

L 2.3.
1702

Dayton & Montgomery Co.
Public Library

SEP 15 1971

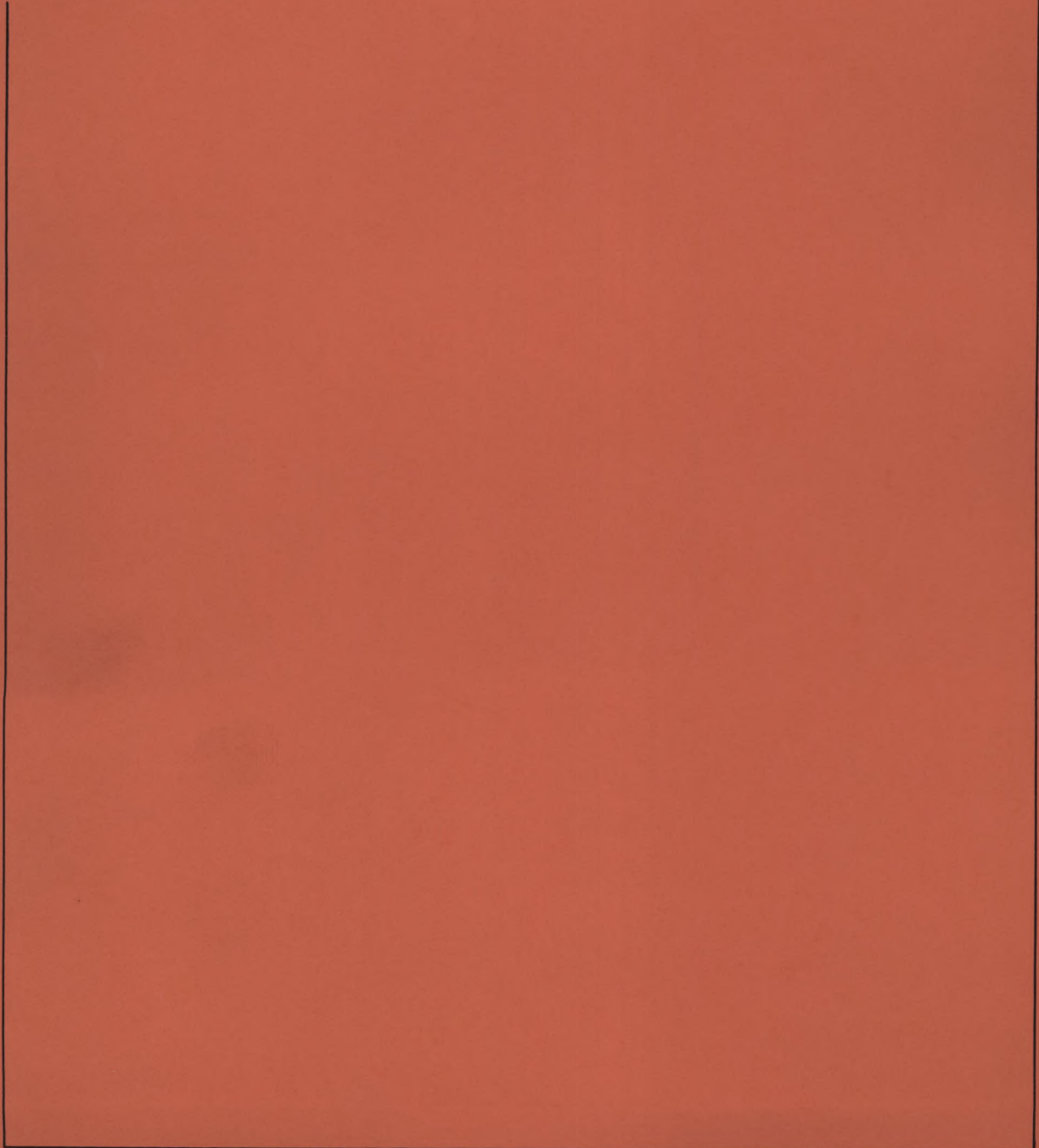
DOCUMENT COLLECTION

Municipal Public Employee Associations

BULLETIN 1702

U. S. DEPARTMENT OF LABOR

Bureau of Labor Statistics



Municipal Public Employee Associations

BULLETIN 1702

U. S. DEPARTMENT OF LABOR
J. D. Hodgson, Secretary

BUREAU OF LABOR STATISTICS
Geoffrey H. Moore, Commissioner

1971



For sale by the Superintendent of Documents, U.S. Government Printing Office
Washington, D.C. 20402 - Price 50 cents
Stock Number 2901-0675

Preface

This bulletin is one of a series of studies by the Bureau of Labor Statistics dealing with public employee collective bargaining and labor relations. The study was carried out, in part, with funds made available by the Labor-Management Services Administration of the Department of Labor.

The Bureau made this study because little is known about municipal public employee associations, and because they have become a factor in city labor relations. Assisted by the International City Management Association, it conducted a mail questionnaire survey to analyze the characteristics and activities of such associations.

This bulletin was prepared in the Division of Industrial Relations, Office of Wages and Industrial Relations, by Ronald W. Glass and the late John David Korpi, under the direction of Leon E. Lunden, Project Director.

Contents

	Page
Chapter I. Introduction	1
Background	1
Scope and method of study	1
Chapter II. Unions and associations in cities	3
Type of organization	3
Government activities	3
Representation by organization	4
Chapter III. Municipal public employee associations. Basic characteristics, growth and structure	6
Basic characteristics	6
Association activities	6
Regional distribution	6
Distribution by city size and metropolitan characteristics	7
Occupational distribution	7
Jurisdiction	7
Civil service coverage	7
Growth and structure of municipal public employee associations	8
Period of organization	8
Membership growth, 1962-68	8
Affiliations	8
Dues structure	9
Chapter IV. Employer-employee relations	10
Recognition	10
Type of documents	10
Frequency of meetings and issues discussed	11
Tables:	
1. Survey scope and responses on employee representation in cities by city size, 1968-69	12
2. Employment in cities responding on employee representation by city size, 1968-69	12
3. Represented and unrepresented employment in cities reporting dealings with unions and associations, by city size, 1968-69	12
4. Represented employment in cities reporting dealings with unions or associations, by type of organization and city size, 1968-69	13
5. Number and percent of cities reporting dealings with unions or associations by government activity and city size, 1968-69	13
6. Employment and represented employment by government activity and city size, 1968-69	14
7. Responses to ICMA and BLS surveys of public employee associations by city size, 1968-69	15
8. Association membership by type of operation and city size, 1968-69	15
9. Municipal public employee associations by region, 1968-69	15

Contents—Continued

Tables—Continued

10. Percent distribution of union membership, estimated government union membership, and membership in municipal public employee associations, 1968-69	15
11. Municipal public employee associations by city size and city type, 1968-69	16
12. Municipal public employee associations by occupational composition, 1968-69	16
13. Municipal public employee associations by jurisdiction, 1968-69	16
14. Municipal public employee association membership by civil service codes or regulations, 1968-69	16
15. Municipal public employee associations by founding dates and city size, 1968-69	17
16. Membership growth of municipal public employee associations by region, 1962-68	17
17. Affiliations of municipal public employee associations by type of operation, 1968-69	18
18. Annual dues for municipal public employee associations by type of operation, 1968-69	18
19. Type of recognition for municipal public employee associations by city size, 1968-69	19
20. Type of documents used to record the results of negotiations by type of recognition, 1968-69	19
21. Frequency of meetings by type of recognition, 1968-69	20
22. Distribution of associations and membership by issues discussed, 1968-69	20
23. Role of municipal public employee associations in grievance cases by type of recognition, 1968-69	20

Appendixes:

A. Supplemental tables	21
B. Municipal public employee associations and membership in standard metropolitan statistical areas, 1968-69	39
C. Employee organizations questionnaire.	41
D. BLS questionnaire	45

Municipal Public Employee Associations

Chapter I. Introduction

Background

During the 1948-68 period, expanding services have resulted in an impressive growth in Federal, State, and local government employment. From 1948 to 1968, public sector employment doubled from 5.9 to 11.8 million. Of this growth, four-fifths, or 5.2 million, was an increase in the number of State and local employees.¹ Increases as dramatic as this do not occur without some dislocations and organizational strains. To settle grievances and to develop a voice on wages and other matters that government employers could resolve, State, county, and city employees moved towards various forms of collective action.

The last half of the 1960's witnessed a remarkable and largely unexpected expansion of labor-management activities at all levels of government. Union membership among government employees increased dramatically and was characterized by labor leaders as the new frontier of union growth. Climaxed by the Post Office Department stoppage early in 1970, government work stoppages moved from a negligible statistic in the early 1960's to one of considerable importance in the later years. At the same time, new laws, executive orders, and legal interpretations granted full or partial collective bargaining rights to government workers.

Many city workers turned to several small unions already in existence. For the 1948-68 period, combined membership for the American Federation of Teachers, the International Association of Fire Fighters, and the American Federation of State, County and Municipal Employees, all AFL-CIO affiliates, more than tripled and rose from 208,000 in 1949 to 662,120 in 1968. Two-thirds of the increase occurred during the 1960's. Thus, the three unions, which had established small footholds before 1960, were able to take advantage of the more receptive collective bargaining environment that subsequently developed. By 1968, membership of the three unions totaled more than four-fifths of all 804,000 union members who were State and local employees.²

However, not all employees seeking collective action turned to unions. Many were already members of local

public employee associations which were concerned, in large measure, with health, welfare, and retirement issues, that is, fraternal and benevolent organizations. The strength of these organizations lay in their knowledge of the inner workings of government, and they often appeared before legislative bodies on behalf of their retired and active members. Although associations, to a large degree, had no practical experience in day-by-day labor-management relations and had rejected such a role in fact, some of their members, nevertheless, turned to them for representation in preference to unions. Many associations, some willingly, some only because of pressure from competing unions, assumed this responsibility and made the transition to near-unions.

Scope and method of study

The Bureau mailed questionnaires to 1,306 public employee associations in 824 cities that reported public employee associations. A mailing list was derived with the cooperation of the International City Management Association (ICMA) from a 2,072 city survey that it had conducted in 1968-69.

Of the 2,072 cities with populations of 10,000 or more surveyed by ICMA, 1,536 having a total municipal employment of 1.2 million responded. Fewer than one-third of the cities (503), accounting for under 10 percent of total employment (111,033), reported they had neither unions nor associations. (See tables 1 and 2.) The remaining two-thirds, or 1,033 cities, the employment of which totaled almost 1.1 million, stated that some or all of their employees were represented by either unions or associations. But only 824 reported

¹ According to preliminary BLS data, growth continued beyond 1968. In 1970 employment reached 12.6 million; all of the increase was accounted for by State and local employment.

² *Directory of National and International Labor Unions in the United States, 1969*, BLS Bulletin 1665. These developments are discussed in detail in an article, "Union Membership Among Government Employees," *Monthly Labor Review*, July 1970, pp. 15-20.

public employee associations. Represented employment, 775,197, amounted to 71 percent of all workers in the 1,033 cities reporting unions or associations and 64 percent of employees in all 1,536 responding cities. (See table 3.) (See appendix C for sample questionnaire.)

Responses came to the Bureau from 927, or 71 percent, of the 1,306 associations in 584, or 71.5 percent, of the 824 cities. Of the 927 associations, 185 were engaged in neither legislative nor representation activities for public employees. No attempt was made to resolve the discrepancies between the responses of the city managers and the later responses of the associations. In some cases, conceivably, associations had an informal

relationship with the city. Therefore, they were uncertain of their legal status, and preferred to claim no role rather than jeopardize the existing relationship. All associations replying in the manner described were considered outside the scope of the study.

An additional 40 organizations replied that they were unions and not associations, and thus, were excluded from the study. Finally, 40 questionnaires were incomplete or otherwise unusable. The remaining 662 associations, scattered over 438 cities and having a combined membership of over one-quarter million, form the basis of the analysis in chapters III and IV. (See appendix D for sample questionnaire.)

Chapter II. Unions and Associations in Cities

The ICMA survey elicited responses from 1,536 cities having a total municipal employment of 1.2 million. (See tables 1 and 2.) Two-thirds (1,033) of the cities reported that some or all their employees belonged to a public employee association or union. These accounted for almost 1.1 million municipal employees. The remaining one-third (503) reported no associations or unions.

Represented employment, 775,197, amounted to 71 percent of all employees in the 1,033 cities reporting associations or unions and 64 percent of employees in the 1,536 responding cities. (See table 3.) The closeness of these two proportions reflects the small population and low employment totals for cities reporting no unions and associations.

The proportion of representation to total employment varied by size of city from a low of 25 percent for cities of 10,000 to 25,000 to a high of 93 percent for cities of a million or more. No city that reported unions or associations had fewer than 43 or more than 63 percent of its employees organized. The 64-percent average for all cities exceeded the averages for each city size except for those having populations of 1 million or more: New York City, Los Angeles, Philadelphia, and Detroit.³ These cities had 51 percent of all represented employees and, therefore, influenced the all-cities average in an upward direction. (See table 1.)

Type of organization

Of 1,033 municipalities reporting some or all employees represented, in 485, or 47 percent, the organizations were exclusively either unions in 209 cities or associations in 276 cities. (See table 4.) These cities, however, were generally small—hence, low in total employment and in representation. Most employees worked in the remaining municipalities that had both unions and associations. Although only 53 percent, or 548, of the 1,033 cities reporting representation had both types of organizations, these cities accounted for 91 percent of all represented workers. Representation in the four large cities influenced, but was not critical to, the findings.⁴

Overall, unions were reported in almost three-fourths, or 757, of the 1,033 cities that had organizations; associations in almost four-fifths, or 824.⁵

Government activities

The questionnaire requested information on eight distinct activities generally carried out by municipalities: Police and fire protection, public works, public utilities, public health and hospitals, noninstructional educational staff, parks and recreation, and public welfare. The proportion of cities that reported representation within each activity varied widely, but cities most often reported employee organization in police protection, fire protection, and public works, less often in parks and recreation and public utilities, and least often in the remaining activities. (See table 5.) Among the last, organization among non-instructional educational staff and public health and hospital workers appeared low because, in many instances, their activities fall outside the jurisdiction of the municipal government and are instead the responsibility of separate agencies.

A high proportion of cities of 500,000 inhabitants or more reported employee organizations in each activity. Proportions dropped significantly in smaller cities. Except for police and fire protection and to a lesser extent public works, representation was relatively low in all size groups and gave some indication of the general organizing direction that unions and associations seem to be taking.

The ranking of government activities by the proportion of employees represented differed in some respects from the ranking by the proportion of cities reporting

³ In its original mailing, the ICMA included two additional cities—Chicago and Houston—but neither responded to the questionnaire.

⁴ If the four largest cities were eliminated from the study, the proportion of cities that had both unions and associations would remain unchanged and the percentage of total represented employment in such cities would drop less than 10 percentage points, from 91.3 percent to 82.4 percent.

⁵ Unfortunately, the questionnaire and responses precluded a specific allocation of represented employees to each type of organization; hence, a comparison of relative strength could not be made.

organization by unions or associations. Where fewer than 40 percent of the cities reported organization in specific activities, the percent of employees represented, in all cases, was markedly higher:

Government activity	Proportion of cities reporting unions or associations	Proportion of total employees represented
Police protection	82.7	73.7
Fire protection	76.2	82.1
Public works	60.1	52.3
Parks and recreation	39.8	47.8
Public utilities	32.0	55.7
Public health and hospitals	11.0	58.8
Noninstructional educational staff	8.3	58.8
Public welfare	5.9	71.4
All other activities	39.5	66.5

Again, larger cities exerted an upward influence upon the proportions of employees represented, especially those of 250,000 or more. (See table 6.) Police protection and fire protection continued to have the largest percentages of workers represented in most city sizes. Public welfare, because of its almost total organization in cities of 1 million and over⁶ replaced public works in third place. Organization in all activities was almost complete in cities of this size. Significant numbers of workers in all activities, in cities of 250,000 to 1 million, however, still remain to be organized. Although proportions in cities below this size as a rule drop significantly, in many cities employees are relatively few and scattered and could discourage organizing efforts of unions and associations.⁷ But in national totals and proportions, organization by unions and associations is established firmly in each activity.

Representation by organization

As was noted earlier, 757 cities reported unions and 824 cities reported public employee associations. The responding cities were asked to indicate those unions and associations that represented their employees. The results reveal that, in the cities studied, a number of unions are well represented, predominantly the International Association of Fire Fighters (IAFF) and the American Federation of State, County and Municipal Employees, both affiliates of the AFL-CIO. Among associations, only the Fraternal Order of Police had affiliates in a large number of cities, but additional unions and associations reported as follows:

Employee organizations	Cities reporting unions or associations
All cities	1,033
Unions: ¹	
Fire Fighters	579
State, County and Municipal Employees	344
Teamsters	98
Building trades unions, except Laborers	55
Laborers	40
Service Employees	37
Other unions	129
Associations:	
Fraternal Order of Police	375
Other associations	525

¹ The number of cities reporting representation and the number of local unions reported by each international union are not comparable because some unions have locals also at Federal, State, and county government levels and others in private industry; some cities have more than 1 local union of the parent organization; and some local unions have jurisdiction over more than 1 neighboring city.

In the view of city managers reporting, therefore, many municipal public employee associations already are shifting from benevolent and fraternal activities to representation for labor-management relations.

Each union or association has developed individual patterns of organization of government activities. The State, County, and Municipal Employees (AFSCME), for example, represented employees in all activities, but most frequently in public works, parks and recreation, and public utilities. The Teamsters (IBT) were found most often in public works; and building trades unions were about evenly divided between public works and public utilities. The Laborers (LIUNA) and Service Employees' (SEIU) were in public works as well. Associations other than the Fraternal Order of Police (FOP) were reported in all activities—and in some, in significant numbers, including police and fire protection, public works, and parks and recreation. (See appendix tables A-1 to A-9 for details on the kinds of government activities which particular unions and associations have organized.)

In a similar manner, each government activity had its own pattern of representation by union or association. The FOP clearly dominated in police protection, but

⁶ These four cities account for almost three-fifths of total employment (57.9 percent) in this activity.

⁷ A note of caution: The unorganized proportions are perhaps higher than these data reveal, on the assumption that, in most cases, the 536 cities which did not respond to the survey questionnaire did not deal with employee organizations. However, over two-thirds of the nonreporting cities were in the smallest size group and, therefore, few employees would probably be added to the organizing potential.

other associations—such as associations of police chiefs, police sergeants, police benevolent groups, etc.—also were involved. Moreover, the AFSCME, has a small, but by no means insignificant presence. Among fire fighters, the major organization is the IAFF, and to a lesser extent, local associations of firemen, fire chiefs,

etc. (See appendix tables A-10 to A-18—to review the same city data in terms of activities.)

For the remaining activities, the AFSCME was frequently the representative, but never to the exclusion of other organizations, especially municipal public employee associations. (See appendix tables A-12 to A-18.)

Chapter III. Municipal Public Employee Associations Basic Characteristics, Growth and Structure

The Bureau received responses from 927 public employee associations in 589 cities. Of the 927 associations responding, 185 were engaged in neither legislative nor representation activities. An additional 40 organizations replied that they were unions, and thus, were excluded from the study. Forty questionnaires were incomplete or otherwise unusable. The remaining 662 associations in 438 cities had a combined membership of over one-quarter of a million. They form the basis of the analysis in this chapter. (See table 7.)

Basic characteristics

Association activities. Over three-fifths, or 415 of the associations studied, involving more than four-fifths of the total membership, or 223,933, were engaged in legislative activities and, at the same time, represented city employees in collective bargaining situations on wages and working conditions. (See table 8.) In essence, these associations not only represented employees in dealings with management but also appeared before law-making bodies on civil service or related personnel matters, activities which parallel those of unions of government employees.

Until the recent growth of collective bargaining in city government, the dominant activity of local associations and unions for a long time had been legislative. Lacking a formal labor-management procedure or communications channel, employee organizations were left with no alternative but to lobby to achieve their goals. In the case of associations, these objectives related only to part of the whole range of collective bargaining issues that concerned unions. For example, associations petitioned lawmakers to improve retirement provisions, the civil service status of city employees, etc., but, in general, did little about day-to-day problems at the workplace.

About 210 associations represented city employees only on wages, hours, working conditions and grievances, etc., and worked directly with city officials. None of these associations reported that they were engaged in legislative activities, but their negative response,

to a degree, is questionable. Conceivably, they have no planned legislative program at present; however, given the nature of public employment, possibly they would become involved in proposing, supporting, or opposing bills if the interests of their members were at stake.

A small minority of respondents (37) limited their activity to representing city employees before legislative bodies and excluded direct dealings with supervisors and other city officials. The overwhelming majority of their members were in five associations headquartered in cities of 250,000 or more. One represented utilities workers in a major city; it had been operating in the traditional legislative area for more than 30 years and received no dues from its members. The other four were associations of policemen largely created to lobby for pension and civil service reforms.⁸

Regional distribution. Associations were concentrated in three regions—the Middle Atlantic, East North Central, and Pacific States. Only the Pacific and Middle Atlantic regions reported large numbers of members representing almost 54 percent of all associations and 82 percent of all association members. (See table 9.) California (205 reporting associations) and New York (82), contributed heavily to this regional polarity. Only one other State, Michigan, showed a significant concentration, 61 associations, but membership was relatively low.

Regional patterns for association membership, total union membership, and estimated government union membership are similar—where one is low, so are the others, and vice versa. (See table 10.) However, certain differences appear within these patterns. For one, total union membership and estimated government union membership follow each other closely and, as a rule, their proportions do not vary importantly. However, in the South Atlantic States, for reasons not readily apparent, the proportion in government unions exceeds that in all unions by a considerable margin.

⁸ For a general discussion, see J. Joseph Lowenberg, "Policemen and Firefighters" in Seymour Wolfbein, ed., *Emerging Sectors of Collective Bargaining*, Braintree, Mass., D. H. Mark, 1970, p. 146.

Association membership follows the same general pattern as the two union measures except for the East and West North Central States, where the ratio of association members is markedly lower than the other two. Where the proportion of union and estimated government union membership was low, association membership was lower; and where the first two measures were high, the North Central States excepted, association membership was much higher.

Distribution by city size and metropolitan characteristics. Not surprisingly, associations and their membership are distributed at opposite limits. The largest number of associations are concentrated in cities under 100,000, and constitute almost three-quarters of all associations in this study's scope. (See table 11.) On the other hand, cities of 500,000 inhabitants or more accounted for slightly more than one-tenth of all associations, but more than one-half of all association members. These larger cities employ numerically greater staffs and consequently have fewer, but larger, associations. Associations also exist in smaller municipalities, but their membership, relative to that for all associations, is low. From an organizer's viewpoint, larger cities offer not only greater organizing potential, but also economy of size, in that the organizer may concentrate his energies for maximum results. Recruiting of members and maintaining an organization is a costly undertaking, often not covered by monthly dues payments.

Most associations confined their activities to one city. (See table 11.) In some instances, they also represented some members from smaller jurisdictions bordering on the city. Ten associations, mostly police organizations, were active in more than one city within this study's scope. Six of the 10 involved associations in smaller cities located in nonmetropolitan areas.

Most cities in the survey were part of standard metropolitan statistical areas (SMSA's)—i.e., the city or cities with which associations were dealing and the surrounding areas were economically and socially integrated and had a combined area population of at least 50,000. Under this definition, over four-fifths of the associations were in metropolitan areas, as were almost nine-tenths of the membership. (See table 11.) In total, 116 SMSA's incorporated the 662 associations, but only four SMSA's

contained substantial numbers of associations or membership. With one exception, these conformed with the east coast—west coast pattern noted earlier; in this case, the west coast dominated:⁹

In total, the four SMSA's accounted for 28.7 percent of the associations and 53.5 percent of their total membership.

Occupational distribution. Almost half, or 47.0 percent, of the members of associations were policemen or firemen, followed by professional, technical and clerical employees, and then by blue-collar workers. (See table 12.) The proportions would differ markedly, especially for professional, technical, and blue-collar workers, if city-related special districts, such as school districts, had been surveyed. The low proportion for blue-collar employees stems first from the historical development of associations which focused on protective occupations and white-collar employees, and second from the traditional efforts by unions to organize craft workers.

Two-thirds of the associations, having 49 percent of all members, covered only a single occupation, again predominantly policemen. (See table 12.) Of the 110 associations having members in all three occupational groups, 96 were in cities having a population of fewer than 100,000. In smaller cities, separate associations for different categories of employees would be less practical than a citywide employees association which would then have sufficient membership to be a viable organization.

Jurisdiction. Eighty-eight percent or 580 municipal public employee associations were made up of only city employees; other jurisdictions supplied the remaining members, who were over one-fifth of total members. (See table 13.) Most of these were in closely associated units—county governments and school districts—which shared interests or had similar activities to those of city employees. A few were employed by special districts having separate taxing or revenue authorizations, such as port or water authorities, or by the Federal Government. One percent worked for private employers.

Civil service coverage. Civil service systems were designed to prevent political abuses of government workers and to see that jobs went to qualified applicants. Independent civil service commissions established rules and procedures governing, for example, hiring and firing, promotions, and the settlement of grievances. Over three-fourths of the associations reported some or all of their membership were covered by civil service regulations; over four-fifths of all members held civil service positions. (See table 14.) In fact, almost two-thirds of the associations and about three-fourths of all

SMSA	Associations	Membership
Total	190	141,408
Los Angeles—Long Beach, Calif	60	35,284
New York, N.Y	48	53,162
San Francisco—Oakland, Calif	42	45,982
Detroit, Mich	40	6,980

⁹ See appendix B for a complete listing of the 116 SMSA's.

members were in organizations reporting 100-percent civil service coverage.

On the other hand, civil service systems, although well-established, were by no means universal. About 35 percent, or 233, reported that some or all employees were not covered, of which 151 reported no coverage or did not respond to the Bureau's question.¹⁰ Most associations in this latter category were in cities having populations under 100,000. Conceivably, smaller cities with low employment levels have as yet not adopted independent civil service systems. Eighty-two associations also reported varying proportions of their members outside the civil service system. In some cases, this exception results from the deliberate exclusion of certain groups of workers from an existing system, for example, secretarial and clerical staff to major city executives. Among association members themselves are some who have reached high management levels in municipal administration, but who have retained association membership, and are perhaps active in the organization.

Growth and structure of municipal public employee associations

Period of organization. Of the 662 associations in the study, all but 50 reported the year in which they were founded. Of the 612 responding, most were formed after World War II and more than one-third, or 215, during the last decade. (See table 15.) Only 12 percent or 73 existed in 1929. By 1939, another 84 or over eight a year had been established compared with over 10 a year in the 1940's, over 15 in the 1950's, and over 21 in the 1960's. Well over half, or 351, were established between 1950 and 1968.¹¹

For all city size groups, stirrings during the 1950's and the dispersion of representation rights in the 1960's, trickling down from the Federal Government to State and local jurisdictions, affected the growth in the number of associations. In cities of 10,000 to 25,000, for example, almost half the reporting associations were established during the 1960's, and almost two-thirds during the 1950's and 1960's. (See table 15.) Similar proportions exist for cities of 1 million or more, and slightly smaller ratios for other city size groups as associations proliferated. The scope of the present study prevented the development of any information, however, on the factors that affected the growth of associations.¹²

Membership growth, 1962-68. Questionnaire responses on membership in 1962 and in 1968 show that association membership, as well as the number of associations, increased from 1962 to 1968. For the 460 organizations reporting membership for both years, almost 54,000 workers, or more than 28 percent, were

added to the rolls. (See table 16.) By comparison, the growth rate for the same period was lower for total union membership (15.1 percent) and substantially higher for government union membership (75.9 percent).¹³ Although the Pacific States contributed substantially to the growth, its 18.5-percent rate of growth fell below the 28.7-percent general rate for all reporting associations. The 40.3-percent growth in the Middle Atlantic States was substantially greater than the national average. These results suggest that the Pacific region, the largest in total membership, is stabilizing, and the focus of activity is shifting toward the Middle Atlantic area, which, for the moment, at least, appears the more dynamic.¹⁴

Affiliations. Approximately three-fifths of the associations reported that they were affiliated with organizations of like associations, either on a Statewide or national basis. (See table 17.) The latter was particularly true for associations of policemen, which accounted for nearly two-thirds of all associations that reported affiliations.

To some degree, affiliations—police and other—stem from earlier days when prohibitions on collective bargaining with city employers were the rule. Associations, at that time, took their cases directly to State and municipal legislative bodies. Consolidated, larger voices were more likely to be heard than a number of smaller, disparate voices. Hence, affiliations took place for common, continuing legislative purposes: Working conditions, civil service procedures, retirement, etc. The only group of associations to report a low affiliation frequency were those which performed representation functions exclusively, in direct contact with city officials. (See table 17.) Of the 142 associations that reported no affiliations, 77 had been founded in 1962 or later—during a period of growing acceptance of collective bargaining with municipal employers.

Aggregate data give the number of associations reporting affiliations with larger organizations. However,

¹⁰ Often a "no response" is likely to mean "do not have."

¹¹ No information is available on the number of associations in existence during these periods. The above data refer only to founding dates of organizations functioning at the time of this survey.

¹² Speculations cannot be answered (1) that associations which developed before 1960 did not include employee representation functions, but adopted these activities after the establishment of city collective bargaining rights; (2) that associations which developed since 1960 were established specifically to represent public employees at the bargaining table; and (3) that associations established during the 1950's and 1960's were developed to offset the growth of municipal unions.

¹³ "Union Membership among Government Employees," *op. cit.*, p. 16.

¹⁴ Possibly, enabling legislation and administrative orders have occurred more often in the Middle Atlantic than in the Pacific area. Hence, the greater growth in the East.

data on these parent bodies and their relative importance are inconclusive, because some questionnaire responses indicate an unknown number of associations which had multiple affiliations but did not report each one. Thus, an association belonging to an intrastate group and to a statewide organization as well might have reported only one affiliation. For this reason, data below the aggregate level may be understated and the relative importance of groups of affiliates might differ if reporting had been more complete.

Among police organizations, Statewide police groups and the national Fraternal Order of Police (FOP) were particularly prominent. In total membership, statewide police groups were more important than the FOP. Affiliates of the FOP were in 22 States, largely east of the Mississippi, Statewide police organizations were reported in 12 States, primarily in New York (the Police Conference of New York, Inc.), Wisconsin (the Wisconsin Professional Policemen's Association), and California (the Peace Officers Research Association of California). Among associations reporting affiliation with State police organizations, 10 also reported an alliance with the International Conference of Police Associations (ICPA).¹⁵ (See table 17.) Firemen association affiliations were relatively rare, since these employees had long been preempted by a trade union, the International Association of Fire Fighters (AFL-CIO).

Among firemen's associations and associations other than policemen's, the only significant cluster of organizations reporting involved statewide alliances of State, county, and municipal employees. (See table 15.) Two State organizations alone accounted for 68 of the 76 affiliations, namely, the California League of City Employee Associations and the New York Civil Service Employees Association, Inc. Below the State level, a number of coordinating councils referred to specific in-State areas—in scope, a city (e.g., the Des Moines Municipal Joint Council), a greater metropolitan area (e.g., the Bay Area Public Employees Coordinating Council), or a county (e.g., the Los Angeles County Employees Association).¹⁶

National affiliations were cited infrequently. Besides the International Conference of Police Associations and the Fraternal Order of Police, affiliations were reported with the American Nurses Association and the National Federation of Licensed Practical Nurses.¹⁷

Dues structure. Dues are the major source of operating revenue for associations. When associations participated only in legislative and benevolent activities, dues levels could remain low. Lawmaking sessions of State, county, and city legislative bodies often lasted for only a few months each year, and associations, therefore, required few, if any, full-time staff. On the other hand, day-to-day representation of city employees, plus annual or biennial negotiations, require a year-round professional staff and more income. Although most associations studied were involved in employee representation, annual dues reported were nominal. (See table 18.) As associations added employee representation to their existing activities, (a) adjusting dues levels to operating needs may have lagged; or (b) representation activities at the time of the survey may have been modest. Also, members who are full-time city employees may do a great deal of the work and receive no compensation from their associations.

By comparison, a study by the National Industrial Conference Board noted that two-thirds of those national unions establishing dues minimums in their constitutions (amounts above the minimum could be set at local union option) required payments of \$3 to \$5 a month.¹⁸ Only 106, or fewer than one-fifth, of the 600 associations in this study reported annual dues of \$30 or more, or less than \$3 a month. (See table 18.) Dues for most associations, in fact, fell well below \$30. Most associations having only legislative activities requested less than \$20 in yearly dues. Most of the associations having dues of \$30 or more were policemen and firemen groups. Associations made up of blue-collar and manual crafts tended toward the lower end of the scale.

¹⁵ Two additional associations reported only affiliation with ICPA.

¹⁶ In early 1971, the officers of the Los Angeles County Employees Association approved, subject to membership ratification, affiliation with the Service Employees International Union (AFL-CIO).

¹⁷ The number of municipally employed registered nurses belonging to the ANA is understated, because ANA subordinate bodies were unable to separate and report the number of nurses in city employment from those in private, nonprofit hospitals.

¹⁸ Edward R. Curtin, "Union Initiation Fees, Dues and Per Capita Tax," *Conference Board Record*, August 1967, p. 9. Since 1967, union convention reports of dues and per capita tax increases indicate that, if restudied, this dues range would move to a higher level.

Chapter IV. Employer-Employee Relations

Recognition

The degree of recognition accorded to local associations largely depends upon the law governing labor-management relations in each city. According to a recent study . . . "The majority of States do not have statutes encouraging employee organization or providing machinery for regularizing public labor-management relationships."¹⁹ However, "there has been a significant trend in the past decade in the States toward accepting employee organizations . . ." ²⁰ In its questionnaire, the Bureau asked responding associations to define the kind of recognition that it had received from city government. Almost 60 percent, or 393, involving nearly 65 percent of the total membership, reported that they had been granted formal recognition—that is, recognition by law, executive order, or some other administrative promulgation. (See table 19.) Such recognition generally connotes an enduring, relatively firm relationship, usually accompanied by legal requirements to meet and confer or to negotiate agreements or other bilateral documents.

The proportion of associations having formal recognition appears high because questionnaires were sent only to organizations designated by city management as having a relationship with the city. Associations in municipalities in which no relationship—formal or informal—exists as yet, if included, would diminish the proportion, but to what degree is unknown.

Except for those in cities of 250,000 to 500,000, over 50 percent of the associations in each city-size group reported formal recognition. Cities of 1 million inhabitants or more, where labor relations machinery usually is better established than in smaller cities, had a higher incidence of formal recognition than other city-size groups (81.1 percent of all associations and 72.1 percent of members).

Type of documents

The results of negotiations in the private sector are transcribed into a collective bargaining agreement. Subsequent questions of interpretation and application are resolved through the grievance and arbitration procedure. Although management may assert certain functions as belonging solely to it, in practice such "management

rights" may be circumscribed by specific agreement provisions.

In the public sector, where legislative and executive branches in many cities retain a strong conviction concerning the sovereignty of government, the type of document carrying the results of negotiation varies, from the bilateral collective bargaining agreement to a variety of unilaterally promulgated documents. In many of the latter, however, unions and associations exert a strong influence.

Of the 662 associations in the study, 531, covering four-fifths of the membership, reported that the results of their meetings or negotiations had been reduced to some bilateral or unilateral written form. (See table 20.) Virtually every association having formal recognition indicated the results of negotiations were recorded in written documents; informally recognized associations were significantly less successful, but still, a clear majority indicated written documents. Most frequently, associations reported a written agreement—this occurred in two-fifths of the 531 reporting associations, covering almost half the members in reporting associations. However, unilateral ordinances and personnel regulations each applied to more members. Written agreements were a rarity among informally recognized associations,²¹ and unilateral documents in relative abundance, as might be expected.

Seven out of 10 associations had a single written document with city management; most frequently, for formally recognized associations, they were written agreements, but for informally recognized groups, they were about evenly divided between personnel regulations and memoranda of understanding. (See appendix table A-19.) Although fewer associations reported more than one type of document, these applied to over two-thirds of the membership. Of particular interest were those formally recognized organizations reporting written agreements or two other documents or more. Presumably, in

¹⁹ Joseph P. Goldberg, "Changing Policies in Public Employee Labor Relations," *Monthly Labor Review*, July 1970, p. 5.

²⁰ *Ibid.*

²¹ Indeed, where they were reported there might have been some confusion between the definition of an agreement and a memorandum of understanding to which these associations contributed.

some cities, certain issues are not formally subject to negotiations and, hence, cannot be included in a collective bargaining agreement. In other situations designated issues likely are reserved to a legislative body and result in the issuance of ordinances, while others come within the jurisdiction of city executives and result in personnel regulations and similar promulgations.

Associations in cities of 500,000 or more accounted for 12.4 percent of all associations reporting written documents, but because of larger city employment and hence, large association membership, represented 51.8 percent of all members. (See appendix tables A-20 and A-21.) Most associations with written documents were reported in cities having populations of 10,000 to 100,000, and surprisingly a large number reported written bilateral agreements only, or in combination with other documents, especially where the association had received formal recognition. However, cities of 1 million or more represented most of the members under written agreements alone or in combination with other documents. In cities of 500,000 to 1 million, associations so far have had little success in negotiating bilateral agreements, even where they are formally recognized.

Frequency of meetings and issues discussed

In private industry where provisions for labor-management relations committees have been negotiated, parties meet regularly to discuss problems in the bargaining unit. Some evidence of this kind of activity was noted in Federal agreements.²² As a rule, however, unions and Federal agencies held meetings irregularly, usually to discuss problems in their relationship. Associations indicated some held regular labor-management meetings, but more often these meetings were irregular.²³ (See table 21.) Only 13 percent of the 611 associations, or 22.2 percent of the members replying to the question about meetings, held regular meetings.

The issues discussed between associations and city officials did not differ markedly from those for unions in private industry. Pay ranked first, then working con-

ditions and fringe benefits, and then a series of items listed in the Bureau's questionnaire, all reported (except for discharges) by at least half of the associations. Although there may have been some propensity to check off all items, since the questionnaire requested a check for any issues that "have been or may be discussed with supervisors or officials," the broad response still remains an indicator of an experience in labor-management affairs. It is not a response, however, of the depth or quality of that experience.

Interestingly, 492 associations had discussed grievance procedures with supervisors or officials, and 583 had participated in the city's grievance system. (See tables 22 and 23.) The difference probably stems from separate grievance systems under municipal civil service which the associations had not negotiated, but had been assigned a role along with the grievant. Of the 583 associations reporting, only 36 responded that they had no role in the grievance procedure, almost two-thirds of which were associations having informal recognition. Four-fifths of the associations, incorporating nine-tenths of the membership in responding organizations, affirmed an active role in the system—i.e., representing the aggrieved. Members in associations with formal recognition were more likely to have their association represent them in grievance hearings than members in associations with informal recognition. Seven out of 10 of such informally recognized organizations, however, still reported that they represented the grievant; yet, the incidence of associations in this group which played passive roles—i.e., acting as observers or only being notified of the outcome of the hearings—was higher than in formally recognized associations.

²² *Collective Bargaining Agreements in the Federal Service, Late Summer, 1964*, BLS Bulletin 1451, 1965, pp. 49-50.

²³ The meetings referred to occurred for reasons other than for contract negotiations. No information was developed on frequency of meetings.

Table 1. Survey scope and responses on employee representation in cities by city size, 1968-69

City size	Cities in survey	Cities responding	Cities reporting dealings with unions and associations		Cities reporting no dealings with unions and associations	
			Number	Percent of cities responding	Number	Percent of cities responding
Total -----	2,072	1,536	1,033	67.2	503	32.8
1,000,000 and over -----	6	4	4	100.0	-	-
500,000-1,000,000 -----	21	19	19	100.0	-	-
250,000-500,000 -----	27	24	23	95.8	1	4.2
100,000-250,000 -----	96	76	61	80.2	15	19.8
50,000-100,000 -----	232	197	171	86.8	26	13.2
25,000-50,000 -----	477	366	287	78.4	79	21.6
10,000-25,000 -----	1,213	850	468	55.0	382	45.0

Table 2. Employment in cities responding on employee representation by city size, 1968-69

City size	Employment				
	Cities responding	Cities reporting dealings with unions and associations		Cities reporting no dealings with unions and associations	
		Number	Percent of cities responding	Number	Percent of cities responding
Total -----	1,207,446	1,096,413	90.8	111,033	9.2
1,000,000 and over -----	427,084	427,084	100.0	-	-
500,000-1,000,000 -----	213,827	213,827	100.0	-	-
250,000-500,000 -----	86,949	82,305	94.7	4,644	5.3
100,000-250,000 -----	141,341	115,926	82.0	25,415	18.0
50,000-100,000 -----	120,267	105,810	88.0	14,457	12.0
25,000-50,000 -----	111,429	90,420	81.1	21,009	18.9
10,000-25,000 -----	106,549	61,041	57.3	45,508	42.7

12

Table 3. Represented and unrepresented employment in cities reporting dealings with unions and associations, by city size, 1968-69

City size	Cities reporting dealings with unions and associations						
	Total	Represented employment			Unrepresented employment		
		Number	Percent of cities reporting dealings	Percent of cities responding ¹	Number	Percent of cities reporting dealings	Percent of cities responding ¹
Total -----	1,096,413	775,197	70.7	64.2	321,216	29.3	26.6
1,000,000 and over -----	427,084	397,169	93.0	93.0	29,915	7.0	7.0
500,000-1,000,000 -----	213,827	116,983	54.7	54.7	96,844	45.3	45.3
250,000-500,000 -----	82,305	54,837	66.6	63.1	27,468	33.4	31.6
100,000-250,000 -----	115,926	67,420	58.2	47.7	48,506	41.8	34.3
50,000-100,000 -----	105,810	64,237	60.7	53.4	41,573	39.3	34.6
25,000-50,000 -----	90,420	47,564	52.6	42.7	42,856	47.4	38.5
10,000-25,000 -----	61,041	26,987	44.2	25.3	34,054	55.8	32.0

¹ See table 2 for employment in cities responding.

Table 4. Represented employment in cities reporting dealings with unions or associations, by type of organization and city size, 1968-69

City size	Cities reporting dealings with unions or associations							
	Total		Type of organization					
			Unions only		Associations only		Unions and associations	
	Number	Employees represented	Number	Employees represented	Number	Employees represented	Number	Employees represented
Total -----	1,033	775,197	209	27,336	276	39,378	548	708,483
1,000,000 and over -----	4	397,169	-	-	-	-	4	397,169
500,000-1,000,000 -----	19	116,983	2	7,094	-	-	17	109,889
250,000-500,000 -----	23	54,837	1	640	2	6,273	20	47,924
100,000-250,000 -----	61	67,420	7	4,623	3	3,221	51	59,576
50,000-100,000 -----	171	64,237	23	4,582	38	11,816	110	47,839
25,000-50,000 -----	287	47,564	60	5,981	68	9,984	159	31,599
10,000-25,000 -----	468	26,987	116	4,416	165	8,084	187	14,487

13

Table 5. Number and percent of cities reporting dealings with unions or associations, by government activity and city size, 1968-69

City size	Cities reporting dealings with unions or associations	Government activities ¹																	
		Police protection	Percent of cities reporting	Fire protection	Percent of cities reporting	Public works	Percent of cities reporting	Public utilities	Percent of cities reporting	Public health and hospitals	Percent of cities reporting	Education (non-instructional)	Percent of cities reporting	Parks and recreation	Percent of cities reporting	Public welfare	Percent of cities reporting	All other occupational functions	Percent of cities reporting
		Number of cities	deals	Number of cities	deals	Number of cities	deals	Number of cities	deals	Number of cities	deals	Number of cities	deals	Number of cities	deals	Number of cities	deals	Number of cities	deals
Total -----	1,033	854	82.7	787	76.2	621	60.1	331	32.0	114	11.0	86	8.3	411	39.8	61	5.9	408	39.5
1,000,000 and over -----	4	4	100.0	4	100.0	4	100.0	3	75.0	4	100.0	1	25.0	4	100.0	2	50.0	4	100.0
500,000-1,000,000 -----	19	17	89.5	19	100.0	17	89.5	11	57.9	9	47.4	5	26.3	13	68.4	4	21.1	13	68.4
250,000-500,000 -----	23	21	91.3	23	100.0	16	69.6	13	56.5	10	43.5	2	8.7	16	69.6	3	13.0	17	73.9
100,000-250,000 -----	61	58	95.1	61	100.0	49	80.3	32	52.5	26	42.6	16	26.2	44	72.1	11	18.0	43	70.5
50,000-100,000 -----	171	150	87.7	155	90.6	121	70.8	60	35.1	24	14.0	16	9.4	95	55.6	17	9.9	91	53.2
25,000-50,000 -----	287	239	83.3	235	81.9	182	63.4	95	33.1	23	8.0	20	7.0	132	46.0	18	6.3	113	39.4
10,000-25,000 -----	468	365	78.0	290	62.0	232	49.6	117	25.0	18	3.8	26	5.6	107	22.9	6	1.3	127	27.1

¹ Government activities are grouped by departments and include both primary and support personnel; for example, police protection includes uniformed police personnel and nonuniformed personnel.

Table 6. Employment and represented employment by government activity and city size, 1968-69

City size	All responding cities	Employment in—								
		Police protection			Fire protection			Public works		
		Total, all responding cities	Represented employment	Percent of all responding cities	Total, all responding cities	Represented employment	Percent of all responding cities	Total, all responding cities	Represented employment	Percent of all responding cities
Total	1,207,446	186,124	137,132	73.7	125,824	103,299	82.1	173,302	90,561	52.3
1,000,000 and over	427,084	52,524	52,001	99.0	21,321	21,205	99.5	20,787	18,460	88.8
500,000-1,000,000	213,827	32,696	22,511	68.8	21,600	20,340	94.2	33,650	20,396	60.6
250,000-500,000	86,949	15,921	13,115	82.4	13,488	12,558	93.3	19,714	10,530	53.4
100,000-250,000	141,341	21,245	13,572	63.9	18,915	14,864	78.6	27,541	11,210	40.7
50,000-100,000	120,267	22,602	15,711	69.5	19,807	16,077	81.2	25,692	13,548	52.7
25,000-50,000	111,429	20,285	12,092	59.6	17,077	12,310	72.1	23,281	10,522	45.2
10,000-25,000	106,549	20,851	8,130	39.0	13,616	5,945	43.7	22,637	5,895	26.0
		Public utilities			Public health and hospitals			Educational (noninstructional)		
Total		132,311	73,671	55.7	87,524	51,431	58.8	69,162	40,659	58.8
1,000,000 and over		60,328	44,083	73.1	35,112	33,028	94.1	24,789	22,789	91.9
500,000-1,000,000		19,065	12,110	63.5	23,044	9,210	40.0	14,629	6,000	41.0
250,000-500,000		5,544	3,362	60.6	5,083	1,907	37.5	2,893	2,075	71.7
100,000-250,000		13,943	5,844	41.9	8,923	4,282	48.0	14,277	5,157	36.1
50,000-100,000		10,912	3,252	29.8	3,337	794	23.8	3,593	2,183	60.8
25,000-50,000		9,811	2,839	28.9	6,682	1,550	23.2	5,137	1,455	28.3
10,000-25,000		12,708	2,181	17.2	5,343	660	12.4	3,844	1,000	26.0
		Parks and recreation			Public welfare			All other activities		
Total		58,824	28,251	47.9	27,676	19,764	71.4	346,699	230,429	66.5
1,000,000 and over		12,584	11,550	91.8	16,040	16,015	99.8	183,599	178,038	97.0
500,000-1,000,000		9,833	3,876	39.4	7,485	2,327	31.1	51,825	20,213	39.0
250,000-500,000		6,794	3,869	56.9	870	436	50.1	16,642	6,985	42.0
100,000-250,000		9,811	3,282	33.5	1,340	332	24.8	25,346	8,877	35.0
50,000-100,000		8,033	3,168	39.4	893	371	41.5	25,398	9,133	36.0
25,000-50,000		6,347	1,788	28.2	736	271	36.8	22,073	4,737	21.5
10,000-25,000		5,422	718	13.2	312	12	3.8	21,816	2,446	11.2

Table 7. Responses to ICMA and BLS surveys of public employee associations by city size, 1968-69

City size	ICMA ¹ survey cities reporting public employee associations	BLS survey				
		Total responses		Usable responses ²		
		Cities	Associations	Cities	Associations	Association members
Total -----	824	589	927	438	662	264,366
1,000,000 and over -----	4	4	66	4	53	86,876
500,000-1,000,000 -----	17	14	40	10	25	59,763
250,000-500,000 -----	22	19	28	15	24	17,749
100,000-250,000 -----	54	47	80	38	55	24,822
50,000-100,000 -----	148	119	174	96	134	19,507
25,000-50,000 -----	227	162	245	133	194	16,892
10,000-25,000 -----	352	224	284	142	167	9,259
Intercity -----	-	-	10	-	10	29,498

¹ International City Management Association.

² All subsequent tabulations are based upon usable responses. The Bureau did not attempt to weight the responses to account for all 1,306 questionnaires mailed out because, to the Bureau's knowledge, these 1,306 associations designated by city managers do not constitute a complete list of all such organizations.

Table 8. Association membership by type of operation and city size, 1968-69

City size	Total		Type of operation ¹					
			Legislative only		Representation only		Both	
			Associations	Members	Associations	Members	Associations	Members
Total -----	662	264,366	37	19,930	210	20,503	415	223,933
1,000,000 and over -----	53	86,876	2	14,200	19	1,260	32	71,416
500,000-1,000,000 -----	25	59,763	1	1,805	1	17	23	57,941
250,000-500,000 -----	24	17,749	2	1,159	6	3,546	16	13,044
100,000-250,000 -----	55	24,822	3	411	13	2,753	39	21,658
50,000-100,000 -----	134	19,507	3	465	35	3,904	96	15,138
25,000-50,000 -----	194	16,892	8	419	70	5,701	116	10,772
10,000-25,000 -----	167	9,259	16	1,238	65	3,305	86	4,716
Intercity -----	10	29,498	2	233	1	17	7	29,248

¹ Respondents answered "yes" or "no" to the questions: (1) Does your organization participate in legislative activities (i.e., seeking legislative support, sponsoring legislation) on bills or proposals pertaining to public employees?, and (2) Does your organization, as one of its primary functions, represent public employees on wages, working conditions, or grievances, etc., in direct dealings or meetings with supervisors or officials?

NOTE: See footnote 2, table 7.

15

Table 9. Municipal public employee associations by region, 1968-69

Region ¹	Associations		Members	
	Number	Percent	Number	Percent
Total -----	662	100.0	264,366	100.0
New England -----	70	10.5	6,008	2.2
Middle Atlantic -----	140	21.1	101,253	38.3
East North Central -----	141	21.2	19,642	7.4
West North Central -----	17	2.5	1,610	.6
South Atlantic -----	24	3.6	9,549	3.6
East South Central -----	16	2.4	3,611	1.4
West South Central -----	13	2.0	2,983	1.1
Mountain -----	24	3.6	4,302	1.6
Pacific -----	217	32.8	115,408	43.6

¹ The regions in this study include: New England—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic—New Jersey, New York, and Pennsylvania; East North Central—Illinois, Indiana, Michigan, Ohio, and Wisconsin; West North Central—Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; South Atlantic—Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; East South Central—Alabama, Kentucky, Mississippi, and Tennessee; West South Central—Arkansas, Louisiana, Oklahoma, and Texas; Mountain—Arizona, Colorado, Idaho, Montana, New Mexico, Nevada, Utah, and Wyoming; and Pacific—Alaska, California, Hawaii, Oregon, and Washington.

NOTE: See footnote 2, table 7.

Table 10. Percent distribution of union membership, estimated government union membership, and membership in municipal public employee associations, 1968-69

Region	Percent distribution of—		
	Union membership 1968: All industries ¹	Estimated union membership 1968: Government employees ²	Membership in municipal public employee associations, 1968-69 ³
All states -----	100.0	100.0	100.0
New England -----	5.4	7.5	2.2
Middle Atlantic -----	25.2	22.7	38.3
East North Central -----	26.3	20.4	7.4
West North Central -----	7.2	7.8	.6
South Atlantic -----	8.5	13.0	3.6
East South Central -----	3.9	4.0	1.4
West South Central -----	4.6	7.1	1.2
Mountain -----	2.6	3.4	1.6
Pacific -----	14.9	11.0	43.6
Nonclassifiable -----	1.3	3.0	

¹ Derived from data presented in the Directory of National and International Labor Unions in the United States, 1969 (BLS Bulletin 1665).

² Derived from data presented in Harry P. Cohany and Lucretia M. Dewey "Union Membership Among Government Employees," Monthly Labor Review, July 1970.

³ See footnote 2, table 7.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 11. Municipal public employee associations by city size and city type, 1968-69

City size	City type					
	Total		Standard metropolitan statistical areas ¹		Nonmetropolitan areas	
	Associa-tions	Members	Associa-tions	Members	Associa-tions	Members
Total	662	264,366	533	234,968	129	29,398
1,000,000 and over	53	86,876	53	86,876	-	-
500,000-1,000,000	25	59,763	25	59,763	-	-
250,000-500,000	24	17,749	24	17,749	-	-
100,000-250,000	55	24,822	55	24,822	-	-
50,000-100,000	134	19,507	134	19,507	-	-
25,000-50,000	194	16,892	139	11,649	55	5,243
10,000-25,000	167	9,259	99	5,270	68	3,989
Intercity	10	29,498	4	9,332	6	20,166

¹ To be defined as a standard metropolitan statistical area, a city must (1) have 50,000 or more inhabitants or, (2) be contiguous to another city of no fewer than 15,000 inhabitants, and form with that city, for general economic and social purposes, a single community with a combined population of 50,000.

NOTE: See footnote 2, table 7.

Table 12. Municipal public employee associations by occupational composition, 1968-69

Occupational composition	Associa-tions	Members	Percent
Total	662	264,366	100.0
Policemen or firemen	347	106,967	40.4
Professional, technical and clerical only	78	20,118	7.6
Blue-collar or manual crafts only	18	2,478	0.9
Policemen or firemen, professional, technical, clerical, blue-collar or manual crafts	110	69,240	26.1
Professional, technical, clerical, policemen or firemen	56	7,333	2.7
Professional, technical, clerical, blue-collar or manual crafts	48	56,959	21.5
Policemen or firemen, blue-collar or manual crafts	5	1,271	(¹)
Total ²	662	264,366	100.0
Policemen and firemen	518	124,282	47.0
Professional, technical, and clerical	292	80,916	30.6
Blue-collar or manual crafts	181	59,168	22.3

¹ Less than 0.5 percent.

² Nonadditive.

NOTE: See footnote 2, table 7.

Table 13. Municipal public employee associations by jurisdiction, 1968-69

Jurisdiction	Associations	Membership
Total	662	264,366
City only	580	179,425
City and state	2	312
City and county	16	5,069
City, state, county	18	7,154
City, school district	18	39,709
City, special districts ¹	11	6,683
City and private	1	27
City, county, school district	1	3,832
City, state, private	2	94
City, county, special districts ¹	1	280
City, state, county, school district	1	1,310
City, county, school district, special districts ¹	1	18,000
City, state, county, private	1	181
City, state, county, special districts ¹	9	2,290
Total ²	662	264,366
City	662	206,529
County	48	36,471
School district	21	11,824
Special districts ¹	22	6,967
State	33	2,506
Private	4	69

¹ Includes members working for port, water, and transit authorities and some Federal Government members.

² Nonadditive.

NOTE: See footnote 2, table 7.

Table 14. Municipal public employee association membership by civil service codes or regulations, 1968-69

Percent covered by civil service codes or regulations	Associations	Members covered	Members not covered
Total	662	231,600	32,766
100 percent	429	190,248	-
90 and under 100 percent	34	11,733	811
80 and under 90 percent	14	23,716	4,317
70 and under 80 percent	12	3,936	1,388
50 and under 70 percent	13	968	623
Under 50 percent	9	999	2,760
None covered or reported	151	-	22,867

NOTE: See footnote 2, table 7.

Table 15. Municipal public employee associations by founding dates and city size, 1968-69

City size	Total	Founding dates								
		1890-99	1900-09	1910-19	1920-29	1930-39	1940-49	1950-59	1960-69	Not reported
Total -----	662	8	15	23	27	84	104	136	215	50
1, 000, 000 and over-----	53	2	2	1	2	4	8	11	22	1
500, 000-1, 000, 000 -----	25	1	5	1	2	3	2	2	7	2
250, 000-500, 000 -----	24	-	-	1	-	4	6	3	7	3
100, 000-250, 000 -----	55	1	1	3	6	10	7	12	14	1
50, 000-100, 000 -----	134	2	4	8	6	17	22	34	31	10
25, 000-50, 000 -----	194	1	3	6	4	29	30	45	59	17
10, 000-25, 000 -----	167	-	-	3	7	15	26	28	74	14
Intercity -----	10	1	-	-	-	2	3	1	1	2

NOTE: See footnote 2, table 7.

17

Table 16. Membership growth of municipal public employee associations by region, 1962-68

Region	Associa- tions	1968 members	1962 members	Membership growth 1962-68	
				Members	Percent
Total -----	460	241, 665	187, 843	53, 822	28. 7
New England -----	32	4, 032	3, 107	925	29. 8
Middle Atlantic -----	106	94, 442	67, 338	27, 104	40. 3
East North Central -----	86	16, 293	13, 893	2, 400	17. 3
West North Central -----	13	1, 346	1, 010	336	33. 3
South Atlantic -----	18	8, 641	6, 022	2, 619	43. 5
East South Central -----	15	3, 560	1, 890	1, 670	88. 4
West South Central -----	9	2, 320	1, 314	1, 006	80. 7
Mountain -----	18	3, 567	2, 606	961	36. 9
Pacific -----	163	107, 464	90, 663	16, 801	18. 5

NOTE: See footnote 2, table 7.

Table 17. Affiliations of municipal public employee associations by type of operation, 1968-69

Affiliation	Total		Type of operation					
			Legislative only		Representation only		Both	
	Associa- tions	Members	Associa- tions	Members	Associa- tions	Members	Associa- tions	Members
Total -----	662	264,366	37	19,930	210	20,503	415	223,933
Associations reporting affilia- tions -----	397	169,662	32	8,206	68	6,581	297	154,875
Police affiliations -----	259	89,283	30	8,047	20	893	209	80,343
Fraternal Order of Police (FOP) -----	113	25,410	19	2,330	2	84	92	22,996
Police benevolent associa- tions -----	20	2,808	1	60	1	116	18	2,632
State police associations -----	113	47,682	8	3,784	14	501	91	43,397
Other police associa- tions ¹ -----	13	13,383	2	1,873	3	192	8	11,318
State firemen affiliations -----	22	1,388	2	159	10	561	10	668
Affiliations of state, county, and municipal employees -----	91	61,062	-	-	27	4,504	64	56,558
Statewide associations -----	76	48,149	-	-	20	2,998	56	45,151
Intrastate associations -----	15	12,913	-	-	7	1,506	8	11,407
Affiliations of nurses -----	11	4,651	-	-	5	325	6	4,326
Licensed Practical Nurses American Nurses Associa- tion -----	1	3,000	-	-	-	-	1	3,000
Other occupational affilia- tions ² -----	10	1,651	-	-	5	325	5	1,326
Other occupational affilia- tions ² -----	14	13,278	-	-	6	298	8	12,980
No affiliation or none reported -----	265	94,704	5	11,724	142	13,922	118	69,058

¹ Includes 11 intrastate police associations and 2 associations affiliated only with the International Conference of Police Associations (ICPA). 10 additional associations reported affiliations with the ICPA and also with a Statewide association included under State police associations.

² All affiliations included are at the local, regional, or state level and are concerned with specific occupations such as public school custodians and educational secretaries. Also included were 2 associations which reported multiple affiliations.

NOTE: See footnote 2, table 7.

18

Table 18. Annual dues for municipal public employee associations by type of operation, 1968-69

Annual dues	Total		Type of operation					
			Legislative only		Representation only		Both	
	Associa- tions	Members	Associa- tions	Members	Associa- tions	Members	Associa- tions	Members
Total -----	662	264,366	37	19,930	210	20,503	415	223,933
Total reporting dues information --	600	248,449	36	8,930	175	18,208	389	221,361
Less than \$5.00 -----	63	5,569	4	670	33	2,450	26	2,449
\$5.00-\$9.99 -----	132	17,892	14	1,146	35	3,578	83	13,168
\$10.00-\$14.99 -----	173	42,675	10	488	52	7,481	111	34,706
\$15.00-\$19.99 -----	37	28,755	2	1,819	8	1,940	27	24,996
\$20.00-\$24.99 -----	56	41,644	5	1,607	14	767	37	39,270
\$25.00-\$29.99 -----	33	25,182	-	-	6	531	27	24,651
\$30.00-\$39.99 -----	38	20,063	1	3,200	10	511	27	16,352
\$40.00-\$49.99 -----	15	9,254	-	-	3	80	12	9,174
\$50.00 and over -----	53	57,465	-	-	14	870	39	56,595
No dues or none reported -----	62	15,867	1	11,000	35	2,295	26	2,572

NOTE: See footnote 2, table 7.

Table 19. Type of recognition for municipal public employee associations by city size, 1968-69

City size	Total		Type of recognition				No reply ¹	
			Formal		Informal			
	Associa- tions	Members	Associa- tions	Members	Associa- tions	Members	Associa- tions	Members
Total	662	264,366	393	171,352	224	72,370	45	20,644
1,000,000 and over.....	53	86,876	43	62,652	7	10,015	3	14,209
500,000-1,000,000	25	59,763	18	37,088	6	20,870	1	1,805
250,000-500,000	24	17,749	12	5,424	10	11,166	2	1,159
100,000-250,000	55	24,822	32	15,929	20	8,482	3	411
50,000-100,000	134	19,507	87	13,270	42	5,391	5	846
25,000-50,000	194	16,892	102	8,591	82	7,825	10	476
10,000-25,000	167	9,259	94	4,633	54	3,121	19	1,505
Intercity	10	29,498	5	23,765	3	5,500	2	233

¹ Included 37 associations with 19,930 members that did not engage in employee representation activities and 8 associations with 714 members that failed to reply.

NOTE: See footnote 2, table 7.

19

Table 20. Type of documents used to record the results of negotiations by type of recognition, 1968-69

Document	Total		Type of recognition				No recognition reported	
			Formal		Informal			
	Associa- tions	Members	Associa- tions	Members	Associa- tions	Members	Associa- tions	Members
Total	662	264,366	393	171,352	224	72,370	45	20,644
Association reporting: ¹								
Negotiations results recorded ..	531	213,321	385	170,483	146	42,838	-	-
Written agreement	216	101,752	202	99,061	14	2,691	-	-
Memoranda of understanding	123	39,950	73	32,286	50	7,664	-	-
Ordinances	186	115,066	116	82,100	70	32,966	-	-
Personnel regulations	164	145,734	108	117,562	56	28,172	-	-
Other documents ²	59	69,690	37	61,932	22	7,758	-	-
No document reported	86	30,401	8	869	78	29,532	-	-
No recognition reported ³	45	20,644	-	-	-	-	45	20,644

¹ Nonadditive. Many associations reported more than 1 type of document. (See appendix table A-19 for additive distribution.)

² Principal among "Other" were: Minutes of meetings with mayors and city councils; city council policy statements; city policy manuals, and civil service rules.

³ See footnote 1, table 19.

NOTE: See footnote 2, table 7.

Table 21. Frequency of meetings by type of recognition, 1968-69

Meeting frequency	Total		Type of recognition				No reply ¹	
			Formal		Informal			
	Associations	Members	Associations	Members	Associations	Members	Associations	Members
Total	662	264,366	393	171,352	224	72,370	45	20,644
Associations reporting meeting frequency	611	242,680	390	170,570	221	72,110	-	-
Regularly	79	53,920	58	45,765	21	8,155	-	-
Irregularly	522	167,967	324	105,176	198	62,791	-	-
Regularly and irregularly	10	20,793	8	19,629	2	1,164	-	-
No reply	51	21,686	3	782	3	260	45	20,644

¹ See footnote 1, table 19.

NOTE: See footnote 2, table 7.

Table 22. Distribution of associations and membership by issues discussed, 1968-69

Issues discussed	Associations	Members
Total	662	264,366
Associations reporting issues discussed	619	243,060
Pay matters	604	239,928
Working conditions	537	234,420
Fringe benefits	550	220,230
Grievance procedures	492	213,943
Job classifications	413	184,418
Promotions or promotion policy	332	160,579
Discharges	293	152,441
Other matters ¹	24	8,036
No reply ²	43	21,306

¹ Includes discrimination, legislation, civil service systems, disciplinary trials, and civilian review hearings.

² Includes 37 associations with 19,930 members that did not engage in employee representation activities and 6 associations with 1,376 members that failed to list issues discussed.

NOTE: See footnote 2, table 7.

Table 23. Role of municipal public employee associations in grievance cases by type of recognition, 1968-69

Role	Total		Type of recognition				No recognition reported ¹	
			Formal		Informal			
	Associations	Members	Associations	Members	Associations	Members	Associations	Members
Total	662	264,366	393	171,352	224	72,370	45	20,644
Associations reporting grievance role	583	237,618	376	167,065	207	70,553	-	-
Represent aggrieved	478	211,458	328	162,253	150	49,205	-	-
Act as an observer	61	17,610	31	3,576	30	14,034	-	-
Be notified of outcome	8	844	4	392	4	452	-	-
No role	36	7,706	13	844	23	6,862	-	-
No response to grievance question	34	6,104	17	4,287	17	1,817	-	-
No recognition reported	45	20,644	-	-	-	-	45	20,644

¹ See footnote 1, table 19.

Appendix A. Supplemental tables

A-1 through A-18, employee organization by government activity and city size, 1968-69.

A-19 through A-21, type of documents used to record results of negotiations by type of recognition and city size, 1968-69.

Table A-1. Cities with employees represented by the International Association of Fire Fighters (AFL-CIO), by government activity, 1968-69

City size	Total cities reporting unions or associations	Total cities reporting IAFF	Activity	
			Police protection	Fire protection
Totals	1,033	579	1	578
1,000,000 or more	4	4	-	4
500,000-1,000,000	19	18	-	18
250,000-500,000	23	20	-	20
100,000-250,000	61	51	-	51
50,000-100,000	171	119	-	119
25,000-50,000	287	169	-	169
10,000-25,000	468	198	1	197

Table A-2. Cities with employees represented by the American Federation of State, County and Municipal Employees (AFL-CIO), by activity, 1968-69

City size	Total cities reporting unions or associations	Total cities reporting AFSCME	Activity								
			Police protection	Fire protection	Public works	Public utilities	Public health and hospitals	Education (non-instructional)	Parks and recreation	Public welfare	All other activities
Totals	1,033	344	68	18	300	152	47	50	190	26	154
1,000,000 and over	4	4	-	-	4	3	3	1	4	2	4
500,000-1,000,000	19	14	2	1	10	7	6	3	8	3	9
250,000-500,000	23	13	3	2	12	8	5	1	10	2	11
100,000-250,000	61	28	8	-	23	16	6	8	21	6	21
50,000-100,000	171	71	12	2	67	30	9	9	45	5	34
25,000-50,000	287	99	20	4	88	42	10	11	63	8	40
10,000-25,000	468	115	23	9	96	46	8	17	39	-	35

NOTE: Nonadditive. Many cities reported unions in more than 1 activity.

Table A-3. Cities with employees represented by the International Brotherhood of Teamsters (Ind.), by activity, 1968-69

City size	Total cities reporting unions or associations	Total cities reporting IBT	Activity								
			Police protection	Fire protection	Public works	Public utilities	Public health and hospitals	Education (non-instructional)	Parks and recreation	Public welfare	All other activities
Totals	1,033	98	14	6	74	27	8	4	30	4	25
1,000,000 or more	4	2	-	-	2	2	2	-	-	1	2
500,000-1,000,000	19	8	-	-	7	4	2	1	4	-	3
250,000-500,000	23	7	1	1	6	1	-	-	3	-	2
100,000-250,000	61	12	-	-	9	4	1	-	6	-	4
50,000-100,000	171	14	1	1	11	3	2	2	5	2	4
25,000-50,000	287	24	3	2	16	5	-	-	5	-	4
10,000-25,000	468	31	9	2	23	8	1	1	7	1	6

NOTE: Nonadditive. Many cities reported unions in more than 1 activity.

Table A-4. Cities with employees represented by Building Trades Unions, by activity, 1968-69

City size	Total cities reporting unions or associations	Total cities reporting building trades unions	Activity							
			Fire protection	Public works	Public utilities	Public health and hospitals	Education (nonin-structional)	Parks and recreation	Public welfare	All other activities
Total -----	1,033	55	1	42	36	4	5	17	1	19
1,000,000 or more -----	4	3	-	3	1	2	1	3	1	3
500,000-1,000,000 -----	19	6	-	6	6	2	2	5	-	3
250,000-500,000 -----	23	8	-	7	5	-	1	3	-	4
100,000-250,000 -----	61	9	-	7	3	-	1	2	-	4
50,000-100,000 -----	171	8	-	7	3	-	-	-	-	2
25,000-50,000 -----	287	3	-	1	2	-	-	-	-	2
10,000-25,000 -----	468	18	1	11	16	-	-	4	-	1

NOTE: Nonadditive. Many cities reported unions in more than 1 activity.

23

Table A-5. Cities with employees represented by the Laborers' International Union of North America (AFL-CIO), by activity, 1968-69

City size	Total cities reporting unions or associations	Total cities reporting LIUNA	Activity							
			Police protection	Fire protection	Public works	Public utilities	Public health and hospitals	Education (nonin-structional)	Parks and recreation	All other activities
Total -----	1,033	40	2	1	34	12	3	3	11	12
1,000,000 or more -----	4	1	-	-	-	-	-	-	-	1
500,000-1,000,000 -----	19	7	-	-	6	4	2	2	3	3
250,000-500,000 -----	23	2	-	-	2	1	-	-	2	1
100,000-250,000 -----	61	5	-	-	3	-	1	-	2	1
50,000-100,000 -----	171	2	1	-	1	1	-	-	-	-
25,000-50,000 -----	287	9	-	-	8	2	-	1	4	1
10,000-25,000 -----	468	14	1	1	14	4	-	-	-	5

NOTE: Nonadditive. Many cities reported unions in more than 1 activity.

Table A-6. Cities with employees represented by the Service Employees International Union (AFL-CIO), by activity, 1968-69

City size	Total cities reporting unions or associations	Total cities reporting SEIU	Activity								
			Police protection	Fire protection	Public works	Public utilities	Public health and hospitals	Education (nonin-structional)	Parks and recreation	Public welfare	All other activities
Totals -----	1,033	37	2	1	27	13	8	6	15	1	16
1,000,000 or more -----	4	3	-	-	3	-	3	1	1	-	3
500,000-1,000,000 -----	19	8	-	-	7	3	2	2	4	-	3
250,000-500,000 -----	23	1	-	-	-	-	-	1	-	-	-
100,000-250,000 -----	61	5	1	-	2	2	1	1	3	-	4
50,000-100,000 -----	171	5	-	-	4	3	-	-	2	-	2
25,000-50,000 -----	287	7	-	1	4	1	-	-	2	1	2
10,000-25,000 -----	468	8	1	-	7	4	2	1	3	-	2

NOTE: Nonadditive. Many cities reported unions in more than 1 activity.

24

Table A-7. Cities with employees represented by other unions, by activity, 1968-69

City size	Total cities reporting unions or associations	Total cities reporting other unions	Activity								
			Police protection	Fire protection	Public works	Public utilities	Public health and hospitals	Education (nonin-structional)	Parks and recreation	Public welfare	All other activities
Totals -----	1,033	129	21	17	49	59	11	7	23	5	37
1,000,000 or more -----	4	3	-	-	3	2	2	1	2	1	2
500,000-1,000,000 -----	19	6	1	2	3	3	3	3	2	2	4
250,000-500,000 -----	23	2	-	-	1	1	-	-	-	-	1
100,000-250,000 -----	61	24	-	3	8	9	3	2	5	-	9
50,000-100,000 -----	171	20	3	2	4	7	3	-	2	2	6
25,000-50,000 -----	287	38	7	4	13	20	-	-	5	-	5
10,000-25,000 -----	468	36	10	6	17	17	-	1	7	-	10

NOTE: Nonadditive. Many cities reported unions in more than 1 activity.

Table A-8. Cities with employees represented by the Fraternal Order of Police, by activity, 1968-69

City size	Total cities reporting unions or associations	Total cities reporting FOP	Activity			
			Police protection	Fire protection	Public health and hospitals	All other activities
Total	1,033	375	373	2	1	2
1,000,000 or more	4	2	2	-	-	-
500,000-1,000,000	19	8	8	-	-	1
250,000-500,000	23	10	10	-	-	-
100,000-250,000	61	27	27	-	1	-
50,000-100,000	171	65	65	-	-	-
25,000-50,000	287	96	94	2	-	-
10,000-25,000	468	167	167	-	-	1

NOTE: Nonadditive. Some cities reported more than 1 activity.

Table A-9. Cities with employees represented by other associations, by activity, 1968-69

City size	Total cities reporting unions or associations	Total cities reporting other associations	Activity								
			Police protection	Fire protection	Public works	Public utilities	Public health and hospitals	Education (non-instructional)	Parks and recreation	Public welfare	All other activities
Total	1,033	525	420	224	226	114	65	39	193	35	230
1,000,000 or more	4	3	2	1	3	1	3	1	3	1	3
500,000-1,000,000	19	11	11	5	6	4	3	3	5	1	5
250,000-500,000	23	17	11	7	9	8	7	1	9	1	10
100,000-250,000	61	38	26	15	15	13	18	9	18	5	19
50,000-100,000	171	95	72	37	49	23	12	7	49	12	53
25,000-50,000	287	151	126	68	67	29	14	10	57	10	67
10,000-25,000	468	210	172	91	77	36	8	8	52	5	73

NOTE: Nonadditive. Many cities reported more than 1 activity.

Table A-10. Membership affiliation of police protection employees, 1968-69

City size	Cities reporting unions or associations (A)	Cities reporting organized police protection employees (B)	Affiliation ¹											
			AFSCME			SEIU			LIUNA			IBT		
			Cities	Percent of (A)	Percent of (B)	Cities	Percent of (A)	Percent of (B)	Cities	Percent of (A)	Percent of (B)	Cities	Percent of (A)	Percent of (B)
Total -----	1,033	854	68	7	8	2	(²)	(²)	2	(²)	(²)	14	1	2
1,000,000 and over -----	4	4	-	-	-	-	-	-	-	-	-	-	-	-
500,000-1,000,000 -----	19	17	2	11	12	-	-	-	-	-	-	-	-	-
250,000-500,000 -----	23	21	3	13	14	-	-	-	-	-	-	1	4	5
100,000-250,000 -----	61	58	8	13	14	1	2	2	-	-	-	-	-	-
50,000-100,000 -----	171	150	12	7	8	-	-	-	1	1	1	1	1	1
25,000-50,000 -----	287	239	20	7	8	-	-	-	-	-	-	3	1	1
10,000-25,000 -----	468	365	23	5	6	1	(²)	(²)	1	(²)	(²)	9	2	2
			IAFF			Other unions			FOP			Other associations		
Total -----			1	(²)	(²)	21	2	2	373	36	44	429	42	50
1,000,000 and over -----			-	-	-	-	-	-	2	50	50	2	50	50
500,000-1,000,000 -----			-	-	-	1	5	6	8	42	47	11	58	65
250,000-500,000 -----			-	-	-	-	-	-	10	43	48	11	48	52
100,000-250,000 -----			-	-	-	2	3	3	27	44	47	27	44	47
50,000-100,000 -----			-	-	-	4	2	3	65	38	43	80	47	53
25,000-50,000 -----			-	-	-	7	2	3	94	33	39	126	44	53
10,000-25,000 -----			1	(²)	(²)	7	1	2	167	36	46	172	37	47

¹ Union abbreviations are as follows: AFSCME—American Federation of State, County and Municipal Employees; SEIU—Service Employees International Union; LIUNA—Laborers' International Union of North America; IBT—International Brotherhood of Teamsters; IAFF—International Association of Fire Fighters; and FOP—Fraternal Order of Police.

² Less than 0.5 percent.

NOTE: Nonadditive. Some cities reported more than 1 organization.

29

Table A-11. Membership affiliation of fire protection employees, 1968-69

City size	Cities reporting unions or associations (A)	Cities reporting organized fire protection employees (B)	Affiliation ¹														
			AFSCME			SEIU			LIUNA			Building Trades			IBT		
			Cities	Percent of (A)	Percent of (B)	Cities	Percent of (A)	Percent of (B)	Cities	Percent of (A)	Percent of (B)	Cities	Percent of (A)	Percent of (B)	Cities	Percent of (A)	Percent of (B)
Total	1,033	787	18	2	2	1	(²)	(²)	1	(²)	(²)	1	(²)	(²)	6	1	1
1,000,000 and over	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
500,000-1,000,000	19	19	1	5	5	-	-	-	-	-	-	-	-	-	-	-	-
250,000-500,000	23	23	2	9	9	-	-	-	-	-	-	-	-	-	1	4	4
100,000-250,000	61	61	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
50,000-100,000	171	155	2	1	1	-	-	-	-	-	-	-	-	-	1	1	1
25,000-50,000	287	235	4	1	2	1	(²)	(²)	-	-	-	-	-	-	2	1	1
10,000-25,000	468	290	9	2	3	-	-	-	1	(²)	(²)	1	(²)	(²)	2	(²)	1
			IAFF			Other unions			FOP			Other associations					
Total			578	56	73	17	2	2	2	(²)	(²)	232	22	29			
1,000,000 and over			4	100	100	-	-	-	-	-	-	1	25	25			
500,000-1,000,000			18	95	95	2	11	11	-	-	-	5	26	26			
250,000-500,000			20	87	87	-	-	-	-	-	-	7	30	30			
100,000-250,000			51	84	84	2	3	3	-	-	-	16	26	26			
50,000-100,000			119	70	77	2	1	1	-	-	-	43	25	28			
25,000-50,000			169	59	72	4	1	2	2	1	1	68	24	29			
10,000-25,000			197	42	68	7	1	2	-	-	-	92	20	32			

¹ See footnote 1, table A-10.

² Less than 0.5 percent.

NOTE: Nonadditive. Some cities reported more than 1 organization.

Table A-12. Membership affiliation of public works employees, 1968-69

City size	Cities reporting unions or associations (A)	Cities reporting organized public works employees (B)	Affiliation ¹											
			AFSCME			SEIU			LIUNA			Building Trades		
			Cities	Percent of (A)	Percent of (B)	Cities	Percent of (A)	Percent of (B)	Cities	Percent of (A)	Percent of (B)	Cities	Percent of (A)	Percent of (B)
Total	1,033	621	300	29	48	27	3	4	34	3	5	42	4	7
1,000,000 and over.....	4	4	4	100	100	3	75	75	-	-	-	3	75	75
500,000-1,000,000.....	19	17	10	53	59	7	37	41	6	32	35	6	32	35
250,000-500,000.....	23	16	12	70	75	-	-	-	2	9	13	7	30	44
100,000-250,000.....	61	49	23	38	78	2	3	4	3	5	6	7	11	14
50,000-100,000.....	171	121	67	39	55	4	2	3	1	1	1	7	4	6
25,000-50,000.....	287	182	88	31	48	4	1	2	8	3	4	1	(²)	1
10,000-25,000.....	468	232	96	21	41	7	1	3	14	3	6	11	2	5
						IBT			Other unions			Other associations		
Total						75	7	12	48	5	8	228	22	37
1,000,000 and over.....						2	50	50	3	75	75	3	75	75
500,000-1,000,000.....						8	42	47	3	16	18	6	32	35
250,000-500,000.....						6	26	38	1	4	6	9	39	56
100,000-250,000.....						9	15	18	8	13	16	16	26	33
50,000-100,000.....						11	6	9	4	2	3	50	29	41
25,000-50,000.....						16	6	9	13	5	7	67	23	37
10,000-25,000.....						23	5	10	16	3	7	77	16	33

¹ See footnote 1, table A-10.

² Less than 0.5 percent.

NOTE: Nonadditive. Some cities reported more than 1 organization.

Table A-13. Membership affiliation of public utilities employees, 1968-69

City size	Cities reporting unions or associations (A)	Cities reporting organized public utilities employees (B)	Affiliation ¹											
			AFSCME			SEIU			LIUNA			Building Trades		
			Cities	Percent of (A)	Percent of (B)	Cities	Percent of (A)	Percent of (B)	Cities	Percent of (A)	Percent of (B)	Cities	Percent of (A)	Percent of (B)
Total	1,033	331	152	15	46	13	1	4	12	1	4	36	3	11
1,000,000 and over	4	3	3	75	100	-	-	-	-	-	-	1	25	33
500,000-1,000,000	19	11	7	37	64	3	16	27	4	21	36	6	32	55
250,000-500,000	23	13	8	35	62	-	-	-	1	4	8	5	22	38
100,000-250,000	61	32	16	26	50	2	3	6	-	-	-	3	5	9
50,000-100,000	171	60	30	18	50	3	2	5	1	1	2	3	2	5
25,000-50,000	287	95	42	15	44	1	(²)	1	2	1	2	2	1	2
10,000-25,000	468	117	46	10	39	4	1	3	4	1	3	16	3	14
Total			IBT			Other unions			Other associations					
Total			28	3	8	59	6	18	115	11	35			
1,000,000 and over			2	50	67	2	50	67	1	25	33			
500,000-1,000,000			5	26	45	3	16	27	4	21	36			
250,000-500,000			1	4	8	1	4	8	8	35	62			
100,000-250,000			4	7	13	9	15	28	13	21	41			
50,000-100,000			3	2	5	8	5	13	24	14	40			
25,000-50,000			5	2	5	20	7	21	29	10	31			
10,000-25,000			8	2	7	16	3	14	36	8	31			

¹ See footnote 1, table A-10.

² Less than 0.5 percent.

NOTE: Nonadditive. Some cities reported more than 1 organization.

06

Table A-14. Membership affiliation of public health and hospital employees, 1968-69

City size	Cities reporting unions or associations (A)	Cities reporting organized health and hospital employees (B)	Affiliation ¹												
			AFSCME			SEIU			LIUNA			Building Trades			
			Cities	Percent of (A)	Percent of (B)	Cities	Percent of (A)	Percent of (B)	Cities	Percent of (A)	Percent of (B)	Cities	Percent of (A)	Percent of (B)	
Total	1,033	114	47	5	41	8	1	7	3	(²)	3	4	(²)	4	
1,000,000 and over	4	4	3	75	75	3	75	75	-	-	-	2	50	50	
500,000-1,000,000	19	9	6	32	67	2	11	22	2	11	22	2	11	22	
250,000-500,000	23	10	5	22	50	-	-	-	-	-	-	-	-	-	
100,000-250,000	61	26	6	10	23	1	2	4	1	2	4	-	-	-	
50,000-100,000	171	24	9	5	38	-	-	-	-	-	-	-	-	-	
25,000-50,000	287	23	10	3	43	-	-	-	-	-	-	-	-	-	
10,000-25,000	468	18	8	2	44	2	(²)	11	-	-	-	-	-	-	
Total															
				IBT			Other unions			FOP			Other associations		
			9	1	8	10	1	9	1	(²)	1	68	7	60	
1,000,000 and over			2	50	50	2	50	50	-	-	-	3	75	75	
500,000-1,000,000			3	16	33	3	16	33	-	-	-	4	21	44	
250,000-500,000			-	-	-	-	-	-	-	-	-	7	30	70	
100,000-250,000			1	2	4	3	5	12	1	2	4	18	30	69	
50,000-100,000			2	1	8	2	1	8	-	-	-	14	8	58	
25,000-50,000			-	-	-	-	-	-	-	-	-	14	5	61	
10,000-25,000			1	(²)	6	-	-	-	-	-	-	8	2	44	

¹ See footnote 1, table A-10.

² Less than 0.5 percent.

NOTE: Nonadditive. Some cities reported more than 1 organization.

Table A-15. Membership affiliation of noninstructional educational employees, 1968-69

City size	Cities reporting unions or associations (A)	Cities reporting organized noninstructional education employees (B)	Affiliation ¹											
			AFSCME			SEIU			LIUNA			Building Trades		
			Cities	Percent of (A)	Percent of (B)	Cities	Percent of (A)	Percent of (B)	Cities	Percent of (A)	Percent of (B)	Cities	Percent of (A)	Percent of (B)
Total	1,033	86	50	5	58	6	1	7	3	(²)	3	5	(²)	6
1,000,000 and over.....	4	1	1	25	100	1	25	100	-	-	-	1	25	100
500,000-1,000,000.....	19	5	3	16	60	2	11	40	2	11	40	2	11	40
250,000-500,000.....	23	2	1	4	50	1	4	50	-	-	-	1	4	50
100,000-250,000.....	61	16	8	13	50	1	2	6	-	-	-	1	2	6
50,000-100,000.....	171	16	9	5	56	-	-	-	-	-	-	-	-	-
25,000-50,000.....	287	20	11	4	55	-	-	-	1	(²)	5	-	-	-
10,000-25,000.....	468	26	17	4	65	1	(²)	4	-	-	-	-	-	-
						IBT			Other unions			Other associations		
Total						4	(²)	5	7	1	8	37	4	43
1,000,000 and over.....						-	-	-	1	25	100	1	25	100
500,000-1,000,000.....						1	5	20	3	16	60	2	11	40
250,000-500,000.....						-	-	-	-	-	-	1	4	50
100,000-250,000.....						-	-	-	2	3	13	9	15	56
50,000-100,000.....						2	1	13	-	-	-	6	4	38
25,000-50,000.....						-	-	-	-	-	-	10	3	50
10,000-25,000.....						1	(²)	4	1	(²)	4	8	2	31

¹ See footnote 1, table A-10.

² Less than 0.5 percent.

NOTE: Nonadditive. Some cities reported more than 1 organization.

Table A-16. Membership affiliation of parks and recreation employees, 1968-69

City size	Cities reporting unions or associations (A)	Cities reporting organized parks and recreation employees (B)	Affiliation ¹											
			AFSCME			SEIU			LIUNA			Building Trades		
			Cities	Percent of (A)	Percent of (B)	Cities	Percent of (A)	Percent of (B)	Cities	Percent of (A)	Percent of (B)	Cities	Percent of (A)	Percent of (B)
Total	1,033	411	190	18	46	15	1	4	11	1	3	18	2	4
1,000,000 and over	4	4	4	100	100	1	25	25	-	-	-	3	75	75
500,000-1,000,000	19	13	8	42	62	4	21	31	3	16	23	5	26	38
250,000-500,000	23	16	10	43	63	-	-	-	2	9	13	4	17	25
100,000-250,000	61	44	21	34	48	3	5	7	2	3	5	2	3	5
50,000-100,000	171	95	45	26	47	2	1	2	-	-	-	-	-	-
25,000-50,000	287	132	63	22	48	2	1	2	4	1	3	-	-	-
10,000-25,000	468	107	39	8	36	3	1	3	-	-	-	4	1	4
Total														
1,000,000 and over														
500,000-1,000,000														
250,000-500,000														
100,000-250,000														
50,000-100,000														
25,000-50,000														
10,000-25,000														

¹ See footnote 1, table A-10.

² Less than 0.5 percent.

NOTE: Nonadditive. Some cities reported more than 1 organization.

Table A-17. Membership affiliation of public welfare employees, 1968-69

City size	Cities reporting unions or associations (A)	Cities reporting organized public welfare employees (B)	Affiliation ¹											
			AFSCME			SEIU			Building Trades					
			Cities	Percent of (A)	Percent of (B)	Cities	Percent of (A)	Percent of (B)	Cities	Percent of (A)	Percent of (B)			
Total	1033	61	26	3	43	1	(²)	2	1	(²)	2			
1,000,000 and over	4	2	2	50	100	-	-	-	1	25	50			
500,000-1,000,000	19	4	3	16	75	-	-	-	-	-	-			
250,000-500,000	23	3	2	9	67	-	-	-	-	-	-			
100,000-250,000	61	11	6	10	91	-	-	-	-	-	-			
50,000-100,000	171	17	5	3	29	-	-	-	-	-	-			
25,000-50,000	287	18	8	3	44	1	(²)	6	-	-	-			
10,000-25,000	468	6	-	-	-	-	-	-	-	-	-			
						IBT			Other unions			Other associations		
Total			4	(²)	7	4	(²)	7	34	3	56			
1,000,000 and over			1	25	50	1	25	50	1	25	50			
500,000-1,000,000			-	-	-	2	11	50	1	5	25			
250,000-500,000			-	-	-	-	-	-	1	4	33			
100,000-250,000			-	-	-	-	-	-	5	8	45			
50,000-100,000			2	1	12	1	1	6	11	6	65			
25,000-50,000			-	-	-	-	-	-	10	3	56			
10,000-25,000			1	(²)	17	-	-	-	5	1	83			

¹ See footnote 1, table A-10.

² Less than 0.5 percent.

NOTE: Nonadditive. Some cities reported more than 1 organization.

Table A-18. Membership affiliation of all other public employees, 1968-69

City size	Cities reporting unions or associations (A)	Cities reporting organized other employees (B)	Affiliation ¹											
			AFSCME			SEIU			LIUNA			Building Trades		
			Cities	Percent of (A)	Percent of (B)	Cities	Percent of (A)	Percent of (B)	Cities	Percent of (A)	Percent of (B)	Cities	Percent of (A)	Percent of (B)
Total -----	1,033	408	154	15	38	16	2	4	12	1	3	19	2	5
1,000,000 and over -----	4	4	4	100	100	3	75	75	1	25	25	3	75	75
500,000-1,000,000 -----	19	13	9	47	69	3	16	23	3	16	23	3	16	23
250,000-500,000 -----	23	17	11	48	65	-	-	-	1	4	6	4	17	24
100,000-250,000 -----	61	43	21	34	49	4	7	9	1	2	2	4	7	9
50,000-100,000 -----	171	91	34	20	22	2	1	2	-	-	-	2	1	2
25,000-50,000 -----	287	113	40	14	35	2	(²)	2	1	(²)	1	2	1	2
10,000-25,000 -----	468	127	35	7	28	2	(²)	2	5	1	4	1	(²)	1
Total -----			26	3	6	36	3	9	1	(²)	(²)	233	23	57
1,000,000 and over -----			2	50	50	2	50	50	-	-	-	3	75	75
500,000-1,000,000 -----			4	21	31	4	21	31	-	-	-	5	26	38
250,000-500,000 -----			2	9	12	1	4	6	-	-	-	10	43	59
100,000-250,000 -----			4	7	9	9	15	21	-	-	-	20	33	47
50,000-100,000 -----			4	2	4	6	4	7	-	-	-	55	32	60
25,000-50,000 -----			4	1	4	5	2	4	-	-	-	67	23	59
10,000-25,000 -----			6	1	5	9	2	7	1	(²)	1	73	16	57

¹ See footnote 1, table A-10.² Less than 0.5 percent.

NOTE: Nonadditive. Some cities reported more than 1 organization.

Table A-19. Type of documents used to record results of negotiations by type of recognition, 1968-69

Document	Total		Type of recognition				No recognition reported	
			Formal		Informal			
	Associations	Members	Associations	Members	Associations	Members	Associations	Members
Total	662	264,366	393	171,352	224	72,370	45	20,644
Associations reporting negotiations recorded	531	213,321	385	170,483	146	42,838	-	-
Written agreement only	160	34,173	150	33,198	10	975	-	-
Memorandum of understanding only	58	8,526	28	5,880	30	2,646	-	-
Ordinances only	73	9,485	42	4,233	31	5,252	-	-
Personnel regulations only	49	9,747	38	8,531	11	1,216	-	-
Other documents only ¹	33	5,944	19	2,924	14	3,020	-	-
Written agreement plus one or more documents	56	67,399	52	65,683	4	1,716	-	-
Written agreement and memorandum of understanding	8	1,042	8	1,042	-	-	-	-
Written agreement and ordinances	15	3,915	13	2,586	2	1,329	-	-
Written agreement and personnel regulations	7	3,536	7	3,536	-	-	-	-
Written agreement and other	2	435	2	435	-	-	-	-
Written agreement, memorandum of understanding and ordinances	1	200	1	200	-	-	-	-
Written agreement, memorandum of understanding and personnel regulations	3	235	3	235	-	-	-	-
Written agreement, memorandum of understanding and other	1	701	1	701	-	-	-	-
Written agreement, ordinances and personnel regulations	10	9,056	8	8,669	2	387	-	-
Written agreement, ordinances and other	1	30	1	30	-	-	-	-
Written agreement, personnel regulations and other	1	29,000	1	29,000	-	-	-	-
Written agreement, memorandum of understanding, ordinances, and personnel regulations	3	606	3	606	-	-	-	-
Written agreement, ordinances, personnel regulations and other	1	12	1	12	-	-	-	-
Written agreement, memorandum of understanding, ordinances, personnel regulations and other	3	18,631	3	18,631	-	-	-	-
Two or more documents	102	78,047	56	50,034	46	28,013	-	-
Ordinances and other	4	1,497	2	303	2	1,194	-	-
Personnel regulations and other	4	1,814	1	500	3	1,314	-	-
Memorandum of understanding, ordinances and personnel regulations	18	5,441	7	1,374	11	4,067	-	-
Ordinances, personnel regulations and other	7	11,453	4	9,223	3	2,230	-	-
Memorandum of understanding and ordinances	9	1,466	8	1,216	1	250	-	-
Memorandum of understanding and personnel regulations	17	2,929	9	2,228	8	701	-	-
Memorandum of understanding and other	2	173	2	173	-	-	-	-
Ordinances and personnel regulations	41	53,274	23	35,017	18	18,257	-	-
No document reported	86	30,401	8	869	78	29,532	-	-
No recognition reported ²	45	20,644	-	-	-	-	45	20,644

¹ See footnote 2, table 20.

² See footnote 1, table 19.

Table A-20. Type of documents used to record the results of negotiations by city size, 1968-69

96

Type of document	Total		City size							
			1,000,000 and over		500,000-1,000,000		250,000-500,000		100,000-250,000	
	Associa- tions	Members	Associa- tions	Members	Associa- tions	Members	Associa- tions	Members	Associa- tions	Members
Total	393	171,352	43	62,652	18	37,088	12	5,424	32	15,929
Recorded results	385	170,483	41	62,141	18	37,088	12	5,424	32	15,929
Written agreement only	150	33,198	22	17,272	4	3,158	2	1,261	12	2,507
Memorandum of understanding	28	5,880	2	47	3	2,465	2	1,335	1	12
Ordinances	42	4,233	-	-	-	845	1	100	5	1,217
Personnel regulations	38	8,531	7	2,755	2	1,978	2	62	1	230
Other documents	19	2,924	2	380	1	700	-	-	-	-
Written agreement plus one or more documents...	52	65,683	6	39,737	5	1,662	2	1,314	6	1,294
Two or more documents	56	50,034	2	1,950	2	26,280	3	1,352	7	10,669
No document reported	8	869	2	511	-	-	-	-	-	-
			50,000-100,000		25,000-50,000		10,000-25,000		Intercity	
Total			87	13,270	102	8,591	94	4,633	5	23,765
Recorded results			86	13,130	101	8,531	91	4,492	4	23,748
Written agreement only			34	4,037	38	3,552	38	1,411	-	-
Memorandum of understanding			6	1,252	6	344	8	425	-	-
Ordinances			6	635	15	781	14	655	-	-
Personnel regulations			11	2,444	9	840	6	222	-	-
Other documents			5	855	5	577	6	412	-	-
Written agreement plus one or more documents...			11	2,193	13	624	7	253	2	18,606
Two or more documents			13	1,714	15	1,813	12	1,114	2	5,142
No document reported			1	140	1	60	3	141	1	17

Table A-21. Type of documents used to record the results of negotiations by city size, 1968-69

Type of document	Total		City size							
			1,000,000 and over		500,000-1,000,000		250,000-500,000		100,000-250,000	
	Associations	Members	Associations	Members	Associations	Members	Associations	Members	Associations	Members
Total	224	72,370	7	10,015	6	20,870	10	11,166	20	8,482
Recorded results	146	42,838	5	1,040	2	10,320	10	11,166	13	7,238
Written agreement only	10	975	-	-	-	-	1	435	-	-
Memorandum of understanding	30	2,646	2	615	-	-	-	-	1	159
Ordinances	31	5,252	1	320	-	-	1	1,200	2	1,301
Personnel regulations	11	1,216	-	-	-	-	-	-	1	125
Other documents	14	3,020	2	105	-	-	1	675	2	535
Written agreement plus one or more documents	4	1,716	-	-	-	-	-	-	-	-
Two or more documents	46	28,013	-	-	2	10,320	7	8,856	7	5,118
No documents reported	78	29,532	2	8,975	4	10,550	-	-	7	1,244
			50,000-100,000		25,000-50,000		10,000-25,000		Intercity	
Total			42	5,391	82	7,825	54	3,121	3	5,500
Recorded results			25	3,597	54	5,212	35	1,765	2	2,500
Written agreement only			2	183	3	177	4	180	-	-
Memorandum of understanding			6	785	11	715	10	372	-	-
Ordinances			4	480	16	1,470	7	481	-	-
Personnel regulations			3	651	4	297	3	143	-	-
Other documents			1	76	4	283	3	146	1	1,200
Written agreements plus one or more documents			1	200	2	216	-	-	1	1,300
Two or more documents			8	1,222	14	2,054	8	443	-	-
No documents reported			17	1,794	28	2,613	19	1,356	1	3,000

Appendix B. Municipal Public Employee Associations and Membership in Standard Metropolitan Statistical Areas, 1968-69

<u>SMSA</u>	<u>Associations</u>	<u>Members</u>	<u>SMSA</u>	<u>Associations</u>	<u>Members</u>
Total, all SMSA's	533	234,968	Erie, Pa	1	200
Akron, Ohio	4	1,184	Fitchburg—Leominster, Mass	2	189
Albany—Schenectady— Troy, N.Y	4	639	Flint, Mich	3	733
Allentown-Bethlehem- Easton, Pa.—N.J	3	497	Fresno, Calif	1	1,312
Altoona, Pa	1	100	Galveston—Texas City, Tex	1	65
Anaheim—Santa Ana— Garden Grove, Calif	20	12,373	Gary—Hammond—East Chicago, Ind	1	32
Anderson, Indiana	1	181	Grand Rapids, Mich	3	297
Atlantic City, N.J	2	255	Green Bay, Wis	1	76
Augusta, Ga.—S.C	1	150	Hartford, Conn	7	399
Austin, Tex	1	29	Huntington—Ashland, W. Va—Ky.—Ohio	1	164
Bakersfield, Calif	1	308	Jackson, Mich	1	145
Beaumont—Port Arthur— Orange, Tex	1	143	Jersey City, N.J	2	385
Binghamton, N.Y	2	115	Kalamazoo, Mich	3	213
Birmingham, Ala	2	1,129	Kenosha, Wis	1	128
Bloomington—Normal, Ill	1	46	Knoxville, Tenn	1	175
Boise City, Idaho	1	60	Lancaster, Pa	1	92
Boston, Mass	9	535	Lansing, Mich	1	165
Bridgeport, Conn	4	237	Las Vegas, Nev	3	810
Buffalo, N.Y	8	2,507	Lewiston—Auburn, Maine	1	90
Canton, Ohio	1	181	Lexington, Ky	1	278
Cedar Rapids, Iowa	1	125	Lima, Ohio	1	70
Chicago, Ill	10	404	Lorain—Elyria, Ohio	1	48
Cincinnati, Ohio—Ky.— Ind	1	1,200	Los Angeles—Long Beach, Calif	60	35,284
Cleveland, Ohio	5	559	Louisville, Ky.— Ind	1	613
Dallas, Tex	1	1,200	Madison, Wis	1	225
Dayton, Ohio	2	492	Manchester, N.H	2	162
Denver, Colo	6	1,173	Miami, Fla	5	2,206
Des Moines, Iowa	2	471	Milwaukee, Wis	16	2,363
Detroit, Mich	40	6,980	Minneapolis—St. Paul, Minn	2	43
Dubuque, Iowa	1	55	Montgomery, Ala	1	325
Duluth—Superior, Minn— Wis	1	60	Muncie, Ind	1	138

<u>SMSA</u>	<u>Associations</u>	<u>Members</u>	<u>SMSA</u>	<u>Associations</u>	<u>Members</u>
Muskegon-Muskegon			San Diego, Calif	19	5,062
Heights, Mich	1	120	San Francisco-Oakland,		
New Britain, Conn	1	55	Calif	42	45,982
New Haven, Conn	4	237	San Jose, Calif	9	1,882
New London-Groton-			Santa Barbara, Calif	2	451
Norwich, Conn	2	40	Seattle-Everett, Wash	3	1,505
New York, N.Y	48	53,162	Sioux City, Iowa-Nebr	1	175
Newark, N.J	10	4,730	South Bend, Ind	2	328
Norwalk, Conn	5	431	Springfield, Ill	1	145
Ogden, Utah	3	422	Springfield-Chicopee-		
Oklahoma City, Okla	1	460	Holyoke, Mass.-Conn	8	890
Omaha, Nebr.-Iowa	1	70	Stamford, Conn	5	1,061
Oxnard-Ventura, Calif	4	453	Steubenville-Weirton,		
Paterson-Clifton-			Ohio-W. Va	1	28
Passaic, N.J	8	1,018	Stockton, Calif	2	210
Philadelphia, Pa.-N.J	4	8,846	Syracuse, N.Y	2	160
Phoenix, Ariz	2	372	Tampa-St. Petersburg,		
Pittsburgh, Pa	7	3,323	Fla	2	450
Portland, Maine	4	735	Toledo, Ohio-Mich	4	1,268
Portland, Oreg.-Wash	2	125	Topeka, Kans	1	142
Providence-Pawtucket-			Trenton, N.J	3	2,368
Warwick, R.I.-Mass	9	776	Tucson, Ariz	1	250
Racine, Wis	1	174	Utica-Rome, N.Y	2	32
Reading, Pa	1	160	Vallejo-Napa, Calif	5	496
Rochester, N.Y	1	41	Washington, D.C.-Md.-		
Sacramento, Calif	3	1,151	Va	4	5,711
Saginaw, Mich	2	170	West Palm Beach, Fla	2	298
Salem, Oreg	1	760	Wichita, Kans	1	33
Salinos-Monterey, Calif	7	674	Wilkes-Barre-Hazleton,		
St. Joseph, Mo	1	70	Pa	1	96
Salt Lake City, Utah	1	835	Wilmington, Del.-N.J.-		
San Antonio, Tex	1	750	Md	1	28
San Bernardino-Riverside-			Worcester, Mass	1	12
Ontario, Calif	9	4,932			

Appendix C. Employee Organizations Questionnaire

EMPLOYEE ORGANIZATIONS

I. In the table below please enter the appropriate figures indicating the number of employees in each function and the number represented (members as well as nonmembers) by unions or employee associations in dealing with the city, either formally or informally, on such subjects as wages, working conditions, promotions, grievances or other personnel matters.

Function	Total Number of Employees	Number of Employees Represented by unions or associations	Number of Employees Not Represented by unions or associations
Police Protection	(7-11)	(12-16)	(17-21)
Fire Protection	(22-26)	(27-31)	(32-36)
Public Works	(37-41)	(42-46)	(47-51)
Public Utilities	(52-56)	(57-61)	(62-66)
Public Health and Hospitals	(7-11)	(12-16)	(17-21)
City Operated Education (Noninstructional Personnel)	(22-26)	(27-31)	(32-36)
Parks and Recreation	(37-41)	(42-46)	(47-51)
Public Welfare	(52-56)	(57-61)	(62-66)
All Other Employees	(7-11)	(12-16)	(17-21)
Total Employees	(22-26)	(27-31)	(32-36)

¹ Developed and mailed by the International City Management Association.

II. If in Question I you have shown any employees as represented by unions or associations, please identify the organizations to which they belong by placing a check (✓) in the appropriate column(s) below.

Function	American Federation of State, County & Municipal Employees (1)	Building Service Employees International Union (2)	Laborers International Union (3)	Building Trades Unions (Carpenters, Plumbers, Etc.) (4)	International Brotherhood of Teamsters (5)	International Association of Fire Fighters (6)	Fraternal Order of Police (7)	Other (8)	LOCAL ASSOCIATION NOT AFFILIATED WITH ANY NATIONAL ORGANIZATION (9)
37- Police Protection									
38- Fire Protection									
39- Public Works									
40- Public Utilities									
41- Public Health & Hospitals									
42- Education (Non-Instructional Personnel)									
43- Parks & Recreation									
44- Public Welfare									
45- All Other Employees									

III. If in Question II you have checked any of the last 3 columns (FOP, Other, Local Association not Affiliated with any National Organization) please supply the following information about each such association.

Name of Association _____

Name and Title of Chief Officer or
Representative _____

Mailing Address _____

Name of Association _____

Name and Title of Chief Officer or
Representative _____

Mailing Address _____

Name of Association _____

Name and Title of Chief Officer or
Representative _____

Mailing Address _____

Name of Association _____

Name and Title of Chief Officer or
Representative _____

Mailing Address _____

Name (please print)

Title

Appendix D. BLS Questionnaire

BLS 2890

Budget Bureau No. 44-R1360
Approval Expires July 31, 1970

U.S. DEPARTMENT OF LABOR BUREAU OF LABOR STATISTICS WASHINGTON, D.C. 20212

Survey of Employee Associations in the Public Service

I. Identification:

(Please change if shown incorrectly above.)

II. Functions:

1. Does your organization participate in legislative activities (i. e. , seeking legislative support, sponsoring legislation) on bills or proposals pertaining to public employees? ----- Yes No

2. Does your organization, as one of its primary functions, represent public employees on matters of wages, working conditions, or grievances, etc. , in direct dealings or meetings with supervisors or officials? ----- Yes No

If both 1 and 2 are answered as "No, " no other questions need be answered. Please sign and return the form.

3. Please indicate the approximate number or proportion of members employed in each of the following jurisdictions.

Federal -----	_____
State -----	_____
County -----	_____
City -----	_____
School district -----	_____
Other public employment (please state) -----	_____
All nongovernmental -----	_____

4. Of those in public service, please indicate the approximate number or proportion covered by civil service codes or regulations (merit system) ----- _____

III. Structure and Membership:

- 1. Date your organization was founded ----- Year
- 2. Approximate number of members in 1962 ----- Members
- 3. Number of current members ----- Members

4. Please indicate the number or proportion of current members in the following classifications:

- Professional, technical, and clerical -----
- Policemen and firemen -----
- Blue collar or manual crafts and occupations -----
- Other (please state) -----

5. Has your organization chartered local chapters or similar bodies? ----- Yes No

If "Yes," how many are now in operation? -----

(If you have a directory of affiliated organizations, please enclose a copy.)

6. Is your organization affiliated with (i. e. , pays regular dues or per capita tax to) any other organization, council, or federation? ----- Yes No

If "Yes," please give name and address of organization with which affiliated.

7. Has your organization adopted a constitution, bylaws, or similar document? ----- Yes No

If "Yes," please enclose a copy for our files.

8. Amount of annual dues per member ----- \$ _____
If not a standard amount, please indicate how dues are set.

9. Publication:

<u>Name</u>	<u>How often published</u>
_____	_____
_____	_____

III. Structure and Membership —Continued

10. Are there any other organizations that may also represent your members or similar public employee groups within your jurisdiction? ----- Yes No

If "Yes," please identify these organizations.

IV. Employer—Employee Relations (to be answered if item II-2 was checked "Yes):

1. Has your organization been recognized as a representative of employees?

- Formally (i. e. , by law, executive order, departmental order, etc.)
 Informally

2. Results of formal negotiations are recorded in—

- Written agreements-----
 (Please enclose copy; indicate number of employees covered)
- Memoranda of understanding -----
- Ordinances -----
- Personnel regulations -----
- Other (please state) -----

3. Meetings with supervisors or officials are held—

- Regularly, at specified intervals
 Irregularly, at the request of either party

4. Issues that have been or may be discussed with supervisors or officials.

- | | |
|---|---|
| <input type="checkbox"/> Pay matters | <input type="checkbox"/> Discharges |
| <input type="checkbox"/> Job classifications | <input type="checkbox"/> Fringe benefits |
| <input type="checkbox"/> Working conditions | <input type="checkbox"/> Grievance procedures |
| <input type="checkbox"/> Promotions or promotion policy | <input type="checkbox"/> Other (please state) |

5. In grievance cases, may your organization—

- Represent the aggrieved employee? ----- Yes No
- Act as an observer only? ----- Yes No
- Be notified officially of the outcome of the case
 (no direct participation)? ----- Yes No

V. Directory of Employee Associations:

1. Do you think a national directory of employee associations in the public service would be useful? ----- Yes No

2. Would your organization object to a listing in such a directory? ----- Yes No

3. If you do not object, please furnish the names of the following officers and their correct titles:

President _____

Secretary-treasurer _____
(or financial officer)

Executive secretary _____
(or chief full-time official)

VI. Comments:

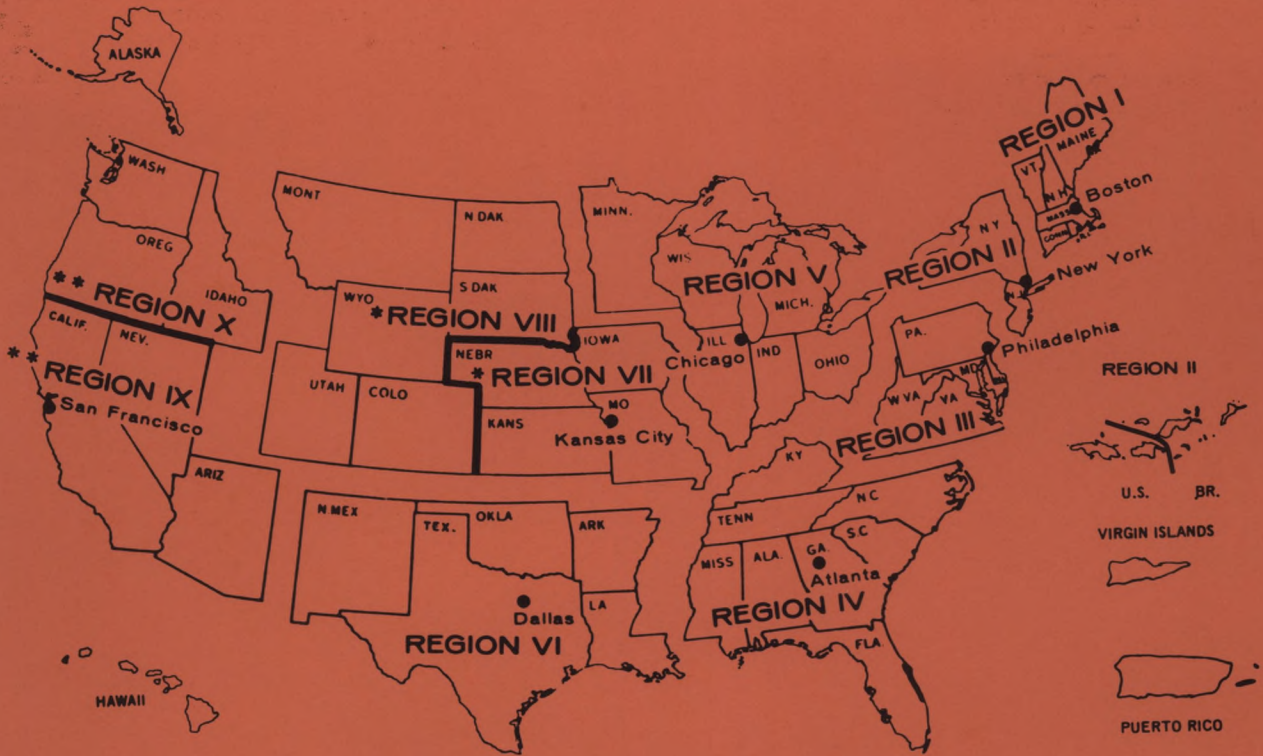
Please feel free to comment on particular items in this questionnaire or on the survey generally.

(Person reporting)

(Title)

(Date)

**BUREAU OF LABOR STATISTICS
REGIONAL OFFICES**



Region I
1603-A Federal Building
Government Center
Boston, Mass. 02203
Phone: 223-6762 (Area Code 617)

Region II
341 Ninth Ave., Rm. 1025
New York, N.Y. 10001
Phone: 971-5405 (Area Code 212)

Region III
406 Penn Square Building
1317 Filbert St.
Philadelphia, Pa. 19107
Phone: 597-7796 (Area Code 215)

Region IV
Suite 540
1371 Peachtree St. NE.
Atlanta, Ga. 30309
Phone: 526-5418 (Area Code 404)

Region V
219 South Dearborn St.
Chicago, Ill. 60604
Phone: 353-7230 (Area Code 312)

Region VI
1100 Commerce St., Rm. 6B7
Dallas, Tex. 75202
Phone: 749-3516 (Area Code 214)

Regions VII and VIII
Federal Office Building
911 Walnut St., 10th Floor
Kansas City, Mo. 64106
Phone: 374-2481 (Area Code 816)

Regions IX and X
450 Golden Gate Ave.
Box 36017
San Francisco, Calif. 94102
Phone: 556-4678 (Area Code 415)

- * Regions VII and VIII will be serviced by Kansas City.
- ** Regions IX and X will be serviced by San Francisco.

**U.S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
WASHINGTON, D.C. 20212**

**OFFICIAL BUSINESS
PENALTY FOR PRIVATE USE, \$300**

THIRD CLASS MAIL

**POSTAGE AND FEES PAID
U.S. DEPARTMENT OF LABOR**

