

# Rural Migration News

## Blog 323

APRIL 2023

### Unions: 10% of US Workers, 1% of Farm Workers

The share of US workers who were union members fell to 10 percent in 2022, down from 20 percent in 1983. The wage and salary workforce rose by 50 percent between 1983 and 2022 while the number of union members fell by 20 percent.

A third of public sector workers are union members, compared with six percent of private sector workers. Two states, HI and NY, have more than 20 percent of workers who are union members. A third of the 14 million US union members live in two states, CA with 2.6 million and NY with 1.7 million.

Union membership is also falling in other countries. In Australia, 12 percent of workers are union members, including eight percent of private sector workers, down from over 50 percent in the early 1980s. Some US states and Britain, Canada, India and Japan allow closed shop or agency shop arrangements, which means that employers and unions can sign agreements that require all employees to be union members or to pay most union dues. US right-to-work states do not allow such agreements; Michigan repealed its right-to-work in March 2023.

#### U.S.

There were 142 million US wage and salary workers in 2022, and 14 million were union members, including seven million union members in the public sector and seven million in the private sector. About two million workers are represented by unions but are not union members.

The highest unionization rate, the share of union members to employment in a sector, is in public protective service occupations such as police and fire as well as education, where a third of employees are union members. The highest unionization rates in the private sector are in utilities, where 20 percent of employees are union members, motion pictures, 17 percent, and transportation, 14 percent. Less than two percent of employees in

finance and insurance, food service, and agriculture are union members.

Union members earn more than non-union members, an average \$1,200 a week in 2022 versus \$1,000 a week for non-union members.

#### Agriculture

BLS data on union membership are from the Current Population Survey, which found that average wage and salary employment in farming occupations was 910,000 in 2022, including 39,000 union members and 43,000 workers represented by unions. CPS reported an average 1.3 million workers employed in the agricultural industry in 2022, including 48,000 were union members and 54,000 workers represented by unions. CPS samples of farm workers are small.

CPS samples of farm workers are small, and the CPS did not report median weekly wages for union workers in farming occupations or the agricultural industry, but non-union workers in farming occupations earned a median \$645 a week in 2022 and \$710 a week in the agricultural industry.

#### UFW

The United Farm Workers union launched by Cesar Chavez and Dolores Huerta in 1962 is the best known farm worker union. The UFW won a 40 percent wage increase in its first grape contract in 1966, mounted a consumer boycott of table grapes in the late 1960s that

**The W&S Workforce Rose 50%, and Union Membership Fell 20%, 1983–2022**

	Wage and Salary (mils)	Union Members (mils)	Share
1983	90	18	20%
2022	142	14	10%

## 14 Million Union Members in 2022 were 10 Percent of the 142 Million W&S Employees

**Table 1. Union affiliation of employed wage and salary workers by selected characteristics, 2021-2022 annual averages**

[Numbers in thousands]

Characteristic	2021					2022				
	Total employed	Members of unions <sup>1</sup>		Represented by unions <sup>2</sup>		Total employed	Members of unions <sup>1</sup>		Represented by unions <sup>2</sup>	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
<b>AGE AND SEX</b>										
Total, 16 years and over.....	136,393	14,012	10.3	15,802	11.6	141,673	14,285	10.1	16,002	11.3
16 to 24 years.....	18,083	763	4.2	954	5.3	18,811	830	4.4	984	5.2
25 years and over.....	118,311	13,249	11.2	14,849	12.6	122,863	13,456	11.0	15,018	12.2
25 to 34 years.....	32,360	3,041	9.4	3,449	10.7	33,030	2,965	9.0	3,343	10.1
35 to 44 years.....	29,260	3,326	11.4	3,740	12.8	30,955	3,460	11.2	3,848	12.4
45 to 54 years.....	26,851	3,521	13.1	3,880	14.4	27,753	3,502	12.6	3,904	14.1
55 to 64 years.....	22,210	2,696	12.1	3,028	13.6	23,130	2,799	12.1	3,097	13.4
65 years and over.....	7,629	665	8.7	751	9.8	7,995	731	9.1	826	10.3
Men, 16 years and over.....	70,739	7,523	10.6	8,416	11.9	73,672	7,771	10.5	8,551	11.6
16 to 24 years.....	9,069	475	5.2	571	6.3	9,481	504	5.3	583	6.1
25 years and over.....	61,670	7,047	11.4	7,845	12.7	64,192	7,267	11.3	7,968	12.4
25 to 34 years.....	17,145	1,713	10.0	1,916	11.2	17,370	1,654	9.5	1,827	10.5
35 to 44 years.....	15,503	1,763	11.4	1,967	12.7	16,350	1,895	11.6	2,085	12.8
45 to 54 years.....	13,716	1,799	13.1	1,962	14.3	14,313	1,819	12.7	1,989	13.9
55 to 64 years.....	11,290	1,417	12.6	1,595	14.1	11,931	1,497	12.5	1,621	13.6
65 years and over.....	4,015	355	8.8	405	10.1	4,228	402	9.5	446	10.5
Women, 16 years and over.....	65,654	6,490	9.9	7,386	11.3	68,001	6,515	9.6	7,451	11.0
16 to 24 years.....	9,013	288	3.2	383	4.2	9,330	326	3.5	401	4.3
25 years and over.....	56,641	6,202	10.9	7,003	12.4	58,671	6,189	10.5	7,050	12.0
25 to 34 years.....	15,216	1,328	8.7	1,533	10.1	15,660	1,311	8.4	1,516	9.7
35 to 44 years.....	13,757	1,563	11.4	1,774	12.9	14,605	1,565	10.7	1,764	12.1
45 to 54 years.....	13,135	1,721	13.1	1,918	14.6	13,441	1,683	12.5	1,915	14.2
55 to 64 years.....	10,919	1,279	11.7	1,433	13.1	11,199	1,302	11.6	1,475	13.2
65 years and over.....	3,613	310	8.6	346	9.6	3,767	328	8.7	380	10.1

persuaded a seventh of Americans to avoid table grapes, and spear-headed the most pro-union labor law in the US, the Agricultural Labor Relations Act of 1975.

The UFW receives more financial support from donors than from union dues payments. UFW dues are three percent of member wages, and in 2021 the UFW's union dues were \$3.2 million or 43 percent of the UFW's \$7.5 million in receipts. The largest item in the \$8.2 million of UFW expenditures was \$2.6 million in general overhead, followed by \$2.1 million for representational activities. The UFW receives donations from individuals and organizations, including \$400,000 from Change to Win and \$275,000 from CWOP covid outreach in 2021.

The UFW persuaded the Legislature to amend the ALRA several times. In 2002, the ALRA was amended to provide for Mandatory Mediation and Conciliation (MMC) if certified unions could not negotiate collective bargaining agreements with employers. MMC allows a mediator to recommend that the ALRB impose a contract soon after a union is certified or if the union was certified in the past and the employer committed an unfair labor practice or ULP.

The ALRA was amended again in 2022 to provide for card-check elections. AB 2183 gave unions three ways to be certified to represent the workers on a farm.

First is the current in-person secret ballot election typically held on the farm that employs the voting workers. Under AB 2183, agricultural

employers can insist on in-person secret ballots if they sign labor peace compacts that (1) give union organizers access to workers on their farms, effectively negating the 2021 USSC Cedar Point decision that limited the automatic access of union organizers to enter farms and talk to workers that was granted by the ALRB by regulation in 1975 and (2) promise to remain neutral during union organizing efforts. No employers registered for labor peace with the ALRB in January 2023.

Second, AB 2183 permits mail-in ballots that can be pre-filled by unions, signed by workers, and returned to the ALRB by workers or the union; this option is to be eliminated by promised legislation in 2023. Third are card check elections, which means that workers sign union authorization cards given to them by union organizers.

CPS Data Found Less than 50,000 Union Members in U.S. Agriculture in 2022

**Table 3. Union affiliation of employed wage and salary workers by occupation and industry, 2021-2022 annual averages**  
 [Numbers in thousands]

Occupation and industry	2021					2022				
	Total employed	Members of unions <sup>1</sup>		Represented by unions <sup>2</sup>		Total employed	Members of unions <sup>1</sup>		Represented by unions <sup>2</sup>	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
<b>OCCUPATION</b>										
Management, professional, and related occupations.....	56,870	6,241	11.0	7,177	12.6	59,979	6,268	10.5	7,202	12.0
Management, business, and financial operations occupations.....	22,850	1,021	4.5	1,244	5.4	24,013	933	3.9	1,168	4.9
Management occupations.....	14,730	645	4.4	786	5.3	15,693	603	3.8	747	4.8
Business and financial operations occupations.....	8,120	376	4.6	458	5.6	8,319	329	4.0	421	5.1
Professional and related occupations.....	34,020	5,220	15.3	5,933	17.4	35,966	5,335	14.8	6,034	16.8
Computer and mathematical occupations.....	5,465	202	3.7	260	4.8	5,948	195	3.3	248	4.2
Architecture and engineering occupations.....	3,083	181	5.9	215	7.0	3,335	200	6.0	231	6.9
Life, physical, and social science occupations.....	1,535	153	10.0	190	12.4	1,679	152	9.1	180	10.7
Community and social service occupations.....	2,630	384	14.6	426	16.2	2,749	436	15.9	495	18.0
Legal occupations.....	1,518	89	5.8	103	6.8	1,547	80	5.1	102	6.6
Education, training, and library occupations.....	8,672	3,004	34.6	3,353	38.7	8,976	3,027	33.7	3,347	37.3
Arts, design, entertainment, sports, and media occupations.....	2,113	149	7.1	170	8.1	2,352	187	8.0	215	9.2
Healthcare practitioners and technical occupations.....	9,005	1,057	11.7	1,217	13.5	9,381	1,058	11.3	1,216	13.0
Service occupations.....	21,708	2,094	9.6	2,314	10.7	22,968	2,293	10.0	2,502	10.9
Healthcare support occupations.....	4,644	384	8.3	438	9.4	4,777	395	8.3	442	9.3
Protective service occupations.....	2,917	970	33.3	1,036	35.5	3,071	1,062	34.6	1,126	36.7
Food preparation and serving related occupations.....	7,178	222	3.1	254	3.5	7,749	279	3.6	316	4.1
Building and grounds cleaning and maintenance occupations.....	4,458	420	9.4	472	10.6	4,595	438	9.5	484	10.5
Personal care and service occupations.....	2,511	97	3.9	113	4.5	2,776	118	4.3	133	4.8
Sales and office occupations.....	27,651	1,702	6.2	1,991	7.2	27,804	1,674	6.0	1,924	6.9
Sales and related occupations.....	12,366	406	3.3	491	4.0	12,183	361	3.0	434	3.6
Office and administrative support occupations.....	15,285	1,296	8.5	1,500	9.8	15,621	1,313	8.4	1,490	9.5
Natural resources, construction, and maintenance occupations.....	11,911	1,777	14.9	1,923	16.1	12,180	1,736	14.3	1,864	15.3
Farming, fishing, and forestry occupations.....	931	37	4.0	43	4.7	910	39	4.3	43	4.7
Construction and extraction occupations.....	6,528	1,119	17.1	1,198	18.4	6,831	1,120	16.4	1,190	17.4
Installation, maintenance, and repair occupations.....	4,451	621	14.0	681	15.3	4,439	577	13.0	631	14.2
Production, transportation, and material moving occupations.....	18,253	2,198	12.0	2,398	13.1	18,742	2,315	12.4	2,510	13.4
Production occupations.....	7,647	827	10.8	912	11.9	7,898	903	11.4	966	12.2
Transportation and material moving occupations.....	10,605	1,371	12.9	1,486	14.0	10,844	1,412	13.0	1,544	14.2
<b>INDUSTRY</b>										
Private sector.....	115,767	7,030	6.1	8,055	7.0	120,356	7,223	6.0	8,167	6.8
Agriculture and related industries.....	1,308	37	2.9	41	3.1	1,252	48	3.9	54	4.3
Nonagricultural industries.....	114,459	6,993	6.1	8,014	7.0	119,103	7,175	6.0	8,113	6.8
Mining, quarrying, and oil and gas extraction.....	561	32	5.7	34	6.0	556	36	6.5	43	7.7
Construction.....	8,157	1,024	12.6	1,112	13.6	8,671	1,019	11.7	1,076	12.4
Manufacturing.....	14,134	1,082	7.7	1,203	8.5	14,577	1,139	7.8	1,254	8.6

Unions have a year to collect sufficient signed authorization cards before they can file a Majority Support Petition with the ALRB seeking certification to represent workers on a farm. Up to 75 card-check elections are allowed by 2028.

AB 2183 also allows the ALRB to impose civil penalties of \$10,000 to \$25,000 for each employer unfair

labor practice, requires employers to post a bond before appealing an ALRB decision to a state Court of Appeal, and imposes a “burden of proof” standard on any party seeking to set aside a union election that it believes was tainted.

AB 2183 was supported by the UFW and the CRLA. Farm employers opposed AB 2183, emphasizing

that employers who did not sign labor peace agreements could see union organizers pressure their employees to sign union authorization cards, and allow a union could be certified without a secret-ballot election. Employer associations advised their members not to sign labor-peace agreements.

## The UFW had \$7.5 Million in Receipts and \$8.2 Million in Expenses in 2021

Form LM-2 (Revised 2010); (Tech. Rev. 2/2013)

### STATEMENT B - RECEIPTS AND DISBURSEMENTS

FILE NUMBER: 000-323

CASH RECEIPTS			CASH DISBURSEMENTS		
	SCH	AMOUNT		SCH	AMOUNT
36. Dues and Agency Fees		\$3,245,816	50. Representational Activities	15	\$2,072,050
37. Per Capita Tax		\$414,512	51. Political Activities and Lobbying	16	\$436,980
38. Fees, Fines, Assessments, Work Permits		\$0	52. Contributions, Gifts, and Grants	17	\$32,885
39. Sale of Supplies		\$93,148	53. General Overhead	18	\$2,694,008
40. Interest		\$8,999	54. Union Administration	19	\$283,339
41. Dividends		\$82,964	55. Benefits	20	\$591,825
42. Rents		\$3,600	56. Per Capita Tax		\$56,593
43. Sale of Investments and Fixed Assets	3		57. Strike Benefits		\$0
44. Loans Obtained	9	\$0	58. Fees, Fines, Assessments, etc.		\$0
45. Repayments of Loans Made	2	\$0	59. Supplies for Resale		\$23,011
46. On Behalf of Affiliates for Transmittal to Them		\$0	60. Purchase of Investments and Fixed Assets	4	\$1,640,000
47. From Members for Disbursement on Their Behalf		\$0	61. Loans Made	2	\$0
48. Other Receipts	14	\$3,646,452	62. Repayment of Loans Obtained	9	\$100,002
49. TOTAL RECEIPTS		\$7,495,491	63. To Affiliates of Funds Collected on Their Behalf		\$0
			64. On Behalf of Individual Members		\$0
			65. Direct Taxes		\$222,388
			66. Subtotal		\$8,153,081

Source: <https://olmsapps.dol.gov/query/orgReport.do?rptId=812996&rptForm=LM2Form>

## The UFW Reported 5,600 Members and Agency Fee Payers in 2021

Form LM-2 (Revised 2010); (Tech. Rev. 2/2013)

### SCHEDULE 13 - MEMBERSHIP STATUS

FILE NUMBER: 000-323

Category of Membership (A)	Number (B)	Voting Eligibility (C)
COLLECTIVE BARGAINING MEMBERS	4,332	Yes
RETIRED MEMBERS	1,145	No
MEMBERS IN SERVICES	35	No
<b>Members</b> (Total of all lines above)	<b>5,512</b>	
Agency Fee Payers*	135	
<b>Total Members/Fee Payers</b>	<b>5,647</b>	

\*Agency Fee Payers are not considered members of the labor organization.

## The UFW Reported \$350,000 Paid for RFK Medical Benefits for UFW Employees, and \$75,000 for JDLC Pension Benefits

Form LM-2 (Revised 2010); (Tech. Rev. 2/2013)

### SCHEDULE 20 - BENEFITS

FILE NUMBER: 000-323

Description (A)	To Whom Paid (B)	Amount (C)
Medical Benefits for Employees	RFK Medical Plan	\$353,458
Pension Benefits	Juan De La Cruz Pension Plan	\$74,394
Anthem Blue Cross	Life Insurance for Members	\$138,251
FIDEALITY	401 (K) CONTRIBUTIONS	\$15,524
UNITED HEALTH CARE	DENTAL BENEFITS	\$10,198
Total of all lines above (Total will be automatically entered in Item 55.)		\$591,825

## FLOC

The Farm Labor Organizing Committee is an Ohio-based union that represents farm workers in OH and NC. FLOC charges 2.5 percent of gross earnings for union dues, and had receipts of \$640,000 and expenses of \$670,000 in 2021.

Baldemar Velasquez founded the FLOC in 1967 and was challenged for re-election as president of FLOC in September 2022 by a former FLOC VP in North Carolina, Leticia

Zavala. Velasquez won re-election 135-21 in what Zavala supporters call a rigged election; they wanted the FLOC convention to be held in North Carolina so that more farm workers could participate.

Some of the delegates who voted for Velasquez were "certain non-farmworkers who have demonstrated their support" of FLOC, including 20 Velasquez family members who voted at the 2022 FLOC convention and associate members who pay \$30 a year to FLOC.

When Zavala announced that she was running for president of FLOC, she and her supporters were allegedly harassed by Velasquez and eventually fired. Zavala and her supporters believe that Velasquez's refusal to step down, and his efforts to make his relatives union leaders, puts FLOC on the same path as the UFW as an enterprise run by and for the descendants of the founder.

FLOC has a contract with the North Carolina Growers Association (NCGA), which brings H-2A work-

## The UFW has Contracts with 14 CA Companies with Consumer Brands

Product	1	2	3	4	5	6	7	8	9	10	11	12	Company	Brand(s)	
• Berries															
• Strawberries	●●	●●	●●	●●	●●	●●	●●	●●	●●	●●	●●	●●	●●	Swanton Berry	Swanton Berry
• Blackberries						●	●	●	●	●	●	●	●	Swanton Berry	Swanton Berry
• Raspberries						●	●	●	●	●	●	●	●	Swanton Berry	Swanton Berry
• Blueberries					●	●	●							Gourmet Trading Co.	Gourmet Trading Co.*
Cactus Pear	●	●	●	●	●	●	●	●	●	●	●	●	●	D'Arrigo Brothers	Andy Boy*
Dates	●	●	●	●	●	●	●	●	●	●	●	●	●	Pato's Date Gardens	Pato's Dream Date Gardens
Mushrooms	●●	●●	●●	●●	●●	●●	●●	●●	●●	●●	●●	●●	●●	Monterey Mushrooms, Countryside Mushrooms	Monterey Mushrooms*, Del Fresh
• Roses	●	●	●	●									●	Star Roses	Star Roses*
Tomatoes						●	●	●	●	●	●	●	●	Gargiulo	Gargiulo*
• Vegetables															
• Beets	●	●	●	●	●	●	●	●	●	●	●	●	●	Muranaka Farms	Muranaka Farms*
• Broccoli	●	●	●	●	●	●	●	●	●	●	●	●	●	D'Arrigo Brothers,	Andy Boy*
• Broccoli Rabe	●	●	●	●	●	●	●	●	●	●	●	●	●	D'Arrigo Brothers	Andy Boy*
• Butter/Red Butter Lettuce			●	●	●	●	●	●	●	●	●	●	●	D'Arrigo Brothers	Andy Boy*
• Cauliflower			●	●	●	●	●	●	●	●	●	●	●	D'Arrigo Brothers	Andy Boy*
• Cilantro	●	●	●	●	●	●	●	●	●	●	●	●	●	Muranaka Farms	Muranaka Farms*
• Fennel				●	●	●	●	●	●	●	●	●	●	D'Arrigo Brothers	Andy Boy*
• Green Leaf Lettuce				●	●	●	●	●	●	●	●	●	●	D'Arrigo Brothers	Andy Boy*
• Iceberg Lettuce				●	●	●	●	●	●	●	●	●	●	D'Arrigo Brothers	Andy Boy
• Italian Parsley	●	●	●	●	●	●	●	●	●	●	●	●	●	Muranaka Farms	Muranaka Farms*
• Kale	●●	●●	●●	●●	●●	●●	●●	●●	●●	●●	●●	●●	●●	Muranaka Farms	Muranaka Farms*
• Leeks	●	●	●	●	●	●	●	●	●	●	●	●	●	Muranaka Farms	Muranaka Farms*
• Mixed Green				●	●	●	●	●	●	●	●	●	●	D'Arrigo Brothers	Andy Boy*
• Radishes	●	●	●	●	●	●	●	●	●	●	●	●	●	Muranaka Farms	Muranaka Farms*
• Romaine Hearts	●	●	●	●	●	●	●	●	●	●	●	●	●	D'Arrigo Brothers	Andy Boy*
• Romaine Lettuce				●	●	●	●	●	●	●	●	●	●	D'Arrigo Brothers	Andy Boy*
• Wine															
	●	●	●	●	●	●	●	●	●	●	●	●	●	Scheid Vineyards	Scheid Vineyards
	●	●	●	●	●	●	●	●	●	●	●	●	●	St. Supery	St. Supery, Dollarhide Ranch
	●	●	●	●	●	●	●	●	●	●	●	●	●	Chateau St. Michelle	Chateau St. Michelle*, Columbia Crest *
	●	●	●	●	●	●	●	●	●	●	●	●	●	Balleto	Balleto
	●	●	●	●	●	●	●	●	●	●	●	●	●	CK Mondavi	CK Mondavi, Charles Krug*
	●	●	●	●	●	●	●	●	●	●	●	●	●	Gallo of Sonoma	Gallo of Sonoma, Gallo of Sonoma, Frei Brothers, Souverain, Talbott, MacMurray, Gallo Family Vineyards, Apothic Red, Rancho Zavaco
	●	●	●	●	●	●	●	●	●	●	●	●	●	Papagni Fruit Co.	Papagni Fruit Co.

## 90% of FLOC Receipts are Union Dues, and 2/3 of Expenditures are for Representation

### STATEMENT B - RECEIPTS AND DISBURSEMENTS

FILE NUMBER: 066-762

CASH RECEIPTS		SCH	AMOUNT	CASH DISBURSEMENTS		SCH	AMOUNT
36. Dues and Agency Fees			\$592,974	50. Representational Activities	15		\$431,314
37. Per Capita Tax			\$0	51. Political Activities and Lobbying	16		\$0
38. Fees, Fines, Assessments, Work Permits			\$0	52. Contributions, Gifts, and Grants	17		\$0
39. Sale of Supplies			\$0	53. General Overhead	18		\$55,222
40. Interest			\$1,019	54. Union Administration	19		\$93,129
41. Dividends			\$0	55. Benefits	20		
42. Rents			\$0	56. Per Capita Tax			\$0
43. Sale of Investments and Fixed Assets	3			57. Strike Benefits			\$0
44. Loans Obtained	9			58. Fees, Fines, Assessments, etc.			\$0
45. Repayments of Loans Made	2			59. Supplies for Resale			\$0
46. On Behalf of Affiliates for Transmittal to Them			\$0	60. Purchase of Investments and Fixed Assets	4		
47. From Members for Disbursement on Their Behalf			\$0	61. Loans Made	2		
48. Other Receipts	14		\$45,288	62. Repayment of Loans Obtained	9		
49. TOTAL RECEIPTS			\$639,281	63. To Affiliates of Funds Collected on Their Behalf			\$0
				64. On Behalf of Individual Members			\$72,880
				65. Direct Taxes			\$18,667
				66. Subtotal			\$671,212

Source: <https://olmsapps.dol.gov/query/orgReport.do?rptId=812996&rptForm=LM2Form>

## FLOC Reported 1,200 Members and 120 Associate Members in 2021

### SCHEDULE 13 - MEMBERSHIP STATUS

FILE NUMBER: 066-762

Category of Membership (A)	Number (B)	Voting Eligibility (C)
MEMBERS	1,175	Yes
ASSOCIATE MEMBERS (OH & NC)	121	Yes
Members (Total of all lines above)	1,296	
Agency Fee Payers*		
Total Members/Fee Payers	1,296	

\*Agency Fee Payers are not considered members of the labor organization.

ers from Mexico to North Carolina tobacco and cucumber farms. The contract covers almost 10,000 H-2A workers but, as a right-to-work state, only some of the covered workers pay 2.5 percent of their wages to FLOC in union dues.

Velasquez led a boycott and march from Ohio to Campbell's headquarters near Philadelphia in 1983 to win

a contract that recognized FLOC as the representatives of workers employed by farmers who sold cucumbers to Campbell's, and used a similar march and boycott strategy to win a three-way agreement between Mt Olive Pickle, FLOC, and cucumber growers in North Carolina in 1999.

## References

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