November 1993

Exhibits to the Statement of Lane Kirkland Before the Commission on the Future of Worker-Management Relations

Lane Kirkland
American Federation of Labor and Congress of Industrial Organizations

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Comments

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EXHIBITS TO THE
STATEMENT OF LANE KIRKLAND, PRESIDENT
AMERICAN FEDERATION OF LABOR AND
CONGRESS OF INDUSTRIAL ORGANIZATIONS

BEFORE THE
COMMISSION ON THE FUTURE OF WORKER-MANAGEMENT RELATIONS

November 8, 1993
Number of Workers (IN MILLIONS)

Full-Time Workers Earning Below the Poverty Level

Source: United States Department of Commerce
Full-Time Workers With Earnings Below Poverty Level

Percentage of Workers

<table>
<thead>
<tr>
<th></th>
<th>White Males</th>
<th>Black Males</th>
<th>White Females</th>
<th>Black Females</th>
<th>Hispanic Males</th>
<th>Hispanic Females</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0.13</td>
<td>0.224</td>
<td>0.236</td>
<td>0.285</td>
<td>0.282</td>
<td>0.37</td>
</tr>
</tbody>
</table>

Source: U.S. Department of Commerce
Eligible Public and Private Sector Workers Covered by a Collective Bargaining Agreement 1992

Percentage of Workers

Public Sector: 60%

Private Sector: 14.50%

Source: Public Employee Department, AFL-CIO; Bureau of Labor Statistics

Percent of Elections

- 90%
- 80%
- 70%
- 60%
- 50%
- 40%
- 30%
- 20%

Unit Size

1 - 50  51 - 100  101 - 500  over 500

Source: Public Employee Department, AFL-CIO; National Labor Relations Board
Public and Private Sector Workers Belonging to Labor Unions

Percentage of Workers


Source: Bureau of Labor Statistics
Representation Election Campaigns in Which Workers Are Unlawfully Discharged

Percentage of Workers Discharged

- 5%
- 10%
- 15%
- 20%
- 25%
- 30%
- 35%

1970 - 74
1975 - 79
1980 - 89
1985 - 89

32%

Source: Lalonde & Meltzer analysis of National Labor Relations Board data
Bargaining Outcomes Where Workers Vote for Representation

- First and Second Contracts Negotiated: 47.10%
- No Second Contract Negotiated: 16.40%
- No Contract Ever Negotiated: 35.40%

Source: Survey by AFL-CIO and Industrial Union Department, AFL-CIO
Growth in the Contingent Workforce

Number of Workers (IN MILLIONS)

<table>
<thead>
<tr>
<th>Year</th>
<th>Workers (Millions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1980</td>
<td>28,500,000</td>
</tr>
<tr>
<td>1992</td>
<td>37,900,000</td>
</tr>
</tbody>
</table>

Source: National Policy Association