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IN MAINE 1971-1982**

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LABOR RELATIONS IN MAINE

1971 - 1982

Prepared by the
Bureau of Labor Standards
Research & Statistics Division
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April, 1983

AUTHORIZATION

Maine Revised Statutes 1964, Title 26, §§42, 43, 46: "The Bureau (of Labor Standards) shall collect, assort and arrange statistical details relating to trade unions and other labor organizations and their effect upon labor and capital. He (the Director) may from time to time cause to be printed and distributed bulletins upon any subject that shall be of public interest and benefit to the State."

INTRODUCTION

In keeping with its statutory responsibility, the Bureau of Labor Standards, Research and Statistics Division maintains a variety of information sources related to labor relations, including National and Maine Labor Relations Board Election results, lists of local and regional officers and local membership, card files on work stoppages and copies of in-force contracts. The information on union officials is published annually as the Directory of Maine Labor Organizations, but the rest of this data has never been released for public distribution. Aside from its use as an administrative tool for the Bureau, the most common application of these sources has been for special studies requested by various Federal, State, and private agencies.

During 1982, the Division staff reviewed and edited this accumulated data as far back as was reasonable in terms of time and accuracy. The results are presented in this booklet. Users of this data may find changes from special studies done in the past; these changes were made for two major reasons. One was the correction of errors in the source data discovered during the editing process. The other was due to the changing of some definitions to better conform to those used by national sources, primarily the U.S. Bureau of Labor Statistics.

LABOR RELATIONS IN MAINE
1971 - 1982

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NATIONAL LABOR RELATIONS BOARD ELECTIONS

Between 1971 and 1980 there were 401 election cases closed by the N.L.R.B. in Maine. The majority of these were single-union elections (377 or 93.5%). In just under half of the cases (47.1%), a union was certified as the bargaining agent, although for multi-union elections, the winning percentage was 69.2%. The year of greatest activity was 1976, with nearly 18% of all elections and over half of the multi-union elections. Most of the activity that year was in logging and related operations.

N.L.R.B. ELECTIONS By Year, Maine 1971-1980

<u>Year</u>	<u>All Elections</u>	<u>Number Won (%)</u>	<u>Single Union</u>	<u>Number Won (%)</u>	<u>Multi Union</u>	<u>Number Won (%)</u>
Total	403	190 (47.1)	377	172 (45.6)	26	18 (69.2)
1971	23	9 (39.1)	20	7 (35.0)	3	2 (66.7)
1972	38	16 (42.1)	38	16 (42.1)	-	-
1973	36	20 (55.6)	34	18 (52.9)	2	2 (100.0)
1974	35	10 (28.6)	34	10 (29.4)	1	2 (100.0)
1975	30	17 (56.7)	30	17 (56.7)	-	-
1976	72	43 (59.7)	58	33 (56.9)	14	10 (71.4)
1977	50	22 (44.0)	47	20 (42.6)	3	2 (66.7)
1978	43	17 (39.5)	43	17 (40.5)	-	-
1979	45	19 (42.2)	42	17 (40.5)	3	2 (66.7)
1980	31	17 (54.8)	31	17 (54.8)	-	-

The International Brotherhood of Teamsters (IBT) and the United Paperworkers Union (UPIU), with 95 and 93 respectively, were involved in the largest number of single-union elections by a substantial margin. The Papermakers won 53 or 57.0% while the Teamsters won only 40 or 42.1%. Another active and successful union was the International Brotherhood of Electrical Workers (IBEW), who participated in 33 elections, winning 18 (54.5%). The record for frustration during the period would have to be the Boot and Shoe Workers Union (BSW), which won only one of ten elections.

N.L.R.B. SINGLE UNION CERTIFICATION ELECTIONS

Ten Year Summary, By Union

Maine, 1971-1980

<u>Union</u>	<u>All Elections</u>		<u>Number Won (%)</u>	<u>Number Lost (%)</u>
	<u>Number</u>	<u>Percent of Total</u>		
Total	377	100.0%	172 (45.6)	205 (54.4)
Teamsters (IBT)	95	25.2	40 (42.1)	55 (57.9)
Papermakers (UPIU)	93	24.7	53 (57.0)	40 (43.0)
Electrical Workers (IBEW)	33	8.8	53 (54.5)	15 (45.5)
Machinists (IAM)	14	3.7	6 (42.9)	8 (57.1)
Meat Cutters (AMBCW)	12	3.2	2 (16.7)	10 (83.3)
Boot & Shoe Workers (BSW)	10	2.7	1 (10.0)	9 (90.0)
Shipbuilders (IUMSW)	10	2.7	4 (40.0)	6 (60.0)
Other Unions	110	29.2	48 (43.6)	62 (56.4)

Not surprisingly, over half (206 or 54.6%) of the elections were in Manufacturing. The Lumber and Wood Products Industry leads the way having nearly 20% of all single-union elections and over one-third of those in the Division. The Manufacturing Division win-rate was below average at 40.8%. On the other hand, Lumber and Wood Products had a 58.9% rate. Wholesale and Retail Trade had the second most elections followed by Transportation and Public Utilities, which had a better-than-average record for certification at 58.8%.

N.L.R.B. SINGLE UNION CERTIFICATION ELECTIONS

Ten Year Summary, By Industry Division

Maine, 1971-1980

<u>Industry Division</u>	<u>All Elections</u>		<u>Number Won (%)</u>	<u>Number Lost (%)</u>
	<u>Number</u>	<u>Percent of Total</u>		
Agriculture, Forestry, & Fishing	6	1.6%	4 (66.7)	2 (33.3)
Construction	7	1.9	4 (57.1)	3 (42.9)
Manufacturing	206	54.6	84 (40.8)	122 (59.2)
Transportation & Public Utilities	51	13.5	30 (58.8)	21 (41.2)
Wholesale & Retail Trade	74	19.6	32 (43.2)	42 (56.8)
Finance, Insurance, & Real Estate	7	1.9	6 (85.7)	1 (14.3)
Services	23	6.1	11 (47.8)	12 (52.2)
Unclassified	3	0.8	1 (33.3)	2 (66.7)

When compared to the nation as a whole, Maine shows three major similarities. First, the percentage of workers that do vote is only slightly higher than the national average. In fact, if two more people voted in each non-Maine election, there would be no difference. Second, the won-lost percentages are virtually the same, with the unions winning just under half of the elections contested. And third, elections tend to be close. Although the absolute number of "swing" votes (those needed to reverse the results of an election) shows some differences, the percentage of voters that could change an election is around 17%. If all of the members who failed to vote had voted against the winning proposition, a shift in one or two votes is all that would be needed to produce a different result.

There are also several significant dissimilarities. Although there is a variation in average unit size between elections won and elections lost at the national level, it is not as dramatic as in Maine. Country-wide, the average unit in which the union won elections is about half the size of those in which the union lost. But in Maine, the average size of the "winner" is about one-third the size of the "losers". Another interesting difference is the ratio of employees who are eligible to vote in an election to the total work force or those who might be subject to such an election. The numbers are understandably small, with only 0.52% nationally and 0.14% in Maine for the two year average. But these figures point to a conclusion that a given employee in Maine is much less likely to be involved in a certification election than would be the case in most parts of the country.

N.L.R.B. SINGLE UNION CERTIFICATION ELECTIONS

Election Characteristics

United States and Maine, 1979-1980

	<u>United States</u>			<u>Maine</u>		
	<u>1979^{1/}</u>	<u>1980^{1/}</u>	<u>Total</u>	<u>1979</u>	<u>1980</u>	<u>Total</u>
<u>All Elections</u>						
Number	5,614	6,807	12,421	42	31	73
Eligible to Vote ^{2/}	369.5	409.0	778.5	3,324	1,762	5,086
Employment/Eligible ^{3/}	0.62	0.53	0.52	0.11	0.17	0.14
Average Size	66	60	63	79	57	70
Number Voting ^{2/}	327.4	361.6	689.0	3,039	1,616	4,655
Percent Voting	88.6%	99.4%	88.5%	91.4%	91.7%	91.5%
<u>Elections Won</u>						
Number	2,570	3,148	5,718	17	17	34
Percent Won	45.8%	46.3%	46.0%	40.5%	54.8%	46.6%
Eligible to Vote ^{2/}	111.0	130.1	241.1	439	651	1,090
Average Size	43	41	42	26	38	32
Number Voting ^{2/}	95.7	112.5	208.2	407	599	1,006
Percent Voting	86.1%	86.5%	86.3%	92.7%	92.0%	92.3%
"Swing Votes" ^{4/}	7	6	6	4	6	5
<u>Elections Lost</u>						
Number	3,044	3,659	6,703	25	14	39
Percent Lost	54.2%	53.8%	54.0%	59.5%	45.2%	53.4%
Eligible to Vote ^{2/}	258.5	278.9	537.3	2,885	1,111	3,996
Average Size	85	76	80	115	79	102
Number Voting ^{2/}	231.8	249.1	480.9	2,632	1,017	3,649
Percent Voting	90.0%	89.3%	89.5%	91.2%	91.5%	91.3%
"Swing" Votes ^{4/}	13	12	12	17	15	16

1. Federal Fiscal Year, October 1 to September 30.
2. National data is shown in thousands.
3. The number of workers eligible to vote as a percentage of the total work force.
4. Number of votes needed to change the outcome of the election, assuming the same total number voting.

Decertification elections were few, numbering 23 in the ten years tabulated. Over two-thirds of these elections resulted in the retention of the union as the bargaining agent. One interesting factor is the reversal of the average size figures.

N.L.R.B. DECERTIFICATION ELECTIONS

Ten Year Summary

Maine, 1971-1980

	<u>Total</u>	<u>Certified</u>	<u>Decertified</u>
Number of Elections	23	16	7
Percentage	100.0%	69.6%	30.4%
Number of Votes	1,319	1,149	170
Percentage	100.0%	87.1%	12.9%
Average Size	57	72	24
"Swing" Votes	N/A	10	5

The unions now "wins" in the larger units. This would tend to support the hypothesis that the larger the bloc of voters, the harder it is to change the status quo. In fact, only one election (out of six) in a unit larger than fifty voters resulted in a decertification. On the other had, those elections were "closer". A shift of 10 votes (or 13.9%) would have changed the outcome, while over 20% of the votes would have to be changed to reverse the decertified results.

N.L.R.B. DECERTIFICATION ELECTIONS

By Year, Maine, 1971-1980

<u>Year</u>	<u>Elections</u>	<u>Certifications</u>		<u>Decertifications</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
Total	23	16	69.6%	7	30.4%
1971	4	2	50.0	2	50.0
1972	3	2	66.7	1	33.3
1973	1	1	100.0	-	-
1974	2	1	50.0	1	50.0
1975	2	2	100.0%	-	-
1976	2	2	100.0	-	-
1977	4	2	50.0	2	50.0
1978	4	4	100.0	-	-
1979	1	-	-	1	100.0
1980	-	-	-	-	-

When displayed by year it is interesting to note that over one-third of the decertification elections occurred in 1977 and 1978, just following the year with the largest number of certification elections (1976). The question that comes to mind is: "Are these largely the same units who have now become disenchanted with collective bargaining?" This is a good question in light of the fact that so many of the '76 elections were among the traditionally independent loggers. Actually, of the eight elections during those two years, only one was for a unit certified in 1976, although it was a fact that the company involved was in logging. As shown at the top of the next page, there is some indication that an attempt at decertification is more likely to occur within two years of the original certification.

N.L.R.B. DECERTIFICATION ELECTIONS
Ten Year Summary
By Length of Time Since Certification
Maine, 1971-1980

<u>Time</u>	<u>Total Number</u>	<u>Certified</u>		<u>Decertified</u>		<u>Average Change in Union Support*</u>
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>	
Less than 2 Years	8	7	87.5%	1	12.5%	+ 7%
2 Years to 5 Years	8	6	75.0	2	25.0	-25%
Greater than 5 Years	4	2	50.0	2	50.5	-16%

*As measured by the for/against ratio.

Conversely, it appears that such an attempt is more likely to succeed the longer it has been since the certification. Although the sample is small, there is an indication the union support increases during the first few years and then declines.

MAINE LABOR RELATIONS BOARD ELECTIONS

The Maine Labor Relations Board has jurisdiction over the various collective bargaining laws covering public employees in Maine. The M.L.R.B. encourages the use of the voluntary certification process which allows the Board to certify a labor organization as the sole bargaining agent if after a showing of interest (usually cards signed by the employees), the employer agrees to accept this designation. This eliminates the need for elections, a significant savings in time and money to all parties. During the last three years, the process accounted for 22.4% of the cases closed. An even one-hundred elections (69.8% of the total and 87.7% of elections contested) resulted in a certification. The Union did not prevail in 14 cases (7.0% and 12.4% respectively).

M.L.R.B. CERTIFICATION ELECTIONS By Year, 1979-1981

<u>Year</u>	<u>Number of Cases</u>	<u>Voluntary Certifications (%)</u>	<u>Union Certified</u>	<u>No Representation</u>
1979	43	10 (23.3)	30 (69.8)	3 (7.0)
1980	48	12 (25.0)	33 (68.8)	3 (6.3)
1981	56	11 (19.6)	37 (66.1)	8 (14.3)
Total	147	33 (22.4)	100 (68.0)	14 (9.5)

Some of the patterns that appear in private sector elections do not show up in analyzing public sector elections. There is no consistent, significant difference in the size of units won or lost. Also, the number of "swing" votes is the same or even smaller but, if taken as a percentage of total votes, Public Sector elections are generally not as close as Private Sector elections, because of the small size of the groups involved. Over 60% of the units had ten voters or less and only around 8% had more than 50.

When displayed by the function of the unit, there are several interesting points that become apparent. For the last several years, the majority of the elections have been among educational and police workers. Both of these areas have a very low rate of "No Representation."

M.L.R.B. CERTIFICATION ELECTIONS

Three Year Summary

By Unit Function

1979-1981

<u>Function</u>	<u>Number of Cases</u>	<u>Voluntary Certifications</u>	<u>Election Certifications</u>	<u>No Representation</u>
Total	147	33 (22.4%)	100 (69.8%)	14 (7.0)
Education	51	20 (39.2)	27 (52.9)	4 (7.8)
Police	47	8 (17.0)	36 (76.6)	3 (6.4)
General Government	19	3 (15.8)	14 (73.7)	2 (10.5)
Public Works/Water/Sewer	16	2 (12.5)	12 (75.0)	2 (12.5)
Other	14	0 (0.0)	11 (78.6)	3 (21.5)

In Education a key factor is the use of voluntary certifications, which amount to nearly 40 percent of all cases. Police, on the other hand, had few voluntary certifications, but organizing attempts were still successful in over 90% of the cases. When looking at the level of government involved, we see only two elections for state employees, probably the last two state elections barring a decertification or expansion of the law to cover new classes of employees. Organizing under the County Employees Act is just beginning and, so far, has been concentrated among the sheriff's department. These have all involved elections and have all been successful.

M.L.R.B. CERTIFICATION ELECTIONS

Three Year Summary

By Level of Government and Function

1979-1981

<u>Level/Function</u>	<u>Number of Cases</u>	<u>Voluntary Certifications</u>		<u>Election Certifications</u>		<u>No Representation</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
State	2	0	(0.0)	2	(100.0)	0	(0.0)
County	13	0	(0.0)	13	(100.0)	0	(0.0)
Municipal	119	30	(25.2)	76	(63.9)	13	(10.9)
Education	40	17	(42.5)	20	(50.0)	3	(7.5)
Other	79	13	(16.5)	56	(73.7)	10	(12.7)
Special Districts	13	3	(23.1)	9	(69.2)	1	(7.7)
Education	9	3	(33.3)	5	(55.6)	1	(11.1)
Other	4	0	(0.0)	4	(100.0)	0	(0.0)

The majority of the action has been among municipal groups; this is not surprising considering the large size of the population (in excess of 30 thousand) and the small average size of the units (8 voters for non-educational units).

Three unions have accounted for nearly all of the cases in the last three years; these were the Teamsters (IBT), the Maine Teachers Association (MTA), and the American Federation of State, County, and Municipal Employees (AFSCME). Virtually half of the total actions and over half of the elections were by the Teamsters.

M.L.R.B. CERTIFICATION ELECTIONS

Three Year Summary
by Union
1979-1981

<u>Level/Function</u>	<u>Number of Cases</u>	<u>Voluntary Certifications</u>		<u>Election Certifications</u>		<u>No Representation</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
Total	147	33	(22.4)	100	(68.0)	14	(9.5)
Teamsters	73	12	(16.4)	55	(75.3)	6	(8.3)
MTA	40	17	(42.5)	21	(52.5)	2	(5.0)
AFSCME	26	4	(15.4)	19	(73.1)	3	(11.5)
Other	8	0	(0.0)	5	(62.5)	3	(37.5)

MTA elections (28.2% of the cases and 20.2% of the elections) and AFSCME (17.7% and 19.3%) were not quite as active. During the period, each of the major unions has faced a decertification election. The MTA won theirs handily while IBT and AFSCME lost.

UNION AND ASSOCIATION MEMBERSHIP

Between 1978 and 1982, union membership in Maine has increased from 82,096 to 84,200 or 2.6%. The high point occurred in 1981, with a total of 86,908 members (or an increase of 5.9%, had that level held). The decrease between 1981 and 1982 was largely due to major firms that ceased operations or to large scale layoffs. During this period, membership in unions that have contracts in private industry fell from 54,557 to 50,218, a decline of nearly 8%. At the same time, membership among State and Local Government unions jumped from 24,210 to 30,083. This is a substantial increase, totaling over 24%. An increase which is even more meaningful when compared to the public sector work force which increased by only 8% through 1982.

When compared with the United States as a whole, Maine's rate of union membership is significantly lower. During the short period that comparisons are available, the national percentage had been steadily declining; in fact, this has been true since 1967. But in this State, the rate has basically held steady for the last five years. It is the unions in private industry that have seen the most significant decline, going from 17% in 1978 to 15.6% in 1982. But the increase in collective bargaining in State and Local Government has offset this. The percentage covered in the Public Sector has been climbing steadily from just under 41% to about 47%.

UNION MEMBERSHIP By Year, United States and Maine 1979-1980

Year	United States			Maine		
	Labor Force (Thousands)	Membership (Thousands)	Percent	Labor Force (Thousands)	Membership (Thousands)	Percent
1978	102,537	22,757	22.2%	454	82.1	18.1%
1979	104,996	22,579	21.5	463	83.7	18.1
1980	106,821	22,366	20.9	468	84.8	18.1

In 1978, nationwide, the AFL-CIO Had 78.1% of the total membership, but in Maine they have had an average of 65.7% over the last five years. The AFL-CIO share has declined steadily from 68.4% in 1978 to 63.3% in 1982. In absolute numbers, the AFL-CIO unions have lost nearly 3,000 members. Meanwhile, non-affiliated unions have gained almost 5,000 members. This changeover is due to several factors. For the industrial unions, it is general economic slowdown that has caused numerous layoffs and plant closings beginning in late 1981 combined with the near death of the meat packing industry in this state. Among the nonaffiliated unions, it has been the growth of the public employee associations which saw a 50% increase in membership.

Overall, women comprised 27% of union membership in 1982. Nationally, in 1978 just over 27% of the membership was women, so the State is about on par with the rest of the country. Not surprisingly, there is a great deal of difference between AFL-CIO unions and the nonaffiliated organizations. More than one-half of the women union members belong to nonaffiliated organizations while less than one-third of the men do so. Nearly 50% of the members of unions or associations that largely cover State and Local Governments are women, lead by the Maine State Employees Association and the Maine Teachers Association.

A look at women officers shows an entirely different view. While 27% of total membership is female, less than 17% of the officers are women. Among AFL-CIO unions, it drops to 12.4%. Public employee unions show women in 41.9% of their elected positions. There is still one stereotype that appears across the board. Over four-tenths of these women officers are Secretaries or some variation of that position. The second most prevalent position held by women is Vice-President with about 21%, followed by Treasurer (17.7%), and President (15.7%).

WORK STOPPAGES

In the ten years between 1972 and 1981 there were 109 private sector work stoppages involving more than six workers. Yearly activity ranged from three stoppages in 1974 to twenty in 1980. In terms of the more important measures; the number of workers involved and the worker days idle, 1972 was the best year with 196 workers losing 5,075 days of work. By far, the worst year was 1978, having 6,632 workers idle and 307,841 lost workdays. Expressing this in terms of percent of the total work force involved, the range would be 0.1% (1972) to 2.2%. Looking at the percent of estimated work time lost, 1972 was 0.01% and 1978 was 0.39%. Actually, 1978 was atypical; the reason for the high figure was the unusually large number of strikes that directly or indirectly involved the Paper Industry, with its high per-plant employment.

WORK STOPPAGES

All Private Sector Industries by Year
Maine, 1972-1981

<u>Year</u>	<u>Stoppages In Effect</u>	<u>Workers Involved</u>		<u>Worker Days Idle</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
1972	5	196	0.1%	5,075	.01%
1973	5	2,172	0.8	22,400	.03
1974	3	869	0.3	18,899	.02
1975	4	757	0.3	18,744	.03
1976	16	5,071	1.7	113,978	.15
1977	14	2,682	0.9	79,675	.10
1978	20	6,632	2.2	307,841	.39
1979	17	3,285	1.0	95,654	.11
1980	20	4,160	1.2	117,419	.21
1981	13	2,741	0.8	12,533	.01

As can be seen in the text table at the top of the following page, the majority of workers involved in stoppages that begin in the years 1972 to 1981 were in the Manufacturing Division (80.0%) and nearly half of those were in Paper (49.1%). Most of the activity was in 1978 as mentioned earlier, but there were some Paper Industry strikes in 1976 and 1980.

WORK STOPPAGES
All Private Sector Industries
Ten Year Totals by Industry
Maine, 1972-1981

<u>Industry</u>	<u>Stoppages</u>	<u>Workers Idle</u>		<u>Work Days Idle</u>		<u>Average Duration (Days)</u>
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>	
All Industries	109	28,364	100.0%	347,841	100.0%	41
Construction	31	2,010	7.1	44,052	5.2	28
Trades	(22)	(1,497)	(5.3)	(36,332)	(4.2)	(33)
Manufacturing	64	22,696	80.0	733,661	86.5	47
Textiles	(5)	(1,866)	(6.6)	(41,318)	(4.9)	19
Lumber & Wood	(11)	(1,622)	(5.7)	(45,788)	(5.4)	30
Paper	(16)	(11,139)	(39.3)	(405,316)	(47.8)	29
Fabricated Metal	(10)	(1,653)	(5.8)	(81,208)	(9.6)	44
Transportation & Public Utilities	11	3,325	11.7	65,453	7.7	45
Wholesale & Retail Trade	7	193	0.7	3,945	9.8	28

Generally, Maine has a better record of good labor relations than the nation as a whole. As the text table at the top of the following page demonstrates, only in 1978 did the significant measures for Maine exceed that of the country as a whole. On the average, the State has a much lower percentage of workers idle and a little over two-thirds of the estimated lost work time compared with the relevant U.S. figures. This difference of effect between workers idle and days idle is due to the fact that the stoppages in Maine tend to last longer (on the average, 8 days), but are generally smaller and occur less often.

WORK STOPPAGES
Percent Workers Idle and Percent Idle Time
United States and Maine
1972-1981

<u>Year</u>	<u>Percent Workers Idle</u>		<u>Days Idle as A Percent of Estimated Work Time</u>		<u>Average Duration</u>	
	<u>U.S.</u>	<u>Me.</u>	<u>U.S.</u>	<u>Me.</u>	<u>U.S.</u>	<u>Me.</u>
1972	2.3%	0.1%	.15%	.01%	24	37
1973	2.9	0.8	.14	.03	24	12
1974	3.5	0.3	.24	.02	27	17
1975	2.2	0.3	.16	.03	27	20
1976	3.0	1.7	.19	.15	28	105
1977	2.8	0.9	.17	.10	29	34
1978	1.9	2.2	.17	.39	33	32
1979	1.6	1.0	.15	.11	NA	36
1980	NA	1.2	.14	.21	NA	31
1981	NA	0.8	.11	.01	NA	30
Average*	2.5	0.9	.16	.11	27	35

*Simple average of the years with data available.

Most of the stoppages from 1977 to 1980 were concerned with general wage issues, 22 of the 48 instances where there was a single identifiable central issue. The second largest cause was Secondary Boycotts, with 15 during the five years. The Secondary Boycotts generally involved Construction Worksites at Paper Mills.

WORK STOPPAGES
All Private Sector Industries by Issue
Maine, 1977-1981

<u>Issue</u>	<u>Stoppages</u>	<u>Workers Idle</u>	<u>Worker Days Idle</u>	<u>Duration (Days)</u>
General Wage	22	6,240	199,107	26
Other Wage & Benefit	2	1,157	36,322	19
Union Security	2	90	6,725	123
Secondary Boycott	15	3,252	110,526	13
Union Recognition	3	156	4,140	50
Other Working Conditions	4	343	4,237	36
Multiple Issue	14	4,745	178,795	24
Issue Unknown	22	3,407	199,616	37

TABLE E3

NATIONAL LABOR RELATIONS BOARD
SINGLE UNION CERTIFICATION ELECTIONS CLOSED
MAINE 1971-1980

Year	All Elections			Elections Won				Elections Lost					
	Number	Eligible to Vote	Total Votes	Number	Eligible to Vote	Total Votes	Votes For	Votes Against	Number	Eligible to Vote	Total Votes	Votes For	Votes Against
1971	20	2234	2037	7	235	216	125	91	13	1999	1821	377	1444
1972	38	1868	1719	16	784	722	423	299	22	1084	997	317	680
1973	34	2041	1873	18	466	432	301	131	16	1575	1441	538	903
1974	34	4113	3751	10	747	683	431	252	24	3366	3068	1134	1934
1975	30	3114	2840	17	556	511	342	169	13	2558	2329	649	1680
1976	58	3314	3038	33	1099	1013	634	379	25	2215	2025	760	1265
1977	47	2079	1907	20	334	311	198	113	27	1745	1596	463	1133
1978	43	4012	3666	17	571	526	375	151	26	3441	3140	1186	1954
1979	42	3324	3039	17	439	407	277	130	25	2885	2632	903	1729
1980	31	1762	1616	17	651	599	391	208	14	1111	1017	301	716
Total	377	27861	25486	172	5882	5420	3497	1923	205	21979	20066	6628	13438

NOTE: Eligible to Vote figures are estimated for the years 1971-1978 based on data from 1979-1980.

TABLE E2

NATIONAL LABOR RELATIONS BOARD
SINGLE UNION CERTIFICATION ELECTIONS CLOSED
TEN YEAR TOTALS BY AFFILIATION
MAINE 1971-1980.

Unions	All Elections			Elections Won				Elections Lost			
	Number	Eligible to Vote	Total Votes	Number	Eligible to Vote	Total Votes	Votes Against	Number	Eligible to Vote	Total Votes	Votes Against
ALL UNIONS	377	27861	25486	172	5882	5420	3497	205	21979	20066	13438
AFL-CIO AFFILIATES	278	23738	21698	131	4836	4454	2890	147	18902	17244	11459
Papermakers (UPIU)	93	7829	7158	53	2645	2428	1546	40	5184	4730	3006
Electricians (IBEW)	33	1004	926	18	326	304	201	15	678	622	406
Machinists (IAM)	14	1042	953	6	92	85	58	8	950	868	642
Boot & Shoe (BSW)	10	4188	3810	1	66	60	38	9	4122	3750	2559
Marine & Shipbuilders (IUMSW)	10	734	672	4	44	42	25	5	690	630	396
NON-AFFILIATES	99	4123	3788	41	1046	966	607	53	3077	2822	1979
Teamsters (IBT)	95	3468	3191	40	811	752	493	55	2657	2439	1725

TABLE E3

NATIONAL LABOR RELATIONS BOARD
MULTI UNION CERTIFICATION ELECTIONS CLOSED
MAINE 1971-1980

	Total			% Won			Won By				No Representation	
	Total	Won	Eligible to Vote	AFL-CIO	Eligible to Vote	Teamsters	Other Unaffiliated	Eligible to Vote	Other Unaffiliated	Eligible to Vote	Number	Eligible to Vote
Total	26	18	69.2	17	932	1	128	50	1	1,199	8	1,199
AFL-CIO vs. AFL-CIO	21	13	61.9	13	768	-	-	-	-	1,199	8	1,199
AFL-CIO vs. Teamsters	2	2	100.0	1	130	1	128	-	-	-	-	-
AFL-CIO vs. Other Unaffiliated	2	2	100.0	2	34	-	-	-	-	-	-	-
Teamsters vs. Other Unaffiliated	1	1	100.0	-	-	-	1	50	-	-	-	-

TABLE E4

NATIONAL LABOR RELATIONS BOARD
SINGLE UNION CERTIFICATION ELECTIONS CLOSED
TEN YEAR TOTALS BY UNION
MAINE 1971-1980

Union Name	Number of Elections	Elections Won		Elections Lost	
		Number	Eligibles	Number	Eligibles
Amalgamated Clothing & Textile Workers Union (ACTIU)	4	2	47	2	130
Amalgamated Meat Cutters & Butcher Workmen (AMCBW)	12	2	173	10	997
American Federation of State, County, & Municipal Employees (AFSCME)	2	-	-	2	65
American Federation of Teachers (AFT)	1	-	-	1	11
Bakery, Confectionery, & Tobacco Workers International Union (BCIW)	6	1	29	5	500
Boot & Shoe Workers Union (BSW)	10	1	66	9	4122
Brotherhood of Railway, Airline, & Steamship Clerks (BRASC)	1	1	19	-	-
Hotel & Restaurant Employees & Bartenders International Union (HREU)	2	1	39	1	95
Industrial Union of Marine & Shipbuilding Workers (IUMSW)	10	4	44	6	690
Insurance Workers International Union (IWIU)	6	6	71	-	-
International Brotherhood of Bridge, Structural, & Ornamental Iron Workers (BSOIW)	1	-	-	1	37
International Association of Heat & Frost Insulators & Asbestos Workers (HFIA)	6	5	74	1	392
International Association of Machinists & Aerospace Workers (IAM)	14	6	92	8	950
International Brotherhood of Electrical Workers (IBEW)	33	18	326	15	678
International Union of Graphic Arts (IUGA)	3	-	-	3	98
International Brotherhood of Painters & Allied Trades (PAT)	4	-	-	4	93
International Guards Union of America (IGUA)	(N)	-	-	1	11
International Brotherhood of Teamsters (IBT)	(N)	40	811	55	2657
International Ladies Garment Workers Union (ILGWU)	3	2	313	1	332
International Longshoremen's Association (ILA)	2	2	17	-	-
International Printing & Graphic Communications Union (IPGC)	1	-	-	1	36
International Typographical Union (ITU)	5	4	185	1	47
International Union of Electrical, Radio, & Machine Workers (IUE)	9	2	23	7	1105
International Union of Operating Engineers (IUOE)	1	-	-	1	9
International Union of Automobile, Aerospace, & Agricultural Implement Workers (UAW)	(N)	-	-	2	409
Laborers International Union of North America (LIUNA)	2	2	15	1	38
Maine State Nurses Association (MSNA)	3	1	235	-	-
Oil, Chemical, & Atomic Workers (OCAW)	1	2	28	1	187
Retail Clerks International Association (RCIA)	3	3	186	5	407

TABLE E4

Union Name	Number of Elections	Elections Won		Elections Lost	
		Number	Eligibles	Number	Eligibles
Retail, Wholesale, & Department Store Union (RWDSU)	7	4	57	3	51
Sheet Metal Workers Union (SMW)	3	1	17	2	123
United Brotherhood of Carpenters & Joiners of America (CJA)	8	3	171	5	403
United Cement, Lime, & Gypsum Workers (CLGW)	1	1	7	-	-
United Food & Commercial Workers Union (UFCW)	4	1	12	3	741
United Furniture Workers of America (UFW)	2	1	49	1	201
United Paperworkers International Union (UPIU)	93	53	2645	40	5184
United Rubber Workers (URW)	2	-	-	2	461
United Shoe Workers of America (USWA)	4	-	-	4	492
United Steelworkers of America (USA)	1	1	74	-	-
United Textile Workers of America (UTWA)	2	1	15	1	227
Utility Workers Union (UWU)	1	1	42	-	-

NOTE: (N) signifies union is not affiliated with the AFL-CIO.

TABLE E5

NATIONAL LABOR RELATIONS BOARD
SINGLE UNION CERTIFICATION ELECTIONS CLOSED
TEN YEAR TOTAL BY INDUSTRY
MAINE 1971-1980

All Industries	Number of Elections	Elections Won		Elections Lost	
		Number	Eligible to Vote	Number	Eligible to Vote
Agriculture, Forestry, and Fishing (01-09)	6	4	61	2	39
Agricultural Production (01-02)	1	-	-	1	35
Forestry (08)	5	4	61	1	4
Contract Construction (15-17)	7	4	79	3	118
General Building Contractors (15)	2	2	15	-	-
Heavy Construction Contractors (16)	1	-	-	1	38
Special Trades Construction (17)	4	2	64	2	80
Manufacturing (20-39)	206	84	3943	122	18122
Food and Kindred Products (20)	20	4	181	16	1053
Textile Mill Products (22)	6	4	466	2	382
Apparel (23)	3	2	104	1	38
Lumber and Wood Products (24)	73	42	1928	31	2330
Furniture (25)	2	2	161	-	-
Paper and Allied Products (26)	20	7	473	13	1238
Printing and Publishing (27)	12	6	209	6	577
Chemicals and Allied Products (28)	2	2	12	-	-
Rubber (30)	9	-	-	9	2188
Leather (31)	24	4	220	20	6986
Stone, Clay, and Glass (32)	4	1	7	3	72
Primary Metals (33)	1	1	5	-	-
Fabricated Metal Products (34)	9	5	125	4	258
Machinery, Except Electrical (35)	7	2	32	5	1022
Electric and Electronic Equipment (36)	9	2	20	7	1128
Transportation Equipment (37)	1	-	-	1	345
Instruments and Related Products (38)	2	-	-	2	120
Miscellaneous (39)	2	-	-	2	385
Transportation and Public Utilities (40-49)	51	30	528	21	928
Trucking and Warehousing (42)	22	12	214	10	637
Water Transportation (44)	4	4	42	-	-
Transportation by Air (45)	1	-	-	1	7
Communication (48)	13	8	87	5	168
Electric, Gas, and Sanitary (49)	11	6	185	5	116
Wholesale and Retail Trade (50-59)	74	32	743	42	1555
Wholesale Trade, Durable Goods (50)	17	3	62	14	788
Wholesale Trade, Nondurable Goods (51)	27	13	228	14	381
Building Materials and Garden Supplies (52)	2	-	-	2	103
Food Stores (54)	3	1	160	2	42

TABLE E5

<u>All Industries</u>	<u>Number of Elections</u>	<u>Elections Won</u>		<u>Elections Lost</u>	
		<u>Number</u>	<u>Eligible to Vote</u>	<u>Number</u>	<u>Eligible to Vote</u>
Wholesale and Retail Trade (50-59)					
(continued)					
Automobile Dealers and Service Stations (55)	16	8	130	8	189
Apparel and Accessory Stores (56)	1	1	16	-	-
Eating and Drinking Places (58)	2	2	68	-	-
Miscellaneous Retail (59)	6	4	79	2	52
Finance, Insurance, and Real Estate (60-67)	7	6	71	1	6
Banking (61)	1	-	-	1	6
Insurance Carriers (63)	6	6	71	-	-
Services (70-89)	23	11	383	12	1158
Hotels and Other Lodging Places (70)	2	-	-	2	168
Personal Services (72)	3	3	26	-	-
Business Services (73)	1	1	5	-	-
Auto Repair, Services, and Garages (75)	3	3	24	-	-
Health Services (80)	8	2	283	6	386
Legal Services (81)	1	1	20	-	-
Educational Services (82)	4	1	25	3	212
Miscellaneous Services (89)	1	-	-	1	392
Unclassified (99)	3	1	74	2	53
ALL INDUSTRIES	377	172	5882	205	21979

TABLE E6

NATIONAL LABOR RELATIONS BOARD
SINGLE UNION CERTIFICATION ELECTIONS CLOSED
TEN YEAR TOTAL BY COUNTY
MAINE 1971-1980

<u>County</u>	<u>Number of Elections</u>	<u>Elections Won</u>		<u>Elections Lost</u>	
		<u>Number</u>	<u>Eligible to Vote</u>	<u>Number</u>	<u>Eligible to Vote</u>
Androscoggin	53	19	522	34	3992
Aroostook	40	25	784	15	314
Cumberland	84	30	459	54	4141
Franklin	14	6	575	8	3190
Hancock	7	4	262	3	533
Kennebec	35	16	529	19	2822
Knox	4	1	7	3	95
Lincoln	4	2	54	2	454
Oxford	15	5	376	10	564
Penobscot	53	26	1161	27	2455
Piscataquis	6	4	54	2	115
Sagadahoc	2	1	15	1	345
Somerset	20	13	497	7	318
Waldo	6	4	218	2	350
Washington	1	1	18	-	-
York	31	13	339	18	2291
Multiple Counties	1	1	5	-	-
County Unknown	1	1	7	-	-
Total	377	172	5882	205	21979

TABLE E7

NATIONAL LABOR RELATIONS BOARD
SINGLE UNION CERTIFICATION ELECTIONS CLOSED
TEN YEAR TOTAL BY LABOR MARKET AREA
MAINE 1971-1980

<u>Labor Market Area</u>	<u>Number of Elections</u>	<u>Elections Won</u>		<u>Elections Lost</u>	
		<u>Number</u>	<u>Eligible to Vote</u>	<u>Number</u>	<u>Eligible to Vote</u>
Augusta	20	11	437	9	1807
Bangor-Brewer	47	22	857	25	2559
Bath-Brunswick	8	2	23	6	728
Belfast	6	4	218	2	350
Biddeford-Sanford	27	13	339	14	968
Boothbay Harbor-Wiscasset	2	1	42	1	36
Calais-Eastport	1	1	18	-	-
Caribou-Presque Isle	21	12	286	9	151
Central Penobscot	4	-	-	4	498
Dover-Foxcroft	3	2	20	1	85
Ellsworth	7	4	262	3	533
Farmington	14	6	575	8	3190
Fort Kent-Allagash	6	5	115	1	38
Greenville	-	-	-	-	-
Houlton	3	1	16	2	19
Lewiston-Auburn SMSA	46	17	491	29	3290
Lincoln-Howland	3	2	270	1	34
Livermore Falls	2	1	19	1	35
Madawaska-Van Buren	5	4	243	1	9
Mechanic Falls	-	-	-	-	-
Millinocket-East Millinocket	2	1	20	1	31
Patten-Island Falls	3	2	111	1	42
Portland SMSA	78	28	433	50	4203
Rockland	6	2	19	4	513
Rumford	15	5	376	10	563
Sebago Lake Region	2	1	18	1	116
Skowhegan	20	13	497	7	318
Southern Penobscot	-	-	-	-	-
Southern York	3	-	-	3	793
Waterville	15	5	92	10	1015
Multiple LMA	1	1	5	-	-
LMA Unknown	7	6	80	1	55
Total	377	172	5882	205	21979

TABLE E8

NATIONAL LABOR RELATIONS BOARD
DECERTIFICATION ELECTIONS CLOSED
MAINE 1971-1980

Year	Elections	Resulting in Certification				Resulting in Decertification			
		Number	Percent	Votes For	Votes Against	Number	Percent	Votes For	Votes Against
Total	23	16	69.6	712	437	7	30.4	48	122
1971	4	2	50.0	371	263	2	50.0	7	9
1972	3	2	66.7	20	10	1	33.3	3	17
1973	1	1	100.0	12	1	-	-	-	-
1974	2	1	50.0	6	1	1	50.0	24	62
1975	2	2	100.0	23	7	-	-	-	-
1976	2	2	100.0	98	82	-	-	-	-
1977	4	2	50.0	121	55	2	50.0	11	28
1978	4	4	100.0	61	18	-	-	-	-
1979	1	-	-	-	-	1	100.0	3	6
1980	-	-	-	-	-	-	-	-	-

TABLE E9

NATIONAL LABOR RELATIONS BOARD
DECERTIFICATION ELECTIONS CLOSED
TEN YEAR TOTALS BY INDUSTRY
MAINE 1971-1980

	Elections	Resulting in Certification				Resulting in Decertification			
		Number	Percent	Votes For	Votes Against	Number	Percent	Votes For	Votes Against
Total	23	16	69.6	712	437	7	30.4	48	122
Manufacturing	13	11	84.6	643	419	2	15.4	25	64
Food	2	2	100.0	20	6	-	-	-	-
Lumber & Wood	4	4	100.0	148	70	-	-	-	-
Paper	3	2	66.7	98	79	1	33.3	1	2
Leather	3	3	100.0	377	264	-	-	-	-
Nonmanufacturing	10	5	50.0	69	18	5	50.0	23	58
Transportation & Pub. Ut.	3	2	66.7	28	9	1	33.3	3	6
Wholesale & Retail Trade	6	3	50.0	41	9	3	50.0	17	35
Auto Dealers & Service Sta.	3	2	66.7	20	6	1	33.3	6	7

TABLE E10

NATIONAL LABOR RELATIONS BOARD
DECERTIFICATIONS
TEN YEAR TOTALS BY UNION
MAINE 1971-1980

Union	Elections	Resulting in Certification				Resulting in Decertification			
		Number	Percent	Votes For	Votes Against	Number	Percent	Votes For	Votes Against
Meat Cutters (AMCBW)	3	2	66.7	34	21	1	33.3	3	17
Bakery & Confectioners (BCTWU)	1	-	-	-	-	1	100.0	11	20
Boot & Shoe Workers (BSW)	1	1	100.0	325	253	-	-	-	-
Marine Shipbuilders (IUMSW)	2	2	100.0	16	6	-	-	-	-
Electricians (IBEW)	2	2	100.0	19	1	-	-	-	-
Teamsters (IBT)	7	4	57.1	97	28	3	42.9	10	15
Wholesale & Retail Clerks (RWDSU)	1	1	100.0	12	1	-	-	-	-
Carpenters (CJA)	1	-	-	-	-	1	100.0	-	8
Papermakers (UPIU)	4	4	100.0	209	127	-	-	-	-
Textile Workers (IWUA)	1	-	-	-	-	1	100.0	24	62
Total	23	16	69.6	712	437	7	30.4	48	122

TABLE E11

MAINE LABOR RELATIONS BOARD
CERTIFICATION ELECTIONS
MAINE 1979-1981

Year	Number of Elections	Voluntary Certifications	Union Certified				No Representation			
			Number	Total Votes	Votes For	Votes Against	Number	Total Votes	Votes For	Votes Against
1979	43	10	30	649	488	161	3	40	14	26
1980	48	12	33	1023	670	353	3	102	36	66
1981	56	11	37	507	389	118	8	65	21	44
Total	147	33	100	2179	1547	632	14	207	71	136
Annual Ave. 49		11	33	726	516	211	5	69	24	45

TABLE E12

MAINE LABOR RELATIONS BOARD
CERTIFICATION ELECTIONS
THREE YEAR TOTALS BY FUNCTION AND UNIT
1978-1981

Function/Unit	Number of Elections	Voluntary Certifications	Union Certified			No Representation		
			Number	Total Votes		Number	Total Votes	
				Votes	Against		Votes For	Votes Against
Education	51	20	27	1537	1008	4	105	39
Teachers	12	6	6	267	167	-	-	-
Clerical & Admin.	11	2	8	184	136	1	74	29
Bus Drivers	8	3	3	50	39	2	24	7
Ops. & Maint.	7	3	4	73	55	-	-	-
Paraprofessional	4	1	3	33	33	-	-	-
Supervisors	4	3	-	-	-	1	7	3
Pro. & Tech.	3	1	2	318	214	-	-	-
Multi-Purpose	2	1	1	612	364	-	-	-
Police	47	8	36	286	239	3	18	6
Patrolmen	18	3	13	58	54	2	11	5
Dispatchers, Etc.	11	-	11	66	64	-	-	-
Officers	6	3	3	15	11	-	-	-
Combined Units	12	2	9	147	110	1	7	1
General Government	19	3	14	104	82	2	20	7
Clerical & Admin.	5	-	4	31	21	1	9	4
Ops. & Maint.	5	-	4	25	23	1	11	3
Supervisors	4	1	3	18	17	-	-	-
Combined Units	5	2	3	30	21	-	-	-
Public Works	8	1	5	61	59	2	13	5
Ops. & Maint.	8	1	5	61	59	2	13	5

TABLE E12

Function/Unit	Number of Elections	Voluntary Certifications	Union Certified			No Representation		
			Number	Total Votes		Number	Total Votes	
				Votes For	Votes Against		Votes For	Votes Against
Water & Sewer	8	1	7	52	41	-	-	-
Pro. & Tech.	3	1	2	10	10	-	-	-
Ops. & Maint.	2	-	2	27	16	-	-	-
Clerical & Admin.	1	-	1	2	2	-	-	-
Supervisors	1	-	1	2	2	-	-	-
Combined Units	1	-	1	11	11	-	-	-
Fire	6	-	4	54	47	2	24	4
Firemen	4	-	3	37	36	1	2	2
Combined Units	2	-	1	17	11	1	22	4
Transportation	5	-	4	33	25	1	27	10
Ops. & Maint.	2	-	1	8	5	1	27	10
Bus Drivers	1	-	1	20	15	-	-	-
Pro. & Tech.	1	-	1	4	4	-	-	-
Supervisors	1	-	1	1	1	-	-	-
Other Functions	3	-	3	52	46	-	-	-
Clerical & Admin.	1	-	1	13	12	-	-	-
Pro. & Tech.	1	-	1	15	13	-	-	-
Combined Units	1	-	1	24	21	-	-	-

MAINE LABOR RELATIONS BOARD
CERTIFICATION ELECTIONS
THREE YEAR TOTAL BY FUNCTION AND UNION
1978-1981

Function/Union	Number of Elections	Voluntary Certifications	Union Certified			No Representation		
			Number	Total Votes	Votes Against	Number	Total Votes	Votes Against
Education	51	20	27	1537	1008	4	105	39
MTA	37	16	19	1354	879	2	14	6
AFSCME	8	3	4	130	89	1	74	29
IBT	6	1	4	53	40	1	17	4
Police	47	8	36	286	239	3	18	6
IBT	35	7	26	142	134	2	13	4
AFSCME	8	-	8	137	99	-	-	-
Local Ind.	3	-	2	7	6	1	5	2
MTA	1	1	-	-	-	-	-	-
General Government	19	3	14	104	82	2	20	7
IBT	13	2	11	83	64	-	-	-
AFSCME	5	1	2	11	8	2	20	7
Local Ind.	1	-	1	10	10	-	-	-
Public Works	8	1	5	61	59	2	13	5
IBT	7	1	5	61	59	1	5	1
Local Ind.	1	-	-	-	-	1	8	4
Water and Sewer	8	1	7	52	41	-	-	-
IBT	5	1	4	19	19	-	-	-
AFSCME	2	-	2	27	17	-	-	-
IUMSW	1	-	1	6	5	-	-	-
Fire	6	-	4	54	47	2	24	4
IBT	5	-	3	47	40	2	24	4
AFSCME	1	-	1	7	7	-	-	-

TABLE E13

Function/Union	Number of Elections	Voluntary Certifications	Union Certified			No Representation		
			Number	Total Votes	Votes Against	Number	Total Votes	Votes Against
Transportation								
AFSCME	5	-	4	33	25	1	27	10
IBT	2	-	2	5	5	-	-	-
IAM	2	-	2	28	20	-	-	-
	1	-	-	-	-	1	27	10
Other Functions								
MTA	3	-	3	52	46	-	-	-
IBT	2	-	2	39	34	-	-	-
	1	-	1	13	12	-	-	-

Key to Initials

AFSCME - American Federation of State, County, and Municipal Employees
 IBT - International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America
 IUMSW - Industrial Union of Marine and Shipbuilding Workers of America
 MTA - Maine Teachers Association

TABLE E14

MAINE LABOR RELATIONS BOARD
CERTIFICATION ELECTIONS
THREE YEAR TOTALS BY GOVERNMENT LEVEL AND FUNCTION
1979-1981

Government/Function	Number of Elections	Voluntary Certifications	Union Certified			No Representation		
			Number	Total Votes	Votes Against	Number	Total Votes For	Votes Against
STATE	2	-	2	929	577	-	-	-
Education	2	-	2	929	577	-	-	-
COUNTY	13	-	13	206	160	-	-	-
Sheriff's Department	10	-	10	168	133	-	-	-
General Government	3	-	3	38	27	-	-	-
MUNICIPAL	119	30	76	960	744	13	133	42
Education	40	17	20	547	385	3	31	10
Police	37	8	26	118	106	3	18	6
General Government	16	3	11	66	55	2	20	7
Public Works	8	1	5	61	59	2	13	5
Fire	6	-	4	54	47	2	24	4
Water & Sewer	5	1	4	37	26	-	-	-
Bus Services	3	-	3	25	20	-	-	-
Library Services	2	-	2	39	34	-	-	-
Housing Authority	1	-	1	13	12	-	-	-
SPECIAL DISTRICTS	13	3	9	84	66	1	74	29
Education	9	3	5	61	46	1	74	29
Water & Sewer	3	-	3	15	15	-	-	-
Bus Services	1	-	1	8	5	-	-	-

TABLE E15

MAINE LABOR RELATIONS BOARD
CERTIFICATION ELECTIONS
THREE YEAR TOTALS BY UNION
1978-1981

Union/Year	Number of Elections	Voluntary Certifications	Union Certified			No Representation		
			Number	Total Votes	Total Votes	Number	Total Votes	Votes Against
International Brotherhood of Teamsters	73	12	55	438	383	6	59	13
	20	4	14	89	83	2	13	4
	28	6	21	199	172	1	17	4
	25	2	20	150	128	3	29	5
Maine Teachers Association	40	17	21	1393	913	2	14	6
	11	5	6	401	288	-	-	-
	10	4	6	773	462	-	-	-
	19	8	9	219	163	2	14	6
American Federation of State, County & Municipal Employees	26	4	19	317	225	3	94	36
	8	1	7	142	101	-	-	-
	9	2	5	45	31	2	85	32
	9	1	7	130	93	1	9	4
Local Independents	5	-	3	17	16	2	13	6
Other AFL-CIO	3	-	2	14	10	1	27	10
								17

TABLE E16.

MAINE LABOR RELATIONS BOARD
CERTIFICATION ELECTIONS
THREE YEAR TOTALS BY COUNTY
1978-1981

County	Number of Elections	Voluntary Certifications	Union Certified			No Representation		
			Number	Total Votes	Votes For	Total Votes	Votes For	Votes Against
Androscoggin	14	3	11	139	115	-	-	-
Aroostook	9	1	7	111	72	1	74	29
Cumberland	24	5	16	287	218	3	35	10
Franklin	5	2	3	12	11	-	-	-
Hancock	10	6	4	43	34	-	-	-
Kennebec	14	3	9	80	62	2	16	7
Knox	5	2	3	24	24	-	-	-
Lincoln	6	2	3	10	9	1	6	3
Oxford	4	1	3	42	35	-	-	-
Penobscot	17	2	11	210	149	4	60	18
Piscataquis	1	1	-	-	-	-	-	-
Sagadahoc	4	1	3	33	27	-	-	-
Somerset	4	-	3	11	10	1	7	1
Waldo	2	-	2	30	21	-	-	-
Washington	4	3	-	-	-	1	2	2
York	22	1	20	218	183	1	7	4
Statewide	2	-	2	929	577	-	-	-
								352

MAINE LABOR RELATIONS BOARD
CERTIFICATION ELECTIONS
THREE YEAR TOTALS BY LABOR MARKET AREA
1978-1981

NOTE: Areas with fewer than three elections not shown.

TABLE UM1

UNION MEMBERSHIP
ALL WORKERS, BY YEAR
MAINE 1978-1982

Year	Total Membership	AFL-CIO Union	Non-Affiliated Unions	Total Labor Force ^{1/} (Thousands)	Membership as a Percentage of the Labor Force
1978	82096	56155	25941	454	18.1%
1979	83661	55190	28471	463	18.1
1980	84750	56750	28121	468	18.1
1981	86908	55464	31444	472	18.4
1982	84200	53315	30885	467	18.0

1. Based on the Current Population Survey from the Maine Department of Labor, Bureau of Employment Security, Division of Economic Analysis and Research. 1982 data is a six-month average.

TABLE UM2

UNION MEMBERSHIP
NON-FEDERAL WORKERS, BY YEAR
AND OWNERSHIP
MAINE 1978-1982

Year	Total Non-Federal			Private Industry			State & Local Government		
	Members	Employment ^{1/}	Percent Membership	Members	Employment ^{1/}	Percent Membership	Members	Employment ^{1/}	Percent Membership
1978	78767	379.5	20.8%	54557	320.1	17.0%	24210	59.4	40.7%
1979	80621	391.4	20.6	53862	331.4	16.3	26579	59.9	44.7
1980	82208	393.4	20.9	54504	333.0	16.4	27704	60.5	45.8
1981	83511	418.1	20.0	53553	335.9	15.9	29958	63.8	47.0
1982	80301	404.2	19.9	50218	321.8	15.6	30083	64.3	46.8

1. Non-farm Wage and Salary Employment from the Maine Department of Labor, Bureau of Employment Security, Division of Economic Analysis and Research. 1982 data is a six-month average.

TABLE UM3

UNION MEMBERSHIP
ALL WORKERS BY UNION AFFILIATION
AND OWNERSHIP, BY SEX
MAINE 1982

<u>Characteristics</u>	<u>Total</u>		<u>Male</u>		<u>Female</u>	
	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
ALL UNIONS	84200	100.0%	61461	73.0%	22739	27.0%
AFL-CIO	53315	100.0	42226	79.2	11089	20.8
NON-AFFILIATED	30885	100.0	19235	62.3	11650	37.7
PRIVATE INDUSTRY	50218	100.0	39633	78.9	10585	21.1
GOVERNMENT	33982	100.0	21828	64.2	12154	35.8
Federal	3899	100.0	3500	89.8	399	10.2
State & Local	30083	100.0	18328	60.9	11755	39.1
ALL UNIONS	84200	100.00	61461	100.0	22739	100.0
AFL-CIO	53315	63.3	42226	68.7	11089	48.8
NON-AFFILIATED	30885	36.7	19235	31.3	11650	51.2
PRIVATE INDUSTRY	50218	59.6	39633	64.5	10585	46.5
GOVERNMENT	33982	40.4	21828	35.5	12154	53.5
Federal	3899	4.6	3500	5.7	399	1.8
State & Local	30083	35.7	18328	29.8	11755	51.7

TABLE UM4

UNION MEMBERSHIP
ALL WORKERS, FIVE YEAR TOTALS, BY UNION
MAINE 1978-1982

Union	1978		1979		1980		1981		1982	
	Number Locals	Number Members	Number Locals	Number Members	Number Locals	Number Members	Number Locals	Number Members	Number Locals	Number Members
Amalgamated Clothing & Textile Workers Union (ACTIU)	15	5529	15	5449	14	5351	15	5595	13	5207
American Federation of Government Employees (AFGE)	10	997	10	1139	10	1296	10	1183	10	1066
American Federation of Musicians (AFM)	4	711	4	686	4	578	4	504	4	472
American Federation of Teachers (AFT)	NP	NP	4	170	4	219	4	220	7	279
American Postal Workers Union (APWU)	43	1383	44	980	41	1016	36	1070	42	1036
Bakery, Confectionery, & Tobacco Workers Union (BCTW)	3	1357	3	1483	3	1502	3	1370	NP	NP
Brotherhood of Maintenance of Way Employees (BMWE)	10	923	10	788	8	754	8	832	8	769
Brotherhood of Railway, Airline, & Steamship Clerks (BRAC)	8	645	8	617	7	619	7	624	7	636
Brotherhood of Railway Carmen (BRC)	3	299	3	308	3	304	4	357	4	315
International Association of Bridge, Structural, & Ornamental Iron Workers (BSOIW)	3	421	3	480	3	525	3	295	3	428
International Association of Fire Fighters (IAFF)	16	708	16	700	16	683	16	682	15	660
International Association of Machinists (IAM)	20	2437	21	2460	21	2175	21	2326	21	2161
International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers, & Helpers (BBF)	3	351	3	347	3	246	3	243	4	324
International Brotherhood of Electrical Workers (IBEW)	16	5292	16	4868	16	5174	18	4944	18	4318
International Brotherhood of Firemen & Oilers	11	476	11	461	11	414	11	427	11	354
International Brotherhood of Painters & Allied Trades (PAT)	6	214	6	209	5	217	4	206	4	208
International Longshoremen's Association (ILA)	4	264	4	273	4	300	4	421	5	250
International Printing & Graphic Communications Union (IPGC)	3	55	3	56	3	48	3	45	3	50
International Typographical Union (ITU)	5	351	5	318	3	203	3	254	4	368
Laborers' International Union of North America (LIUNA)	4	919	4	764	4	756	4	742	4	742
National Association of Letter Carriers (NALC)	69	758	69	754	65	702	63	730	60	816
Office & Professional Employees' International Union (OPEIU)	5	439	5	461	5	466	5	460	5	447
United Association of Journeymen & Apprentices of the Plumbing & Pipe Fitting Industry (PPF)	6	1463	6	1655	6	1340	6	1261	6	1150
United Brotherhood of Carpenters & Joiners of America (CJA)	10	1792	10	1755	8	1546	9	1594	8	1700

TABLE UM4

Union	1978		1979		1980		1981		1982	
	Number Locals	Number Members	Number Locals	Number Members	Number Locals	Number Members	Number Locals	Number Members	Number Locals	Number Members
United Food & Commercial Workers Union (UFCW) ^{1/}	*	*	*	*	4	3546	4	2970	4	2400
United Paperworkers International Union (UPIU)	53	15199	49	15045	49	15104	46	14630	45	14624
United Transportation Union (UTU)	9	1033	8	1034	8	1076	8	1056	8	681

NP: Not Publishable. Unions with fewer than three locals are not shown.

^{1/} United Food & Commercial Workers Union formed in 1979 through a merger which united the Amalgamated Meat Cutters & Butcher Workmen of North America, the Retail Clerks International Association, and the Lewiston-Auburn Shoeworkers Protective Association.

TABLE UN5

UNION MEMBERSHIP
ALL WORKERS BY SEX
MAINE 1982

Union	Total Members	Male Members		Female Members	
		Number	Percent	Number	Percent
Amalgamated Clothing & Textile Workers Union (ACTIU)	5207	2154	41.4%	3053	58.6%
American Federation of Government Employees (AFGE)	1066	956	89.7	110	10.3
American Federation of Musicians (AFM)	472	411	87.1	61	12.9
American Federation of Teachers (AFT)	279	159	57.0	120	43.0
American Postal Workers Union (APWU)	1036	921	88.9	115	11.1
Brotherhood of Maintenance of Way Employees (BMWE)	769	769	100.0	-	-
Brotherhood of Railroad Signalmen (BRS)	64	64	100.0	-	-
Brotherhood of Railway, Airline, & Steamship Clerks (BRAC)	636	498	78.3	138	21.7
Brotherhood of Railway Carmen (BRC)	315	311	98.7	4	1.3
International Association of Bridge, Structural, & Ornamental Iron Workers (BSOIW)	428	428	100.0	-	-
International Association of Fire Fighters (IAFF)	660	651	98.6	9	1.4
International Association of Machinists (IAM)	2161	2016	93.3	145	6.7
International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers, & Helpers (BBF)	324	324	100.0	-	-
International Brotherhood of Electrical Workers (IBEW)	4318	3222	74.6	1096	25.4
International Brotherhood of Firemen & Oilers (IBFO)	354	348	98.3	6	1.7
International Brotherhood of Painters & Allied Trades (PAT)	208	187	89.9	21	10.1
International Longshoremen's Association (ILA)	250	250	100.0	-	-
International Printing & Graphic Communications Union (IPGC)	50	48	96.0	2	4.0
International Typographical Union (ITU)	368	332	90.2	36	9.8
Laborers' International Union of North America (LIUNA)	742	739	99.6	3	0.4
National Association of Letter Carriers (NALC)	816	788	96.6	28	3.4
Office & Professional Employees' International Union (OPEIU)	447	189	42.3	258	57.7
United Association of Journeymen & Apprentices of the Plumbing & Pipe Fitting Industry (UPF)	1150	1147	99.7	3	0.3
United Brotherhood of Carpenters & Joiners of America (CJA)	1700	1691	99.5	9	0.5
United Food & Commercial Workers Union (UFCW)	2400	1498	62.4	902	37.6
United Paperworkers International Union (UPIU)	14624	12219	83.6	2415	16.5
United Transportation Union (UTU)	681	681	100.0	-	-

TABLE WS1

WORK STOPPAGES
ALL PRIVATE SECTOR INDUSTRIES BY YEAR
MAINE 1972-1981

Year	Stoppages		Workers Involved			Worker Days Idle	
	Beginning in Year		Beginning in Year	In Effect During Year	Percent of Total Employed ^{1/}	In Effect During Year	
	Number	Average Duration				Number	Percent of Estimated Work Time ^{2/}
1972	4	37	150	5	0.1	5075	.01
1973	5	12	2172	5	0.8	22400	.03
1974	3	17	859	3	0.3	12899	.02
1975	5	20	757	5	0.3	18744	.03
1976	15	105	5016	16	1.7	113978	.15
1977	11	34	2638	14	0.9	79675	.10
1978	18	32	6537	20	2.2	307841	.39
1979	17	36	3285	17	1.0	95654	.11
1980	20	31	4160	20	1.2	177419	.21
1981	11	30	2710	13	0.8	12533	.01

^{1/}Based on Annual Average Employment from the Maine Department of Labor, Bureau of Employment Security, Division of Economic Analysis & Research except 1982, which is estimated.

^{2/}Estimated Work Time is the above employment multiplied by the total working days during the year.

TABLE WS2

WORK STOPPAGES
ALL PRIVATE SECTOR INDUSTRIES
TEN YEAR TOTALS BY INDUSTRY
MAINE 1972-1981

SIC	Industry	Number	Workers Idle ^{1/}		Worker Days Idle ^{2/}		Average Duration (Days)
			Number	Percent	Number	Percent	
	ALL INDUSTRIES, PRIVATE SECTOR	109	28364	0.9	847841	.11	41
15-17	CONSTRUCTION	31	2010	1.0	44052	.09	28
15	General Building Contractors	10	466	0.7	7332	.04	19
17	Special Trades Contractors	22	1497	1.7	36332	.16	33
20-39	MANUFACTURING	64	22696	1.2	733661	.15	47
20	Food & Kindred Products	5	955	0.9	4918	.02	6
22	Textile Mill Products	5	1866	2.2	41318	.19	19
24	Lumber & Wood Products	11	1622	1.2	45788	.14	30
26	Paper & Allied Products	16	11139	6.5	405316	.93	29
31	Leather & Leather Products	5	380	0.2	2861	.01	8
34	Fabricated Metal products	10	1653	4.8	81208	.93	44
35	Machinery, Except Electrical	4	444	1.4	43060	.53	192
40-49	TRANSPORTATION AND PUBLIC UTILITIES	11	3325	2.2	65453	.17	45
42	Trucking & Warehousing	3	1227	2.8	29545	.26	33
49	Electric, Gas, & Sanitary Services	4	1871	3.2	31810	.22	33
50-59	WHOLESALE AND RETAIL TRADE	7	193	*	3945	*	28
55	Automobile Dealers & Service Stations	3	70	0.1	454	*	7
	OTHER	3	140	*	730	*	22

^{1/}Workers Idle as a percent of the work force; see footnote 1, Table WS1.

^{2/}Worker Days Idle as a percent of the estimated working days; see footnote 2, Table WS1.

*Less than .05 or .005 percent.

NOTE: Addition of the subtotals of stoppages will not equal the total because some stoppages affect several industries; therefore, may be counted several times in the subtotals, but only once for the total.

TABLE WS3

WORK STOPPAGES
MANUFACTURING DIVISION
BY YEAR, BY INDUSTRY
MAINE 1972-1981

<u>Year/Industry (SIC)</u>	<u>Number</u>	<u>Workers Idle</u> ^{1/}		<u>Worker Days Idle</u> ^{2/}		<u>Average Duration (Days)</u>
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>	
1972	3	132	0.1	1995	.01	16
1974	3	869	0.8	12899	.05	17
1975	4	527	0.5	14794	.06	20
1976	11	4652	4.5	96414	.37	110
1977	3	1208	1.1	38616	.13	12
1978	15	6510	5.8	304942	1.08	38
Lumber & Wood (24)	4	612	4.2	15733	.43	21
Paper (26)	3	3555	20.2	159729	3.56	28
Fabricated Metals (34)	3	939	25.6	62335	6.70	64
1979	8	1726	1.5	67011	.23	42
Paper (26)	3	1314	7.2	37682	.82	16
Fabricated Metals (34)	3	219	5.2	9298	.86	31
1980	11	3541	3.1	171654	.59	43
Lumber & Wood (24)	4	89	0.7	1989	.06	28
Paper (26)	4	2802	15.5	142945	3.11	45
1981	4	1697	1.5	10972	.04	62

^{1/} Workers Idle as a percent of the work force; see footnote 1, Table WS1.

^{2/} Worker Days Idle as a percent of the estimated working days; see footnote 2, Table WS1.

1973 not shown because fewer than three work stoppages occurred during the year.

TABLE WS4

WORK STOPPAGES
CONSTRUCTION DIVISION
BY YEAR, BY INDUSTRY
MAINE 1972-1981

<u>Year/Industry (SIC)</u>	<u>Number</u>	<u>Workers Idle</u> ^{1/}		<u>Worker Days Idle</u> ^{2/}		<u>Average Duration (Days)</u>
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>	
1973	3	338	1.8	5736	.12	113
Special Trades (17)	3	338	3.8	5736	.25	113
1977	6	307	1.6	10412	.21	53
Special Trades (17)	5	293	3.3	10076	.45	40
1979	5	370	1.9	8498	.17	27
General Building (15)	3	243	3.7	5518	.33	28
Special Trades (17)	4	127	1.4	2980	.13	28
1980	8	403	2.1	3467	.07	8
General Building (15)	3	146	2.2	720	.04	8
Special Trades (17)	4	220	2.5	2599	.11	9
1981	5	280	1.6	1987	.04	18

^{1/} Workers Idle as a percent of the work force; see footnote 1, Table WS1.

^{2/} Worker Days Idle as a percent of the estimated working days; see footnote 2, Table WS1.

No strikes in 1974 and 1978; other years not shown had fewer than 3 work stoppages.

TABLE WS5

WORK STOPPAGES
ALL PRIVATE SECTOR INDUSTRIES
FIVE YEAR TOTALS BY MAJOR ISSUE
MAINE 1977-1981

<u>Issue</u>	<u>Year</u>	<u>Number of Stoppages</u>	<u>Workers Idle</u>	<u>Worker Days Idle</u>	<u>Average Duration</u>
General Wage	Total	22	6240	199107	26
	1977	2	303	8294	18
	1978	8	3331	117618	29
	1979	5	1454	45996	29
	1980	2	610	22160	31
	1981	5	542	5039	19
Other Wage & Benefit	Total	2	1157	36322	19
Union Security	Total	2	90	6725	123
Secondary Boycott	Total	15	3252	110526	13
	1977	-	-	-	-
	1978	2	1712	97921	31
	1979	2	211	5876	29
	1980	10	747	5987	8
	1981	2	582	742	4
Union Recognition	Total	3	156	4140	50
Other Working Conditions	Total	4	343	4237	36
Multiple Issues	Total	14	4745	178795	24
	1977	3	1116	19485	25
	1978	1	100	2900	29
	1979	4	888	15298	33
	1980	5	2608	140881	50
	1981	1	33	231	7
Issue Unknown	Total	22	3407	199616	37

WORK STOPPAGES
ALL PRIVATE SECTOR INDUSTRIES
TEN YEAR TOTALS BY UNION
MAINE 1972-1981

<u>Union</u>	<u>Number</u>	<u>Workers Idle</u>	<u>Worker Days Idle</u>	<u>Average Duration</u>
Amalgamated Clothing & Textile Workers Union (ACTWU)	6	2555	127458	42
International Association of Bridge, Structural, & Iron Workers (BSOIW)	5	200	8272	46
International Association of Machinists (IAM)	13	1780	69212	41
International Brotherhood of Boilermakers, Iron, Shipbuilders, Blacksmiths, Forgers, & Helpers (BBF)	3	123	2800	19
International Brotherhood of Electrical Workers (IBEW)	14	1909	70230	40
International Brotherhood of Firemen & Oilers (IBFO)	3	203	7929	25
International Brotherhood of Teamsters (IBT)	13	1750	42476	22
International Union of Electrical, Radio, & Machine Workers (IUE)	3	83	6510	185
Office & Professional Employees International Union (OPEIU)	3	256	13678	60
United Association of Journeymen & Apprentices of the Plumbing & Pipe Fitting Industry (PPF)	15	1856	29127	19
United Brotherhood of Carpenters & Joiners of America (CJA)	10	609	20353	20
United Paperworkers International Union (UPIU)	30	10710	351793	47
No Formal Organization	4	541	1602	4

Note: Only unions that were involved with three or more work stoppages during the period are shown.

TABLE WS7

WORK STOPPAGES
ALL PRIVATE SECTOR INDUSTRIES
TEN YEAR TOTALS BY DURATION
MAINE 1972-1981

Duration	Stoppages		Workers Idle		Days Idle	
	Number	Percent	Number	Percent	Number	Percent
All Stoppages	109	100.0%	28364	100.0%	847841	100.0%
One Day	10	9.2	2924	10.3	2924	0.3
Two to Three Days	9	8.2	1618	5.7	3611	0.4
Four to Six Days	10	9.2	1659	5.9	9228	1.1
Seven to Fourteen Days	21	19.3	4361	15.4	43982	5.2
Fifteen to Twenty-nine Days	22	20.2	6296	22.2	128126	15.1
Thirty to Fifty-nine Days	16	14.7	8153	28.7	359926	42.5
Sixty to Eighty-nine Days	9	8.2	2043	7.2	138454	16.3
Ninety or More Days	12	11.0	1310	4.6	161590	19.1

TABLE WS8

WORK STOPPAGES
ALL PRIVATE SECTOR INDUSTRIES
TEN YEAR TOTALS BY SIZE
MAINE 1972-1981

Size	Stoppages		Workers Idle		Worker Days Idle		Average Duration
	Number	Percent	Number	Percent	Number	Percent	
All Stoppages	109	100.0%	28364	100.0%	847841	100.0%	223
6-19	15	13.8	194	0.7	14359	1.7	72
20-99	41	37.6	1761	6.2	68678	8.1	44
100-249	21	19.3	3654	12.9	98924	11.7	28
250-499	13	11.9	4801	16.9	119440	14.1	25
500-999	13	11.9	8371	29.5	241554	28.5	25
1000 and Above	6	5.5	9583	33.8	304886	36.0	29

TABLE WS9

WORK STOPPAGES
ALL PRIVATE SECTOR INDUSTRIES
TEN YEAR TOTALS BY COUNTY
MAINE 1972-1981

<u>County</u>	<u>Number of Stoppages</u>	<u>Workers Idle</u>	<u>Worker Days Idle</u>	<u>Average Duration</u>
Aroostook	10	973	20907	69
Androscoggin	9	1281	21044	24
Cumberland	21	2690	90146	68
Kennebec	15	2025	116075	29
Lincoln	6	809	3891	12
Oxford	9	2129	56546	26
Penobscot	11	5894	211075	40
York	5	2586	105514	33
Multiple Counties	17	3946	74998	40

TABLE WS10

WORK STOPPAGES
ALL PRIVATE SECTOR INDUSTRIES
TEN YEAR TOTALS BY LABOR MARKET AREA
MAINE 1972-1981

<u>Area</u>	<u>Number of Stoppages</u>	<u>Workers Idle</u>	<u>Worker Days Idle</u>	<u>Average Duration</u>
Augusta LMA	5	600	22204	23
Bangor-Brewer LMA	6	1538	19544	27
Biddeford-Sanford LMA	5	2586	105514	33
Boothbay Harbor-Wiscasset LMA	6	809	3891	12
Caribou-Presque Isle LMA	5	1153	14102	15
Lewiston-Auburn SMSA	7	753	18366	93
Lincoln-Howland LMA	3	1621	25727	16
Portland SMSA	20	2679	84228	44
Waterville LMA	10	1425	93871	31
Multiple Areas	19	3984	76185	40

TECHNICAL NOTES

National Labor Relations Board Elections

This data is compiled from the N.L.R.B. Election Report published by the N.L.R.B. Information Branch. Included therein is election information for the nation as a whole listed by Union. Compilation of Maine data is the responsibility of the staff of the Bureau of Labor Standards. This series dates back to 1961.

Maine Labor Relations Board Elections

Information on M.L.R.B. elections is compiled directly from source documents by the Bureau staff. Data currently dates back to 1979.

Union Membership

Figures on union membership is collected through the annual Survey of Labor Organizations. This survey provides the basis for the Directory of Maine Labor Organizations. Originally, the membership question asked only for a total estimated membership, but beginning in 1980 subtotals by sex were required. Where possible, union data is matched with employer data and modified as necessary. Users should be aware that these numbers are given for a specific point-in-time, usually January or February, while the comparable employment data is an annual average.

Work Stoppages

Data on work stoppages is collected from a variety of Federal, State, and Public Sources. Chief among them is the U.S. Bureau of Labor Statistics and the Maine Bureau of Employment Security, Division of Economic Analysis and Research. The Bureau of Labor Standards, Division of Research and Statistics is the cooperating State Agency for the B.L.S. work stoppage program and reviews for correctness and consistency information collected by B.L.S. on activity in Maine. Beginning with calendar year 1982, all national data will be for stoppages affecting more than 1,000 employees rather than the more-than-six employees criteria used in the past. This change is due to budget cutbacks. Maine data will continue to be collected for all stoppages and compiled for stoppages with six or more workers idle. The work stoppage data base goes back to 1959.

SPECIAL STUDIES

The Bureau of Labor Standards, Research and Statistics Division has the facility to produce special studies, tabulations or displays from all the data presented in this publication. Requests should be made in writing to the Bureau Director. The ability to supply such additional information is limited by on-going data processing needs, staff time, etc., so not all requests can be filled. In addition, there may be a charge for reimbursement of costs.

All requests should be addressed to:

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