester and Rockland Counties). This and the 1983 statewide figure can be found at <http://unionstats.gsu.edu/> See also Gregory DeFreitas and Bhaswati Sengupta, "The State of New York Unions 2007," (Hofstra University Center for the Study of Labor and Democracy, 2007), which includes 1980s data, at [http://www.hofstra.edu/pdf/Academics/Colleges/HCLAS/CLD/cld\\_stateofnyunions2007.pdf](http://www.hofstra.edu/pdf/Academics/Colleges/HCLAS/CLD/cld_stateofnyunions2007.pdf)

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

## About the Authors

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## About the Murphy Institute

The Joseph S. Murphy Institute for Worker Education and Labor Studies was established over twenty years ago with the support of the late CUNY Chancellor Joseph S. Murphy. The Institute, part of CUNY's School of Professional Studies, conducts strategic research, organizes public forums and conferences, and publishes the journal *New Labor Forum*. The Institute's worker education program offers a wide variety of undergraduate and graduate courses and degree programs designed to meet the academic and career advancement needs of working adults and union members in the New York City area.

## About the Center for Urban Research

Working with the City University of New York Graduate Center's faculty and students, the Center for Urban Research organizes basic research on the critical issues that face New York and other large cities in the U.S. and abroad; collaborates on applied research with public agencies, non-profit organizations, and other partners; and holds forums for the media, foundations, community organizations and others about urban research at The Graduate Center of the City University of New York.

## About the NYCLMIS

The New York City Labor Market Information Service (NYCLMIS) provides labor market analysis for the public workforce system. The service is a joint endeavor of the New York City Workforce Investment Board (WIB), the Center for Economic Transformation at the New York City Economic Development Corporation (EDC), and the Center for Urban Research at The Graduate Center of the City University of New York. The NYCLMIS' objectives are to:

- Develop action-oriented research and information tools that will be used by workforce development service providers and policy makers to improve their practice.
- Be the portal for cutting-edge and timely labor market data about New York City.

The NYCLMIS primarily serves the program and policy needs of the public workforce system. The NYCLMIS creates research and associated products that are of service to the broader practitioner and policy communities in their day-to-day and strategic decision-making. These products help distill, frame, and synthesize the volumes of data available for the practical use of the public workforce system's partners and stakeholders, with the overall goal of raising public awareness of the importance of work-force development in New York City.



