7-1-1989

Labor Relations in Maine 1988

Maine Department of Labor
Maine Bureau of Labor Standards
Maine Research and Statistics Division

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Labor Relations in Maine, 1988

During 1988, a total of 23 major contracts covering nearly 15,151 workers were negotiated in Maine. Two contracts were still being negotiated at the year's end. A major agreement is defined as one which covers at least 100 workers. There were 67 such contracts in effect during the year, involving more than 35,100 workers. Four of the agreements were extensions of contracts scheduled to expire in 1988.

The new agreements resulted in an average increase in wages of 3.0 percent for calendar year 1988 with the same average over the life of the contracts. This is a significant "current year" increase from contracts negotiated in 1987. Last year, new agreements averaged 2.3 percent. Deferred adjustments from these earlier contracts averaged 2.9 percent for 1988 with a 2.7 percent average over the life of the contract.

The number of new agreements with no increase in wages was less than one-quarter of the 1987 figure. Last year there were fourteen such contracts; this year, five were signed. Combined with seven similar contracts from earlier years, there were twelve "no wage change" contracts in effect, covering approximately 4,200 members. Six of these contracts did contain bonuses. Five of the bonuses are for a fixed dollar amount, ranging from $200 to $1,250 (average $665.60). One was based on a percentage of earned income. There was one contract with a decrease in wages.

Construction, with six contracts involving 3,287 workers, was the industry with the most activity, followed by the Paper industry with five agreements covering 2,033 workers. Textiles (three agreements covering 789 workers) was the only other industry with more than two contracts negotiated.

Looking ahead to 1989, bargaining activity is projected to be a little below average. There are 18 contracts scheduled for renewal, involving over 10,000 workers. The Paper and Construction industries each have four agreements, involving over 5,200 workers in total.
### Wage Adjustments in Major Collective Bargaining Agreements
#### in Private Industries, Maine, 1988

<table>
<thead>
<tr>
<th></th>
<th>Average 1988</th>
<th>Average Over Life of Contract</th>
<th>1988 Estimated Workers Covered</th>
<th>Estimated Workers Covered</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
<td>Adjustments</td>
<td></td>
<td>Median Adjustment</td>
</tr>
<tr>
<td>All Contracts</td>
<td>67</td>
<td>+3.0%</td>
<td>3.0%</td>
<td>3.0%</td>
</tr>
<tr>
<td>New Settlements</td>
<td>23</td>
<td>+3.1</td>
<td>3.6</td>
<td>2.5</td>
</tr>
<tr>
<td>Deferred Adjustments</td>
<td>44</td>
<td>+2.9</td>
<td>2.7</td>
<td>3.0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>All Contracts</th>
<th>New Settlements</th>
<th>Deferred Adjustments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number</td>
<td>67</td>
<td>23</td>
<td>44</td>
</tr>
<tr>
<td>Workers</td>
<td>35,111</td>
<td>15,151</td>
<td>19,960</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>All Contracts</th>
<th>New Settlements</th>
<th>Deferred Adjustments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Decrease</td>
<td>1</td>
<td>1</td>
<td>-</td>
</tr>
<tr>
<td>No Change</td>
<td>12</td>
<td>5</td>
<td>7</td>
</tr>
<tr>
<td>(Bonuses)</td>
<td>6</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>Increase Under 2 Percent</td>
<td>5</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>2 to Under 3 Percent</td>
<td>14</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>3 to Under 4 Percent</td>
<td>15</td>
<td>4</td>
<td>11</td>
</tr>
<tr>
<td>4 to Under 5 Percent</td>
<td>10</td>
<td>4</td>
<td>10</td>
</tr>
<tr>
<td>5 Percent or More</td>
<td>8</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Still in Negotiations</td>
<td>2</td>
<td>-</td>
<td>2</td>
</tr>
</tbody>
</table>

### Major Collective Bargaining Agreements Negotiated 1988 and Scheduled 1989
#### By Industry

<table>
<thead>
<tr>
<th></th>
<th>Negotiated 1988</th>
<th>Scheduled 1989-</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number</td>
<td>Adjustments</td>
<td>Workers</td>
</tr>
<tr>
<td>All Contracts</td>
<td>23</td>
<td>1,551</td>
</tr>
<tr>
<td>Construction</td>
<td>6</td>
<td>3,287</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>15</td>
<td>11,084</td>
</tr>
<tr>
<td>Food</td>
<td>*</td>
<td>*</td>
</tr>
<tr>
<td>Textiles</td>
<td>3</td>
<td>565</td>
</tr>
<tr>
<td>Apparel</td>
<td>*</td>
<td>*</td>
</tr>
<tr>
<td>Lumber &amp; Wood</td>
<td>*</td>
<td>*</td>
</tr>
<tr>
<td>Paper</td>
<td>5</td>
<td>2,033</td>
</tr>
<tr>
<td>Other Industry Divisions</td>
<td>2</td>
<td>780</td>
</tr>
</tbody>
</table>

- no data

* suppressed due to confidentiality
During 1988 there were four work stoppages in effect, involving 1,440 workers and resulting in an estimated 275,000 idle workdays. Two of the stoppages were related to major contracts. Wage adjustments were the major factor in two cases. Cuts in overtime pay, unsafe working conditions, and retirement provisions were other complaints of note.

There were eight National Labor Relations Board certification elections during 1988. These elections involved 182 workers (only about two percent of the private sector work force). The union won and was certified in four cases, which was about the average of the previous year but much higher than the preceding five years (48 percent). There were six decertification elections held; the unions won three and lost three. In one case the union voluntarily withdrew from representation.
### All Elections

<table>
<thead>
<tr>
<th>Year</th>
<th>Eligible Number</th>
<th>Eligible to Vote</th>
<th>Total Votes</th>
<th>Eligible Number</th>
<th>Eligible to Vote</th>
<th>Total Votes</th>
<th>Votes For</th>
<th>Votes Against</th>
</tr>
</thead>
<tbody>
<tr>
<td>1984</td>
<td>17</td>
<td>1,147</td>
<td>1,026</td>
<td>6</td>
<td>92</td>
<td>87</td>
<td>67</td>
<td>20</td>
</tr>
<tr>
<td>1985</td>
<td>14</td>
<td>1,218</td>
<td>1,129</td>
<td>3</td>
<td>20</td>
<td>20</td>
<td>15</td>
<td>4</td>
</tr>
<tr>
<td>1986</td>
<td>12</td>
<td>1,008</td>
<td>927</td>
<td>7</td>
<td>245</td>
<td>256</td>
<td>164</td>
<td>68</td>
</tr>
<tr>
<td>1987</td>
<td>15</td>
<td>830</td>
<td>689</td>
<td>8</td>
<td>262</td>
<td>257</td>
<td>149</td>
<td>108</td>
</tr>
<tr>
<td>1988</td>
<td>8</td>
<td>182</td>
<td>173</td>
<td>4</td>
<td>147</td>
<td>138</td>
<td>79</td>
<td>49</td>
</tr>
</tbody>
</table>

### Elections Won

<table>
<thead>
<tr>
<th>Year</th>
<th>Eligible Number</th>
<th>Eligible to Vote</th>
<th>Total Votes</th>
<th>Votes For</th>
<th>Votes Against</th>
</tr>
</thead>
<tbody>
<tr>
<td>1984</td>
<td>4</td>
<td>349</td>
<td>310</td>
<td>199</td>
<td>120</td>
</tr>
<tr>
<td>1985</td>
<td>1</td>
<td>38</td>
<td>38</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>1986</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>1987</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>1988</td>
<td>7</td>
<td>329</td>
<td>317</td>
<td>179</td>
<td>103</td>
</tr>
</tbody>
</table>

### Elections Lost

<table>
<thead>
<tr>
<th>Year</th>
<th>Eligible Number</th>
<th>Eligible to Vote</th>
<th>Total Votes</th>
<th>Votes For</th>
<th>Votes Against</th>
</tr>
</thead>
<tbody>
<tr>
<td>1984</td>
<td>11</td>
<td>1,055</td>
<td>939</td>
<td>291</td>
<td>648</td>
</tr>
<tr>
<td>1985</td>
<td>11</td>
<td>1,198</td>
<td>1,109</td>
<td>403</td>
<td>646</td>
</tr>
<tr>
<td>1986</td>
<td>5</td>
<td>763</td>
<td>691</td>
<td>245</td>
<td>444</td>
</tr>
<tr>
<td>1987</td>
<td>7</td>
<td>568</td>
<td>398</td>
<td>124</td>
<td>274</td>
</tr>
<tr>
<td>1988</td>
<td>4</td>
<td>35</td>
<td>35</td>
<td>9</td>
<td>24</td>
</tr>
</tbody>
</table>

### National Labor Relations Board

#### Union Certification Elections Closed

Maine, 1984-1988

<table>
<thead>
<tr>
<th>Year</th>
<th>Eligible Number</th>
<th>Eligible to Vote</th>
<th>Total Votes</th>
<th>Votes For</th>
<th>Votes Against</th>
</tr>
</thead>
<tbody>
<tr>
<td>1984</td>
<td>4</td>
<td>349</td>
<td>310</td>
<td>199</td>
<td>120</td>
</tr>
<tr>
<td>1985</td>
<td>1</td>
<td>38</td>
<td>38</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>1986</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>1987</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>1988</td>
<td>7</td>
<td>329</td>
<td>317</td>
<td>179</td>
<td>103</td>
</tr>
</tbody>
</table>

#### Decertification Elections Closed

Maine, 1984-1988

<table>
<thead>
<tr>
<th>Year</th>
<th>Eligible Number</th>
<th>Eligible to Vote</th>
<th>Total Votes</th>
<th>Votes For</th>
<th>Votes Against</th>
</tr>
</thead>
<tbody>
<tr>
<td>1984</td>
<td>11</td>
<td>1,055</td>
<td>939</td>
<td>291</td>
<td>648</td>
</tr>
<tr>
<td>1985</td>
<td>11</td>
<td>1,198</td>
<td>1,109</td>
<td>403</td>
<td>646</td>
</tr>
<tr>
<td>1986</td>
<td>5</td>
<td>763</td>
<td>691</td>
<td>245</td>
<td>444</td>
</tr>
<tr>
<td>1987</td>
<td>7</td>
<td>568</td>
<td>398</td>
<td>124</td>
<td>274</td>
</tr>
<tr>
<td>1988</td>
<td>4</td>
<td>35</td>
<td>35</td>
<td>9</td>
<td>24</td>
</tr>
</tbody>
</table>

### Work Stoppages

All Private Sector Industries by Year

Maine, 1984-1988

<table>
<thead>
<tr>
<th>Year</th>
<th>Beginning Number</th>
<th>Average Duration</th>
<th>In Effect During Year</th>
<th>Workers Involved</th>
<th>Percent of Total Employed</th>
<th>Percent of Estimated Work Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>1984</td>
<td>3</td>
<td>14</td>
<td>4</td>
<td>1,204</td>
<td>0.4%</td>
<td>16,741</td>
</tr>
<tr>
<td>1985</td>
<td>5</td>
<td>72</td>
<td>5</td>
<td>5,780</td>
<td>1.5%</td>
<td>544,400</td>
</tr>
<tr>
<td>1986</td>
<td>5</td>
<td>54</td>
<td>5</td>
<td>2,528</td>
<td>0.7%</td>
<td>172,667</td>
</tr>
<tr>
<td>1987</td>
<td>5</td>
<td>56</td>
<td>5</td>
<td>1,935</td>
<td>0.5%</td>
<td>264,627</td>
</tr>
<tr>
<td>1988</td>
<td>2</td>
<td>15</td>
<td>4</td>
<td>39</td>
<td>0.3%</td>
<td>274,851</td>
</tr>
</tbody>
</table>

1. Includes multi-union election(s). 2. Estimated Work Time is the employment multiplied by the total working days during the year. 3. As of end of year. 4. Includes voluntary withdrawal by union.
Union and association membership in 1988 was 80,646, a decrease of 717 (10.9 percent) from the 81,363 figure of 1986. There was a small increase among unions which primarily cover the public sector, which gained 128 (0.4 percent) members. Unions which primarily cover the private sector showed a decrease (953 members or 2.1 percent). This is a continuation of a decline which appeared to have ended in 1987. Women comprise about 30 percent of the overall union membership, with 65 percent of them belonging to unions which cover state and local government.

While union membership experienced a modest decrease, employment was up 4.6 percent. Therefore, the percent of the work force represented by organized labor continued to drop, moving down to 15.3 percent from 16.1 percent. The rate for private industry union membership experienced a similar decline, dropping from 11.2 percent to 10.4 percent. The public sector rate also experienced a decrease, due to employment growth outpacing the increase in membership.

### Union Membership
**All Workers, by Year, 1984-1988**

<table>
<thead>
<tr>
<th>Year</th>
<th>Membership</th>
<th>AFL-CIO Unions</th>
<th>Non-Affiliated Unions</th>
<th>Percent of Labor Force Organized</th>
<th>Percent of Employment Organized</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Total</td>
<td>Number</td>
<td>Percent</td>
<td>Members</td>
</tr>
<tr>
<td>1984</td>
<td>82,104</td>
<td>54,321</td>
<td>51,198</td>
<td>36.9%</td>
<td>15.6</td>
</tr>
<tr>
<td>1985</td>
<td>82,621</td>
<td>51,198</td>
<td>48,469</td>
<td>36.0%</td>
<td>14.9</td>
</tr>
<tr>
<td>1986</td>
<td>80,848</td>
<td>47,352</td>
<td>46,558</td>
<td>38.8%</td>
<td>14.4</td>
</tr>
<tr>
<td>1987</td>
<td>77,103</td>
<td>45,735</td>
<td>45,638</td>
<td>41.8%</td>
<td>14.3</td>
</tr>
<tr>
<td>1988</td>
<td>76,600</td>
<td>47,352</td>
<td>45,638</td>
<td>41.8%</td>
<td>13.4</td>
</tr>
</tbody>
</table>

*Union Sourcebook, 1985: Industrial Relations Data Information Services, West Orange, NJ*

### Union Membership
**Non-Federal Workers, by Year, and Ownership, Maine, 1984-1988**

<table>
<thead>
<tr>
<th>Year</th>
<th>Members</th>
<th>Employment</th>
<th>Percent</th>
<th>Members</th>
<th>Employment</th>
<th>Percent</th>
<th>Members</th>
<th>Employment</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>1984</td>
<td>82,104</td>
<td>427.1</td>
<td>19.2%</td>
<td>51,198</td>
<td>361.5</td>
<td>14.2%</td>
<td>30,906</td>
<td>65.6</td>
<td>47.1%</td>
</tr>
<tr>
<td>1985</td>
<td>78,890</td>
<td>435.2</td>
<td>18.1%</td>
<td>48,469</td>
<td>368.0</td>
<td>13.2%</td>
<td>30,421</td>
<td>67.2</td>
<td>45.2%</td>
</tr>
<tr>
<td>1986</td>
<td>77,103</td>
<td>454.1</td>
<td>17.0%</td>
<td>46,558</td>
<td>385.6</td>
<td>12.1%</td>
<td>30,545</td>
<td>68.5</td>
<td>44.6%</td>
</tr>
<tr>
<td>1987</td>
<td>77,425</td>
<td>479.7</td>
<td>16.1%</td>
<td>45,638</td>
<td>408.9</td>
<td>11.2%</td>
<td>31,787</td>
<td>70.8</td>
<td>44.9%</td>
</tr>
<tr>
<td>1988</td>
<td>76,600</td>
<td>501.9</td>
<td>15.3%</td>
<td>44,685</td>
<td>429.8</td>
<td>10.4%</td>
<td>31,915</td>
<td>72.1</td>
<td>44.3%</td>
</tr>
</tbody>
</table>

### Union Membership
**All Workers, by Sex, Maine, 1988**

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>Federal</th>
<th>State &amp; Local</th>
<th>Private Sector-</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
<td>Percent</td>
<td>Number</td>
<td>Percent</td>
</tr>
<tr>
<td>Total</td>
<td>80,646</td>
<td>100.0%</td>
<td>4,046</td>
<td>100.0%</td>
</tr>
<tr>
<td>Male</td>
<td>56,278</td>
<td>69.8%</td>
<td>3,216</td>
<td>79.5%</td>
</tr>
<tr>
<td>Female</td>
<td>24,368</td>
<td>30.2%</td>
<td>830</td>
<td>20.5%</td>
</tr>
</tbody>
</table>
Special Studies

The Research and Statistics Division of the Bureau of Labor Standards has the ability to produce special tabulations and studies of the data elements shown in this publication. Requests for special studies should be made in writing to the Bureau Director. The availability of staff and computer resources may limit the Bureau's response. In addition, there may be charges for cost reimbursement.

Technical Notes

Wage Adjustments: Private sector contracts, excluding maritime and railroad agreements, covering more than 100 workers, are collected by the Maine Bureau of Labor Standards for administrative as well as statistical purposes. Wage adjustments are calculated based on previous contracts and/or wage and hour data from other sources. Wage adjustment data is available beginning with the year 1983.

National Labor Relations Board Elections: Results and details on elections held in Maine are transmitted to the Bureau by the National Labor Relations Board, Boston Regional Office at the close of each quarter. Data in this series goes back to 1962.

Work Stoppages: Work stoppage activity is monitored through reports to the Maine Bureau of Employment Security and to the U.S. Bureau of Labor Statistics as well as the media and other secondary sources. Information is verified by direct contact with union and/or management representatives. Data from this series is available back through 1959.

Union Membership: Membership data is collected through the annual Survey of Labor Organizations, which includes information on union and local officials, elections, employers having agreements, and membership. Some of this information is also published in the Directory of Maine Labor Organizations. This information is available beginning with calendar year 1978.

Employment Data: Employment data is received from the Maine Bureau of Employment Security, Division of Economic Analysis and Research. This information is used to estimate the employment figures in this publication. Any errors in calculation or use are the responsibility of the Bureau of Labor Standards.

Other Annual Publications Available

Census of Maine Manufactures
Characteristics of Work-Related Injuries & Illnesses in Maine
Directory of Maine Labor Organizations
Maine Construction Wage Rates
Occupational Injuries & Illnesses in Maine

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