|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **State** | **Δunionnet** | **Difference** |  | **State** | **Δunionnet** | **Difference** |
| Alabama | -16.5 | -10.9 |  | Montana | -24.8 | -24.3 |
| Arizona | -13.3 | -11.2 |  | Nebraska | -17.0 | -13.6 |
| Arkansas | -13.2 | -10.9 |  | Nevada | -20.0 | -18.3 |
| California | -17.4 | -15.2 |  | New Hampshire | -14.3 | -14.1 |
| Colorado | -14.9 | -14.6 |  | New Jersey | -21.5 | -22.3 |
| Connecticut | -13.8 | -12.1 |  | New Mexico | -9.5 | -6.7 |
| Delaware | -9.1 | -9.4 |  | New York | -12.6 | -11.2 |
| Florida | -10.4 | -8.4 |  | North Carolina | -6.8 | -5.2 |
| Georgia | -9.6 | -7.9 |  | Ohio | -27.1 | -23.9 |
| Hawaii | -5.7 | 0.1 |  | Oklahoma | -11.8 | -10.3 |
| Idaho | -22.0 | -17.4 |  | Oregon | -23.7 | -22.4 |
| Illinois | -21.5 | -20 |  | Pennsylvania | -29.2 | -22.9 |
| Indiana | -35.0 | -29.9 |  | Rhode Island | -11.2 | -9.6 |
| Iowa | -20.0 | -16.2 |  | South Carolina | -4.9 | -2.3 |
| Kansas | -14.9 | -14.4 |  | South Dakota | -13.7 | -8.4 |
| Kentucky | -19.5 | -16 |  | Tennessee | -20.9 | -17.4 |
| Maine | -12.3 | -12.1 |  | Texas | -10.3 | -8 |
| Maryland | -15.4 | -13.1 |  | Utah | -22.8 | -17.2 |
| Massachusetts | -15.3 | -13.2 |  | Vermont | -10.5 | -6.5 |
| Michigan | -27.8 | -28.2 |  | Virginia | -13.9 | -11.1 |
| Minnesota | -19.8 | -21.1 |  | Washington | -27.3 | -24.7 |
| Mississippi | -12.7 | -10.9 |  | West Virginia | -28.4 | -21.7 |
| Missouri | -17.9 | -17.1 |  | Wisconsin | -21.9 | -19.7 |

Note: Excludes outlier states: Alaska, North Dakota, Louisiana and Wyoming. The Δunionnet variable used in two-stage regressions is calculated for each state with least squares regression to estimate the slope of unionization rate and manufacturing share of employment versus year. The slope of the regression for each state is multiplied by the number of years over which the regression is performed to provide the values shown here as slope method. The slope method and difference method produce similar groupings of ‘high union decline’ and ‘low union decline’ used in regressions (Table 2) with 6 states grouped differently; Nebraska, Alabama and Maryland are grouped in to the ‘high amount of union decline’ category with the slope method and are in the low decline group with the difference method. Colorado, Kansas and New Hampshire are in the ‘low union decline’ group with the slope method and are in the high decline group with the difference method.