

4-1-1988

Labor Relations in Maine 1987

Maine Department of Labor

Maine Bureau of Labor Standards

Maine Research and Statistics Division

Follow this and additional works at: https://digitalmaine.com/bls_docs

Recommended Citation

Maine Department of Labor, Maine Bureau of Labor Standards, and Maine Research and Statistics Division, "Labor Relations in Maine 1987" (1988). *All Bureau of Labor Standards Documents*. 399.
https://digitalmaine.com/bls_docs/399

This Text is brought to you for free and open access by the Bureau of Labor Standards at Digital Maine. It has been accepted for inclusion in All Bureau of Labor Standards Documents by an authorized administrator of Digital Maine. For more information, please contact statedocs@maine.gov.

BUREAU OF LABOR STANDARDS

Research and Statistics Division

LIBRARY USE ONLY**LABOR RELATIONS
IN MAINE 1987**

During 1987, a total of 26 major contracts covering nearly 8,900 workers were negotiated in Maine. Four contracts were still being negotiated at the year's end. A major agreement is defined as one which covers at least 100 workers. There were 74 such contracts in effect during the year, involving almost 36,100 workers. Two of the agreements reached in 1987 were extensions of contracts scheduled to expire in 1988.

The new agreements resulted in an average increase in wages of 1.8 percent for calendar year 1987. The average over the life of these contracts is somewhat higher at 2.3 percent per year. This is a significant "current year" decrease from contracts negotiated in 1986. Last year, new agreements averaged 3.0 percent. Deferred adjustments from these earlier contracts averaged 2.5 percent for 1987 with the same average over the life of the contract.

The number of new agreements with no increase in wages was more than double the 1986 figure. Last year there were only six such contracts; this year, fourteen were signed. Combined with twelve similar contracts from earlier years, there were 26 "no wage change" contracts in effect, covering approximately 15,800 members. Twelve of these contracts did contain bonuses. Three-quarters of the bonuses are for a fixed dollar amount, ranging from \$250 to \$3,000 (average \$950). Two were based on a percentage of earned income and another was based on productivity.

The paper industry, with seven contracts involving 3,716 workers, was the industry with the most activity, followed by construction, with five agreements covering 1,577 workers. Textiles (three agreements covering 789 workers) and lumber & wood (three contracts covering 495 workers) were the only other industries with more than two contracts negotiated.

Looking ahead to 1988, bargaining activity is projected to be about average. There are 30 contracts scheduled for renewal, involving over 15,000 workers. Over one-quarter of the agreements are in the paper industry, with eight contracts involving 2,809 workers.

L12/b.10:ka 112/1987

C.1

Wage Adjustments in Major Collective Bargaining Agreements
in Private Industries, Maine, 1987

	<u>Number</u>	<u>Average 1987 Adjustments</u>	<u>Average Over Life of Contract</u>	<u>1987 Median Adjustment</u>	<u>Estimated Workers Covered</u>
All Contracts	74	+2.2%	2.4%	2.8%	36,082
New Settlements	26	+1.8	2.3	0.0	8,886
Deferred Adjustments	48	+2.5	2.5	3.2	27,196

	<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	74	36,082	26	8,886	48	27,196
No Change (Bonuses)	26 (12)	15,798 (9,261)	14 (5)	4,933 (1,878)	12 (7)	10,865 (7,383)
Increase Under 2 Percent	3	2,276	1	110	2	2,166
2 to Under 3 Percent	6	2,503	2	1,495	4	1,008
3 to Under 4 Percent	13	4,921	2	307	11	4,614
4 to Under 5 Percent	18	6,686	5	1,239	13	5,447
5 Percent or More	4	1,714	2	802	2	912
Still in Negotiations	4	2,184	-	-	4	2,184

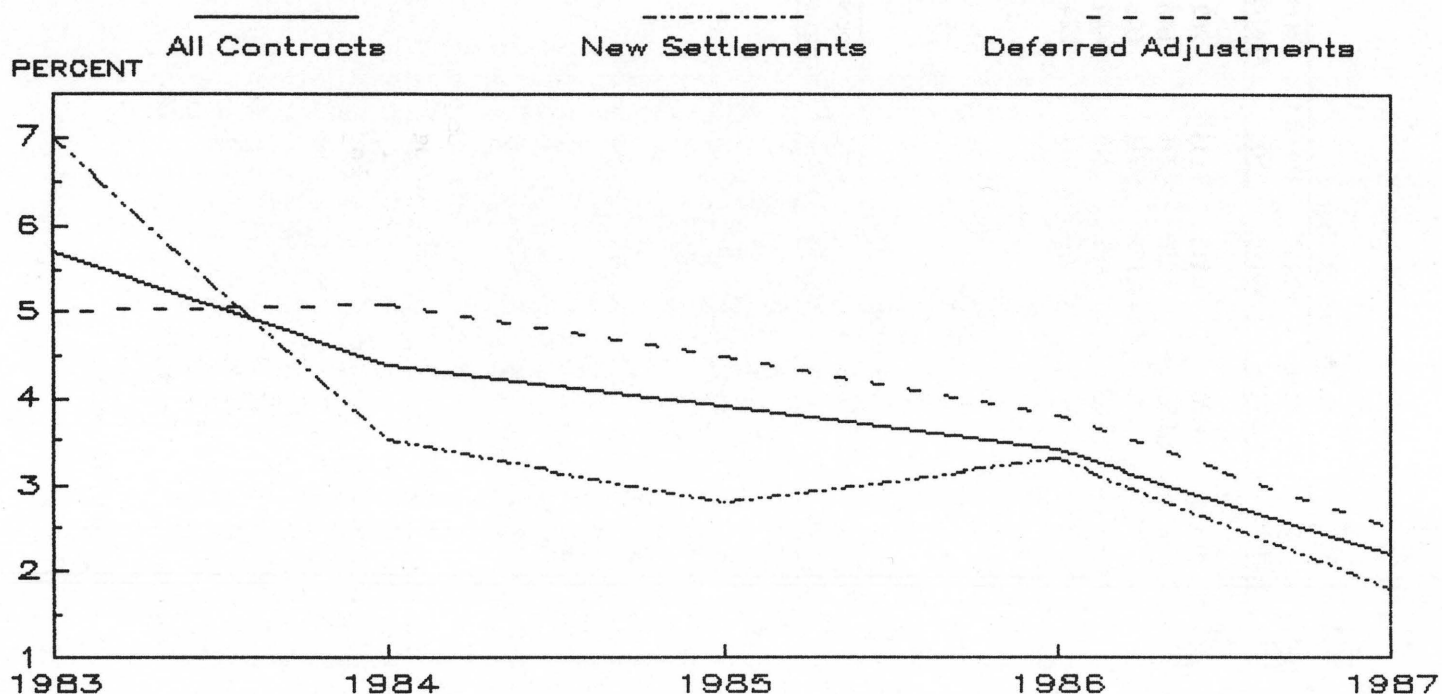
Major Collective Bargaining Agreements
Negotiated 1987 and Scheduled 1988
By Industry

	<u>Negotiated 1987</u>			<u>Scheduled 1988</u>	
	<u>Number</u>	<u>Average Adjustments</u>	<u>Workers</u>	<u>Number</u>	<u>Workers</u>
All Contracts	26	+1.8%	8,886	30	15,045
Construction	5	+2.4	1,577	6	2,631
Manufacturing	20	+1.9	7,181	21	11,206
Food	*	*	*	*	*
Textiles	3	0.0	789	4	909
Apparel	*	*	*	-	-
Lumber & Wood	3	0.0	495	3	576
Paper	7	0.9	3,716	8	2,809
Other Manufacturing	4	4.3	1,421	*	*
Other Industry Divisions	*	*	*	3	1,208

- no data

* suppressed due to confidentiality

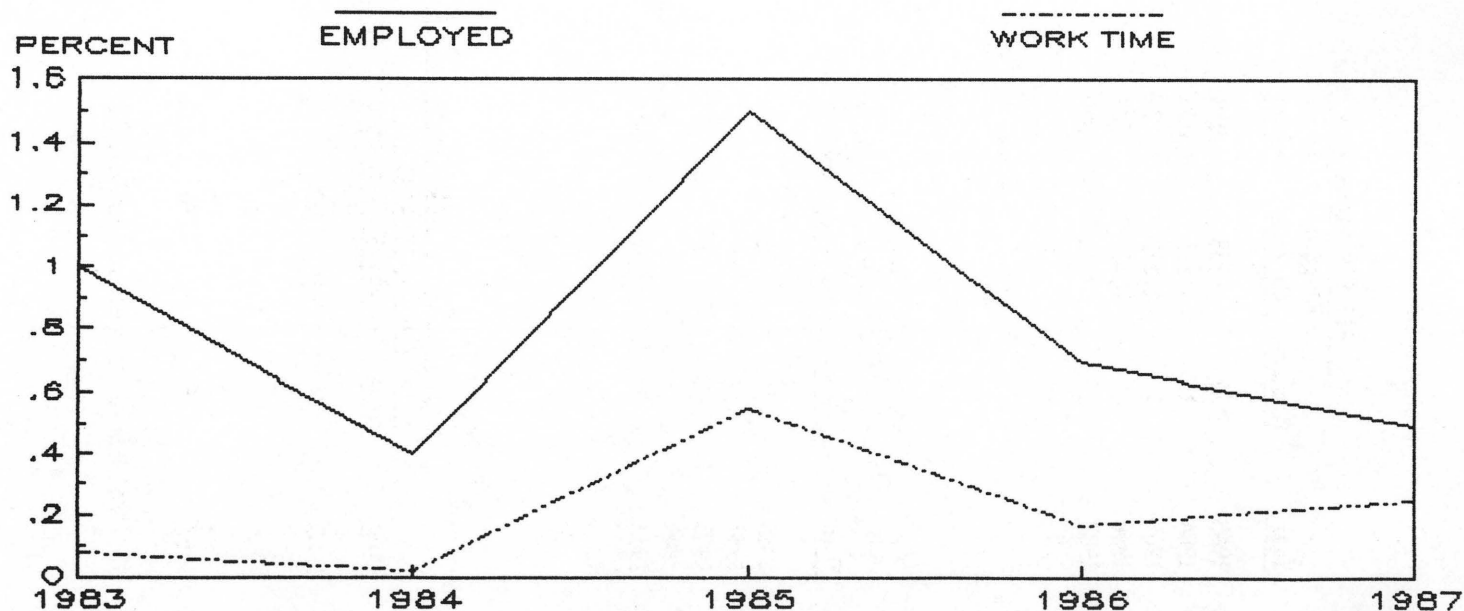
WAGE ADJUSTMENTS IN MAJOR COLLECTIVE BARGAINING
 AGREEMENTS, PRIVATE SECTOR, MAINE, 1983-1987



During 1987 there were five work stoppages in effect, involving 1,935 workers and resulting in an estimated 265,000 idle workdays. Two were still in progress at the end of the year. Only one of the stoppages was related to a major contract. Wage adjustments were the major factor in two cases. Job security, cuts in overtime pay, and safety were other complaints of note.

There were twelve National Labor Relations Board certification elections during 1987. These elections involved 830 workers (only about two percent of the private sector work force). The union won and was certified in eight cases (53 percent), which was about the average of the previous year but much higher than the preceding five years (42 percent). There were no decertification elections held, although one union voluntarily withdrew from representation.

PRIVATE SECTOR WORK STOPPAGES AS A PERCENTAGE OF
 EMPLOYMENT AFFECTED AND WORK TIME LOST, MAINE, 1983-1987



NATIONAL LABOR RELATIONS BOARD
Union Certification Elections Closed
Maine, 1983-1987

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
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	1,055	939	291	648
1985	14	1,218	1,129	3 ^{1/}	20	20	15	4	11	1,198	1,109	403	646
1986	12	1,008	927	7	245	236	164	68	5	763	691	245	444
1987	15	830	689	8	262	257	149	108	7	568	398	124	274

NATIONAL LABOR RELATIONS BOARD
Decertification Elections Closed
Maine, 1983-1987

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
1983	2	22	22	1	19	19	11	8	1	3	3	0	2
1984	4	349	310	3	199	182	120	62	1	150	128	42	86
1985	1	38	38	-	-	-	-	-	1	38	38	11	25
1986	-	-	-	-	-	-	-	-	-	-	-	-	-
1987	1	NA	NA	-	-	-	-	-	(voluntary withdrawal by the union)				

WORK STOPPAGES
All Private Sector Industries by Year
Maine, 1983-1987

Year	Stoppages			Workers Involved			Worker Days Idle, Stoppages In Effect During Year	
	Beginning in Year	Average Duration	In Effect During Year	Beginning in Year	In Effect During Year	Percent of Total Employed	Number	Percent of Estimated Work Time
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
1986	5	54	5	2,528	2,528	0.7	172,667	.17
1987	5	56	5	1,935	1,935	0.5	264,627	.25

1. Includes multi-union election(s). 2. Estimated Work Time is the employment multiplied by the total working days during the year. 3. As of end of year.

Union and association membership in 1987 was 83,011, an increase of 2,163 (+2.7 percent) from the 80,848 figure of 1986. There was an increase in unions which primarily cover the public sector, which gained 692 (2.3 percent) members. This year, however, unions which primarily cover the private sector also showed an increase (1,487 members or 3.2 percent). This is a reverse of a decline which began in 1985. Women comprise almost one-third of the overall union membership, with 67 percent of them belonging to unions which cover state and local governments.

While union membership experienced a modest increase, employment was up 4.5 percent. Therefore, the percent of organized labor continued to drop, down to 16.5 percent from 17 percent. The rate for non-federal workers was 16.5 percent. The rate for private industry experienced a similar decline, dropping from 12.1 percent to 11.7 percent. The public sector rate also experienced a decrease due to an increase in employment which was greater than the increase in membership.

Union Membership
All Workers, by Year,
1982-1987

Year	Total Membership	AFL-CIO Unions		Non-Affiliated Unions		Percent of Labor Force Organized		Percent of Employment Organized	
		Number	Percent	Number	Percent	ME	U.S.*	ME	U.S.*
1982	84,200	53,315	63.3%	30,885	36.7%	16.3	17.8	17.8	21.9
1984	86,140	54,321	63.1	31,819	36.9	15.6	16.1	16.6	19.4
1985	82,621	51,198	62.0	31,423	38.0	14.9	NA	16.6	NA
1986	80,848	49,439	61.2	31,409	38.8	14.4	NA	15.2	NA
1987	83,011	48,810	58.8	34,201	41.2	14.3	NA	14.9	NA

*Union Sourcebook, 1985: Industrial Relations Data Information Services, West Orange, NJ

Union Membership
Non-Federal Workers, by Year,
and Ownership,
Maine, 1982-1987

Year	Total Non-Federal			Private Industry			State & Local Government		
	Members	Employment	Percent	Members	Employment	Percent	Members	Employment	Percent
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
1986	77,103	454.1	17.0	46,558	385.6	12.1	30,545	68.5	44.6
1987	79,282	479.7	16.5	48,045	408.9	11.7	31,237	70.8	44.1

Union Membership
All Workers, by Sex,
Maine, 1987

	Total		Federal		State & Local		Private Sector	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	83,011	100.0%	3,729	100.0%	31,237	100.0%	48,045	100.0%
Male	56,846	68.5	3,083	82.7	13,680	43.8	40,083	83.4
Female	26,165	31.5	646	17.3	17,557	56.2	7,962	16.6

Special Studies

The Research and Statistics Division of the Bureau of Labor Standards has the ability to produce special tabulations and studies of the data elements shown in this publication. Requests for special studies should be made in writing to the Bureau Director. The availability of staff and computer resources may limit the Bureau's response. In addition, there may be charges for cost reimbursement.

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. Wage adjustment data is available beginning with the year 1983.

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

Material in this publication is in the public domain and may, with appropriate credit, be reproduced without permission.

MAINE DEPARTMENT OF LABOR
BUREAU OF LABOR STANDARDS
DIVISION OF RESEARCH AND STATISTICS
State House Station 45, Augusta, Maine 04333

BULK RATE
U.S. POSTAGE
PAID
PERMIT NO. 8
AUGUSTA, MAINE