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Labor Relations in Maine 1985

Maine Department of Labor

Maine Bureau of Labor Standards

Maine Research and Statistics Division

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LABOR RELATIONS IN MAINE 1985

During 1985, a total of 30 major contracts covering just over 16 thousand workers were negotiated. This was a much lighter schedule than in 1984 when just under 18 thousand workers got new contracts, a total of 42 agreements. A major agreement is defined as one covering at least 100 workers. There were 87 such contracts in effect during 1985, involving over 42.3 thousand workers. The agreements negotiated in 1985 covered over one-third of all organized private sector workers. Paper Manufacture, with eight contracts involving 3,851 workers, was the industry with the most activity. Paper was followed by Construction (five with 1,209) and Textiles (five and 1,056). Lumber and Wood Products (four covering 1,484) was the only other industry with more than three contracts.

The new agreements had an average increase in wages of 2.8% for calendar year 1985. The average over the life of the contracts is slightly higher at 3.1% per year. This is a significant decrease from contracts negotiated in earlier years. New agreements in 1984 averaged 3.5%. Deferred adjustments from these earlier contracts averaged 4.5% for 1985 and 4.5% per year over the life of the contract.

Looking ahead to 1986, bargaining activity should remain light. There are only 26 contracts scheduled for renewal, involving around 11 thousand workers. Nearly one-quarter of the agreements are in the Construction indus-

Wage Adjustments in Major Collective Bargaining Agreements
in Private Industries, Maine, 1985

	<u>Number</u>	<u>Average 1985 Adjustments</u>	<u>Average Over Life of Contract</u>	<u>1985 Median Adjustment</u>	<u>Estimated Workers Covered</u>
All Contracts	87	+3.9%	+3.8%	+5.0%	42,301
New Settlements	30	+2.8	+3.1	+3.8	16,065
Deferred Adjustments	57	+4.5	+4.5	+4.9	26,236
Cost of Living Increase	3	+0.2	NA	NA	3,429

	<u>All Contracts</u>		<u>New Settlements</u>		<u>Deferred Adjustments</u>	
	<u>Number</u>	<u>Workers</u>	<u>Number</u>	<u>Workers</u>	<u>Number</u>	<u>Workers</u>
All Contracts	87	42,301	30	16,065	57	26,236
No Change	9	9,136	8	8,656	1	480
Decrease	1	219	1	219	-	-
Increase	77	32,946	21	7,190	56	25,756
Under 2 Percent	14	12,198	9	9,006	5	3,192
2 to Under 4 Percent	15	7,682	6	2,455	9	5,227
4 to Under 6 Percent	50	20,012	14	4,304	36	15,708
6 to Under 8 Percent	6	1,808	-	-	6	1,808
8 Percent or More	2	601	1	300	1	301

Major Collective Bargaining Agreements
Negotiated 1985 and Scheduled 1986,
By Industry

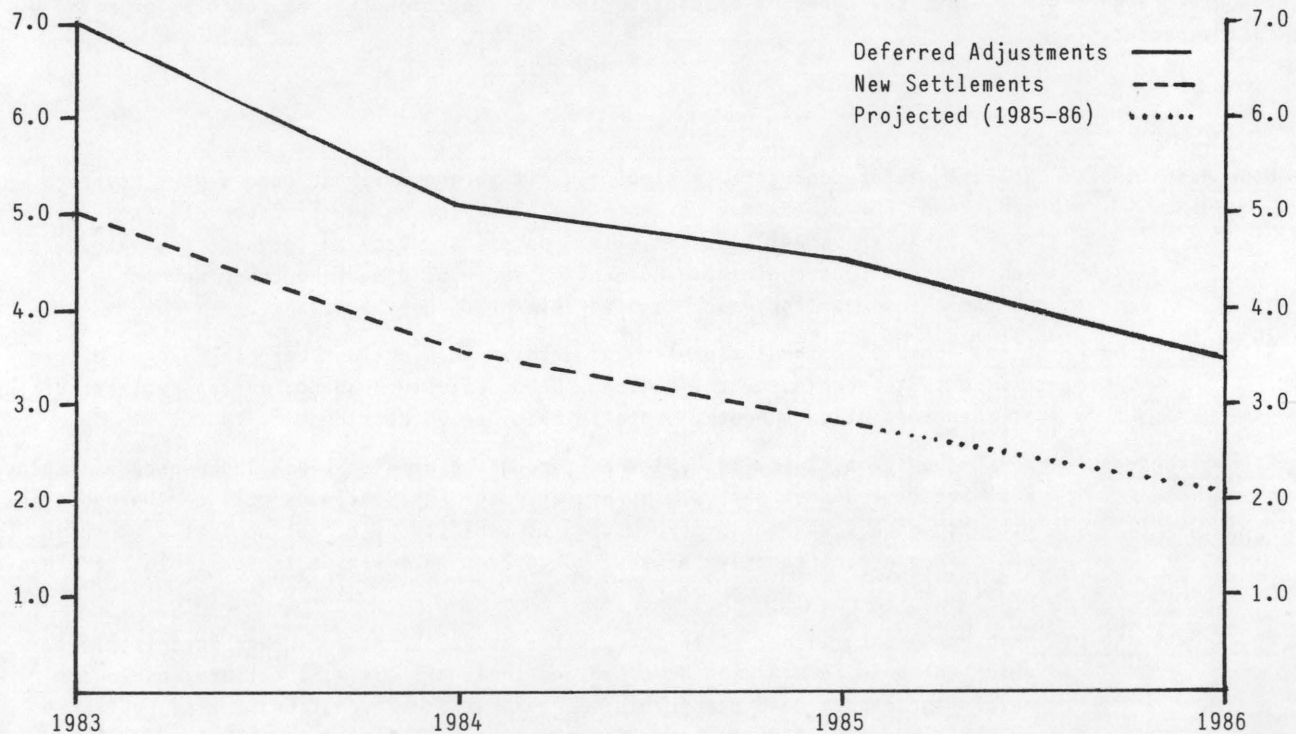
	<u>Negotiated 1985</u>			<u>Scheduled 1986</u>	
	<u>Number</u>	<u>Workers</u>	<u>Average Adjustments</u>	<u>Number</u>	<u>Workers</u>
All Contracts	30	16,065	+1.6%	26	11,719
Construction	5	1,209	+3.3	6	2,795
Manufacturing	24	14,425	+2.3	15	5,069
Food	*	*	*	3	1,037
Textiles	5	1,056	+3.6	*	*
Apparel	*	*	*	*	*
Lumber & Wood	4	1,484	+2.8	3	493
Paper	8	3,851	+2.8	*	*
Other Manufacturing	7	8,165	+1.3	9	3,539
Other Industry Divisions	1	300	*	5	3,855

- no data

* suppressed due to confidentiality

tries, having six contracts involving 2,795 workers. In addition to these negotiations, two major wage reopeners are scheduled.

Wage Adjustments in Major Collective Bargaining Agreements
in Private Industries, Maine, 1983-1986



During 1985, there were five work stoppages in effect, involving 5,780 workers with an estimated 544 thousand worker-days idle. All five of the stoppages began during the year and were related to major contracts being negotiated during the year. Although wage adjustments (including one request for a reduction) were involved in each case, contracting out, productivity rules and work schedules were all cited in at least two of the incidents.

National Labor Relations Board certification elections were down from the 1981-1984 average. There were 14 elections, with 1,218 eligible voters. In 11 cases, the union lost and was not certified; this is above the average of the previous five years (79% vs. 52%). There was only one decertification election which the union lost. In addition, there was a unilateral decertification that is now before the NLRB.

NATIONAL LABOR RELATIONS BOARD
Union Certification Elections Closed
Maine, 1981-1985

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
1981	33	2,305	2,168	12 ^{1/}	796	726	433	293	21	1,509	1,442	467	924
1982	8	783	642	4 ^{1/}	181	151	141 ^{1/}	10	4	602	491	201	290
1983	24	958	918	15	532	505	312	176	9	426	413	135	262
1984	17	1,147	1,026	6	92	87	67	20	11 ^{1/}	1,055	939	291	648
1985	14	1,218	1,129	3 ^{1/}	20	20	15	4	11 ^{1/}	1,198	1,109	403	646

NATIONAL LABOR RELATIONS BOARD
Decertification Elections Closed
Maine, 1981-1985

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
1981	2	161	-	2 ^{1/}	161	155	84	65	-	-	-	-	-
1982 ^{2/}	1	140	130	1 ^{1/}	140	130	97	33	-	-	-	-	-
1983 ^{2/}	2	22	22	1	19	19	11	8	1	3	3	0	2
1984 ^{2/}	4	349	310	3	199	182	120	62	1	150	128	42	86
1985 ^{2/}	1	38	38	-	-	-	-	-	1	38	38	11	25

WORK STOPPAGES
All Private Sector Industries by Year
Maine, 1981-1985

Year	Stoppages			Workers Involved			Worker Days Idle, Stoppages In Effect During Year	
	Number	Average Duration	In Effect During Year	Beginning in Year	In Effect During Year	Percent of Total Employed	Number	Percent of Estimated Work Time ^{3/}
1981	11	30	13	2,710	2,741	0.8%	12,533	.01%
1982	4	27	5	136	161	*	6,164	.01
1983	7	30	8	3,287	3,313	1.0	69,082	.08
1984	3	14	4	1,204	1,235	0.4	16,741	.02
1985	5	72	5	5,780	5,780	1.5	544,400	.55

*Less than 0.05

1. Includes multi-union election(s).
2. Includes a decertification prior to election.
3. Estimated Work Time is the employment multiplied by the total working days during the year.

Union and association membership in 1985 was 82,621. This is a decrease of 3,519 (4.3%) from the 86,140 of 1984. Most of the decline was in unions which primarily cover the private sector, who lost 2,729 members, nearly 78% of the total loss. This continues a decline which appeared to have been reversed last year.

Since employment continues to rise, particularly in the private sector, the percent of organization continues to decline. The rate for non-Federal workers dropped by more than a percentage point (19.2% to 18.1%) as did the rate for private industry (14.2% down to 13.2%). The public sector rate was down, but this was primarily due to an unexpected increase in employment.

Union Membership
All Workers, By Year,
Maine, 1980-1985

Year	Total Membership	AFL-CIO Unions		Non-Affiliated Unions		Total Labor Force	
		Number	Percent	Number	Percent	Number (thousands)	Percent Organized
1980	84,750	56,750	67.0%	28,121	33.0%	418.3	20.3%
1981	86,908	55,464	63.8	31,444	36.2	419.2	20.8
1982	84,200	53,315	63.3	30,885	36.7	415.5	20.3
1984	86,140	54,321	63.1	31,819	36.9	445.5	19.3
1985	82,621	51,198	62.0	31,423	38.0	453.7	18.2

Union Membership
Non-Federal Workers, By Year
and Ownership,
Maine, 1980-1985

Year	Total Non-Federal			Private Industry			State & Local Government		
	Members	Employment	Percent	Members	Employment	Percent	Members	Employment	Percent
1980	82,208	400.1	20.5%	54,504	335.0	16.3%	27,704	65.1	42.5%
1981	83,511	401.4	20.8	53,553	336.6	15.9	29,958	64.8	46.3
1982	80,301	397.5	20.2	50,218	331.4	15.1	30,083	64.1	47.0
1984	82,104	427.1	19.2	51,198	361.5	14.2	30,906	65.6	47.1
1985	78,890	435.2	18.1	48,469	368.0	13.2	30,421	67.2	45.2

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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. This is the third year for which wage adjustment data is available.

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 month. 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.

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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