**demographics.csv**

| **variable** | **class** | **description** |
| --- | --- | --- |
| year | double | When the data was collected. |
| sample\_size | double | The number of wage and salary workers ages 16 and over who were surveyed. |
| employment | double | Wage and salary employment in thousands. |
| members | double | Employed workers who are union members in thousands. |
| covered | double | Workers covered by a collective bargaining agreement in thousands. |
| p\_members | double | Percent of employed workers who are union members. |
| p\_covered | double | Percent of employed workers who are covered by a collective bargaining agreement. |
| facet | character | The sector or demographic group contained in this row of data. |

**wages.csv**

| **variable** | **class** | **description** |
| --- | --- | --- |
| year | double | When the data was collected. |
| sample\_size | double | The number of wage and salary workers ages 16 and over who were surveyed and provided earnings and hours worked information. |
| wage | double | Mean hourly earnings in nominal dollars. |
| at\_cap | double | Percent of workers with weekly earnings at the top code of $999 through 1988, $1923 in 1989-97, and $2885 beginning in 1998, with individuals assigned mean earnings above the cap based on annual estimates of the gender-specific Pareto distribution. |
| union\_wage | double | Mean wage among union members. |
| nonunion\_wage | double | Mean wage among nonunion workers. |
| union\_wage\_premium\_raw | double | The percentage difference between the union and nonunion wage. |
| union\_wage\_premium\_adjusted | double | Estimated as exp(b)-1 where b is the regression coefficient on a union membership variable (equal to 1 if union and 0 otherwise) from a semi-logarithmic wage equation, with controls included for worker/job characteristics. Included in the all-worker wage equation are the control variables: years of schooling, potential years of experience [proxied by age minus years of schooling minus 6] and its square [both interacted with gender], and categorical variables for marital status, race and ethnicity, gender, part-time, large metropolitan area, state, public sector, broad industry, and broad occupation. Controls are omitted, as appropriate, for estimates within sectors or by demographic group [i.e., by class, gender, race, or industry sector]. Workers who do not report earnings but instead have them imputed [i.e., assigned] by the Census are removed from the estimation samples in all years, except 1994 and 1995 when imputed earners cannot be identified. Inclusion of imputed earners causes union wages to be understated, nonunion wages overstated, and union-nonunion wage differences understated. For 1994-95, the sample includes imputed earners and estimates in those years have been adjusted to remove the bias from imputation. |
| facet | character | The sector or demographic group contained in this row of data. |

**states.csv**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| | **variable** | **class** | **description** | | --- | --- | --- | | state\_census\_code | double | Census state code used in CPS | | state | character | State name. | | sector | character | Employment sector. | | observations | double | CPS sample size. | | employment | double | Wage and salary employment in thousands. | | members | double | Employed workers who are union members in thousands. | | covered | double | Workers covered by a collective bargaining agreement in thousands. | | p\_members | double | Percent of employed workers who are union members. | | p\_covered | double | Percent of employed workers who are covered by a collective bargaining agreement. | | state\_abbreviation | character | State abbreviation. | | year | double | Year of the survey. | |