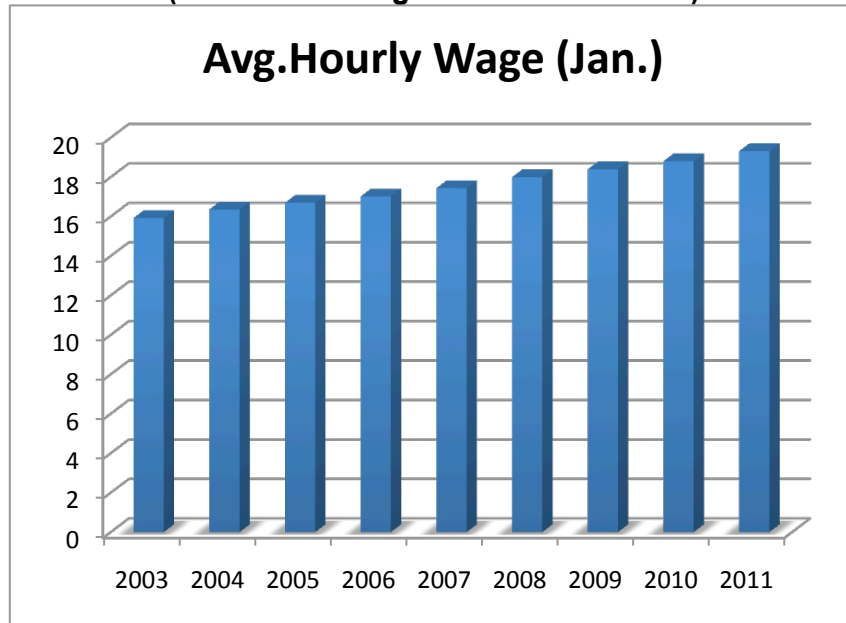




Section 3. Workforce

Average Hourly Wage for Production Occupations (National Average for Private Sector)



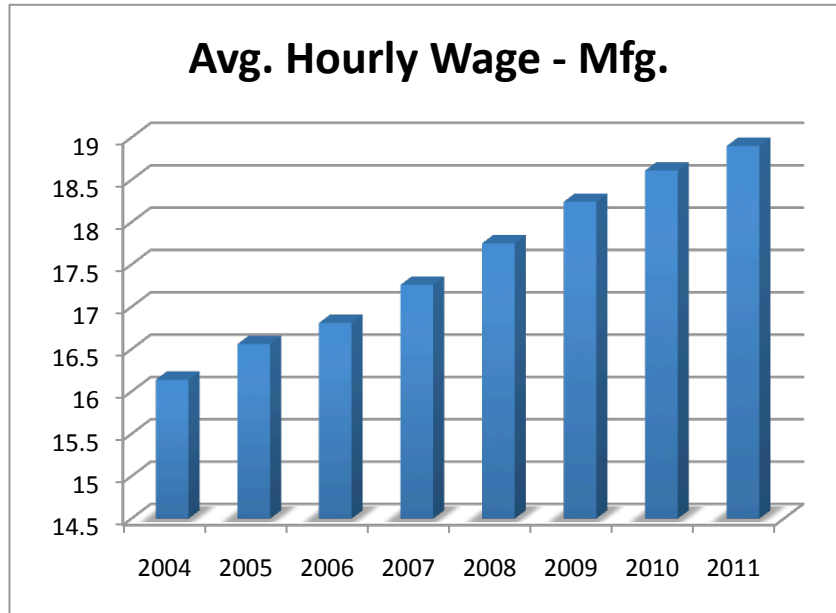
Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual
2001	14.29	14.38	14.42	14.45	14.50	14.55	14.56	14.60	14.64	14.66	14.72	14.75	14.54
2002	14.76	14.79	14.82	14.83	14.88	14.95	14.98	15.02	15.07	15.12	15.15	15.21	14.97
2003	15.22	15.29	15.29	15.28	15.34	15.36	15.40	15.42	15.42	15.43	15.47	15.48	15.37
2004	15.51	15.54	15.57	15.60	15.64	15.67	15.71	15.75	15.79	15.82	15.85	15.87	15.69
2005	15.91	15.93	15.98	16.02	16.05	16.08	16.15	16.18	16.20	16.30	16.31	16.37	16.12
2006	16.43	16.49	16.55	16.66	16.66	16.72	16.79	16.83	16.88	16.95	16.99	17.07	16.75
2007	17.12	17.17	17.24	17.29	17.34	17.41	17.47	17.51	17.57	17.59	17.64	17.70	17.42
2008	17.77	17.83	17.90	17.94	17.99	18.04	18.10	18.18	18.21	18.28	18.34	18.40	18.08
2009	18.43	18.46	18.50	18.50	18.53	18.53	18.59	18.66	18.67	18.77	18.80	18.85	18.61
2010	18.91	18.93	18.93	18.98	19.03	19.05	19.08	19.13	19.14	19.23	19.24	19.23	19.07
2011	19.31	19.32(p)	19.30(p)										

p: preliminary

Source: US Bureau of Labor Statistics, April 2011.



**Average Hourly Wage for Manufacturing Occupations
(National Average)**



(Based on January wages)

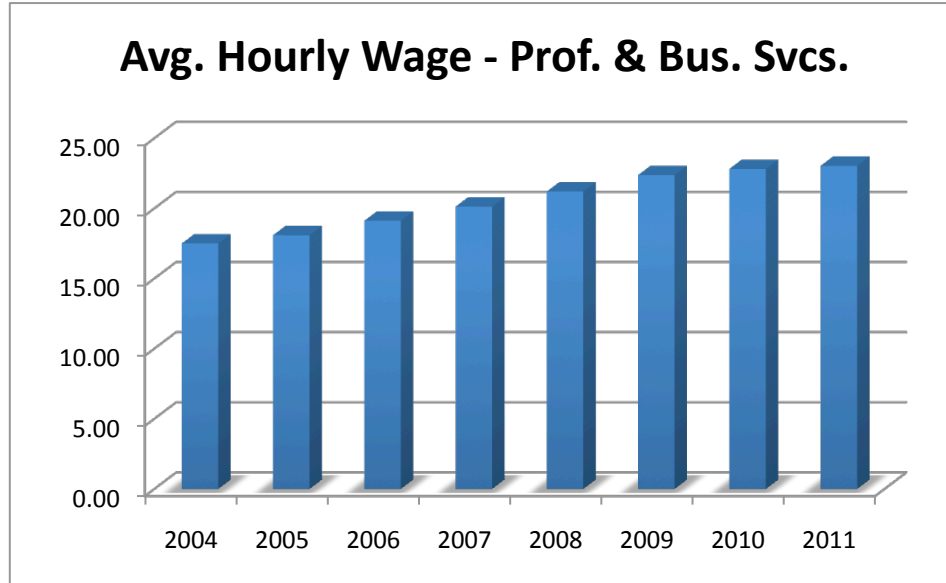
Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual
2001	14.48	14.56	14.58	14.64	14.69	14.74	14.80	14.85	14.90	14.88	14.96	15.02	14.76
2002	15.06	15.12	15.15	15.17	15.23	15.26	15.27	15.34	15.38	15.45	15.48	15.54	15.29
2003	15.59	15.62	15.64	15.63	15.67	15.72	15.74	15.78	15.82	15.83	15.90	15.92	15.74
2004	15.94	15.97	16.02	16.07	16.07	16.11	16.19	16.21	16.31	16.26	16.31	16.35	16.15
2005	16.38	16.44	16.44	16.47	16.54	16.53	16.56	16.64	16.60	16.69	16.68	16.69	16.56
2006	16.70	16.70	16.73	16.75	16.76	16.78	16.78	16.83	16.84	16.90	16.90	16.99	16.81
2007	17.02	17.06	17.11	17.20	17.23	17.28	17.30	17.33	17.34	17.34	17.40	17.41	17.25
2008	17.51	17.58	17.64	17.64	17.69	17.77	17.83	17.79	17.80	17.91	17.95	17.99	17.76
2009	18.00	18.08	18.15	18.16	18.14	18.19	18.26	18.32	18.40	18.38	18.40	18.39	18.24
2010	18.44	18.48	18.49	18.51	18.59	18.59	18.60	18.63	18.65	18.71	18.75	18.80	18.60
2011	18.91	18.91(p)	18.92(p)										

p : preliminary

Source: US Bureau of Labor Statistics, April 2011.



Average Hourly Wage for Professional and Business Services (National Average)



Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual
2001	15.93	16.08	16.17	16.26	16.26	16.32	16.36	16.43	16.47	16.5	16.55	16.58	16.33
2002	16.62	16.65	16.64	16.67	16.66	16.78	16.88	16.85	16.88	16.99	17.04	17.09	16.81
2003	17.02	17.17	17.18	17.21	17.21	17.18	17.21	17.2	17.23	17.25	17.3	17.28	17.20
2004	17.29	17.27	17.31	17.32	17.40	17.46	17.49	17.6	17.61	17.67	17.7	17.74	17.49
2005	17.81	17.84	17.88	17.94	17.98	18.03	18.11	18.15	18.17	18.32	18.32	18.42	18.08
2006	18.56	18.65	18.81	19.06	18.95	19.02	19.18	19.18	19.31	19.43	19.51	19.64	19.11
2007	19.68	19.81	19.86	19.96	20.02	20.11	20.19	20.25	20.36	20.31	20.42	20.46	20.12
2008	20.58	20.69	20.78	20.9	20.96	21.08	21.19	21.38	21.47	21.63	21.78	21.97	21.20
2009	22.04	22.17	22.26	22.26	22.26	22.32	22.42	22.5	22.59	22.51	22.51	22.57	22.37
2010	22.64	22.69	22.62	22.69	22.76	22.78	22.85	22.93	22.94	23	22.96	22.84	22.81
2011	23.02	23.02(p)	23.06(p)										23.03

p: preliminary; 2011 Annual Average extrapolated from first 3 months

Source: Bureau of Labor Statistics, March 2011



Area Salary Survey Charlotte MSA May 2009

Occupation	Mean Hourly Earnings	Mean Annual Earnings
All Occupations	\$20.43	\$42,490
Accountants and Auditors	30.17	62,750
Administrative Services Managers	35.75	74,370
Advertising and Promotions Managers	42.73	88,880
Architects, Except Landscape and Naval	36.83	76,600
Billing and Accounts Collector	14.28	29,700
Cashiers	8.73	18,160
Chemical Engineers	37.53	78,060
Computer Systems and Administrators	37.26	77,490
Computer Software Engineers, Applications	43.93	91,380
Computer Systems Analysts	37.26	77,490
Construction Laborers	11.88	24,710
Customer Service Representatives	16.25	33,950
Dental Hygienists	31.61	65,740
Education Administrators	26.26	58,245
Engineering Managers	50.26	104,550
Human Resources Managers	53.32	110,900
Paralegals and Legal Assistants	20.86	43,390
Public Relations Specialists	44.20	91,950
Registered Nurses	27.73	57,670
Sales Managers	49.50	99,895
Truck Drivers, Heavy and Tractor-Trailer	19.90	41,400
Word Processors and Typists	18.25	37,350

Note: These estimates are calculated with data collected from employers in all industry sectors in the Charlotte-Gastonia-Rock Hill, NC-SC MSA, a metropolitan statistical area that includes parts of North Carolina and South Carolina.

Source: U.S. Bureau of Labor Statistics, October 2009.



Union County Workforce Information Overview

- **Union County Labor Force: 92,569**
- **Number of Unemployed: 9,435**
- **County Unemployment Rate:**

February 2011.....	10.8%
1 Month Ago.....	7.1%
12 Months Ago.....	6.1%

- **Unemployment Insurance (UI) Benefits Paid in Union County:**

Last 30 Days: \$4,275,643
Year-To-Date: \$43,231,996

Source: The Employment Security Commission of North Carolina, April 2011.



Union County Labor Force Estimates 2007-2011

		Union County	Charlotte MSA	NC
2007 Average	Labor Force	91,532	842,433	4,506,144
	Employed	87,899	802,510	4,292,816
	Unemployed	3,633	39,923	213,328
	Rate %	4.0%	4.7%	4.7%
2008 Average	Labor Force	93,592	860,918	\$4,543,754
	Employed	88,290	805,697	\$4,256,815
	Unemployed	5,302	55,221	\$286,939
	Rate %	5.7%	6.4%	6.3%
2009 Average	Labor Force	95,306	866,812	4,554,532
	Employed	85,373	766,850	4,064,521
	Unemployed	9,663	99,962	490,011
	Rate %	10.2%	11.5%	10.8%
2010 Average	Labor Force	94,115	861,984	4,512,770
	Employed	84,798	761,752	4,036,343
	Unemployed	9,317	100,232	476,427
	Rate %	9.9%	11.6%	10.6%
2011 YTD (Feb.)	Labor Force	93,569	846,437	4,438,341
	Employed	84,025	755,519	3,988,635
	Unemployed	8,544	90,918	449,706
	Rate %	9.2%	10.7%	10.1%

Source: The North Carolina Employment Security Commission, 2007-2011.



Employment & Average Wages By Industry Sector – Union and N.C.

Industry Sector	Union County			North Carolina		
	Avg Emp	% Total	Avg Wkly Wage	Avg Emp	% Total	Avg Wkly Wage
Total All Industries	52,203	100.00%	\$716	3,809,372	100.00%	\$819
Government	10,528	20.17%	\$829	697,543	16.96%	\$812
Private	41,687	79.86%	\$717	3,111,829	83.04%	\$814
Agriculture Forestry Fishing & Hunting	652	1.25%	\$714	28,944	0.62%	\$566
Mining	27		\$1,106	3,375	0.09%	\$1,048
Utilities	170	0.33%	\$13,896	13,841	0.34%	\$1,396
Construction	5,698	10.92%	\$857	183,993	5.97%	\$847
Manufacturing	10,051	19.25%	\$852	436,224	12.97%	\$1,010
Wholesale Trade	2,635	5.05%	\$1,045	165,434	4.50%	\$1,186
Retail Trade	5,999	11.49%	\$476	48,375	11.59%	\$489
Transportation and Warehousing	1,474	2.82%	\$798	123,457	3.34%	\$866
Information	580	1.11%	\$708	69,705	1.81%	\$1,193
Finance and Insurance	816	1.56%	\$939	146,505	3.84%	\$1,265
Real Estate and Rental and Leasing	411	0.79%	\$640	48,385	1.28%	\$738
Professional and Technical Services	1,389	2.66%	\$1,084	182,101	4.92%	\$1,332
Mgt. of Companies and Enterprises	77	0.15%	\$1,243	72,087	1.84%	\$1,562
Administrative and Waste Services	2,860	5.48%	\$566	223,118	5.84%	\$590
Educational Services	6,869	13.16%	\$645	383,481	9.47%	\$768
Health Care and Social Assistance	4,714	9.03%	\$736	556,684	13.34%	\$866
Arts, Entertainment and Recreation	510	0.98%	\$417	55,626	1.28%	\$657
Accommodation and Food Services	3,375	6.47%	\$239	332,461	9.56%	\$285
Other Services Exc. Public Admin.	1,428	2.74%	\$568	92,299	2.52%	\$553
Public Administration	2,351	4.50%	\$790	238,264	5.64%	\$865
Unclassified	122	0.23%	\$1,214	5,013	0.44%	\$976

Source: The North Carolina Employment Security Commission, Labor Market Information Division, CMEDIS, 4th Quarter 2009.



NC Unemployment Insurance Program for 2009

New Employer Tax Rate	1.2% (first two years)
Taxable Wage Base per employee	\$19,700 (changes annually)
N.C. Minimum Tax Rate	0.0%
N.C. Average Tax Cost	\$2.94
N.C. Maximum Tax Cost	\$1,272

Source: The Employment Security Commission of North Carolina, verified May 2011.

Average Unemployment Insurance Cost per Employee

State	Average Cost	State	Average Cost
Alabama	143	Montana	16
Alaska	592	Nebraska	111
Arizona	121	Nevada	219
Arkansas	241	New Hampshire	111
California	353	New Jersey	405
Colorado	235	New Mexico	132
Connecticut	355	New York	232
Delaware	205	North Carolina	250
Florida	152	North Dakota	186
Georgia	169	Ohio	213
Hawaii	258	Oklahoma	190
Idaho	236	Oregon	451
Illinois	466	Pennsylvania	451
Indiana	217	Rhode Island	446
Iowa	209	South Carolina	163
Kansas	262	South Dakota	55
Kentucky	214	Tennessee	145
Louisiana	115	Texas	172
Maine	189	Utah	221
Maryland	210	Vermont	186
Massachusetts	550	Virginia	156
Michigan	390	Washington	531
Minnesota	359	West Virginia	215
Mississippi	127	Wisconsin	272
Missouri	220	Wyoming	212

Source: U.S. Department of Labor, verified May 2011.



Unemployment Insurance Tax Rates

Unemployment Insurance Taxes

Unemployment Insurance (UI) is a federal-state program jointly financed through Federal and state employer payroll taxes (federal/state UI tax). Generally, employers must pay both state and Federal unemployment taxes if: (1) they pay wages to employees totaling \$1,500, or more, in any quarter of a calendar year; or, (2) they had at least one employee during any day of a week during 20 weeks in a calendar year, regardless of whether or not the weeks were consecutive. However, some state laws differ from the Federal law and employers should contact their state workforce agencies to learn the exact requirements.

Federal Unemployment Tax Act

The Federal Unemployment Tax Act (FUTA), authorizes the Internal Revenue Service to collect a Federal employer tax used to fund state workforce agencies. Employers pay this tax annually by filing IRS Form 940. FUTA covers the costs of administering the UI and Job Service programs in all states. In addition, FUTA pays one-half of the cost of extended unemployment benefits (during periods of high unemployment) and provides for a fund from which states may borrow, if necessary, to pay benefits.

Federal Tax Rate

The FUTA tax rate is 6.2% of taxable wages. The taxable wage base is the first \$7,000 paid in wages to each employee during a calendar year. Employers who pay the state unemployment tax on a timely basis, will receive an offset credit of up to 5.4% regardless of the rate of tax they pay the state. Therefore, the net FUTA tax rate is generally 0.8% (6.2% - 5.4%), for a maximum FUTA tax of \$56.00 per employee, per year ($.008 \times \$7,000 = \56.00). State law determines individual state unemployment insurance tax rates.

State Unemployment Tax

The state unemployment tax, paid to state workforce agencies, is used solely for the payment of benefits to eligible unemployed workers.

Domestic Employers Coverage

Employers of domestic employees must pay state and Federal unemployment taxes if they pay cash wages to household workers totaling \$1,000, or more, in any calendar quarter of the current or preceding year. A household worker is an employee who performs domestic services in a private home. Examples of household employees are: babysitters, caretakers, cleaning people, drivers, nannies, health aides, yard workers and private nurses.

Employers of Agricultural Employees

Employers must pay Federal unemployment taxes if: (1) they pay wages to employees of \$20,000, or more, in any calendar quarter; or, (2) in each of 20 different calendar weeks in the current or preceding calendar year, there was at least 1 day in which they had 10 or more employees performing service in agricultural labor. The 20 weeks do not have to be consecutive weeks, nor must they be the same 10 employees, nor must all employees be working at the same time of the day.

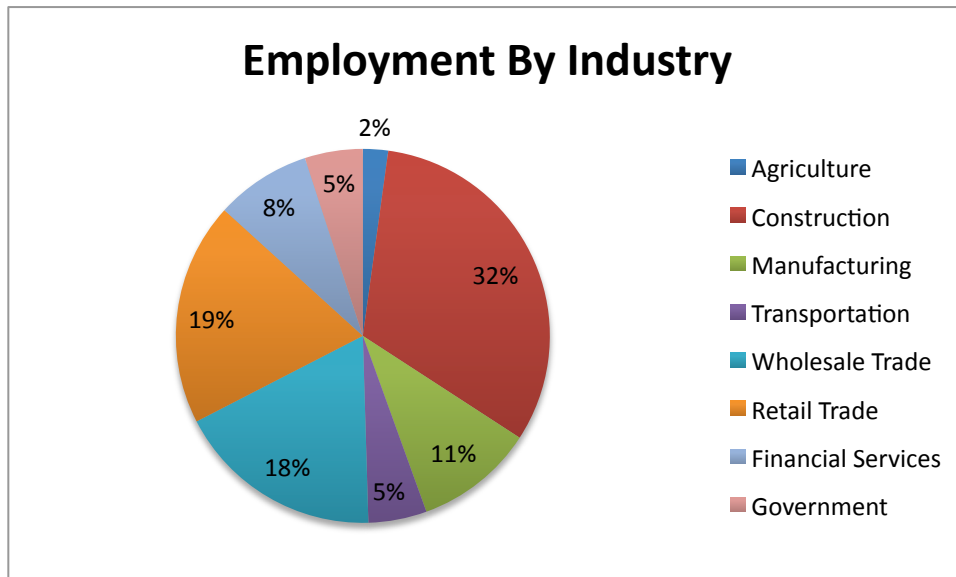
Source: U.S. Department of Labor, updated January 2011.



Union County Employment by Industry

<u>Industry</u>	<u>Establishments</u>	<u>Average Annual Wage</u>
Agriculture	53	\$32,656
Construction	779	\$40,612
Manufacturing	251	\$43,368
Transportation	123	\$40,508
Wholesale Trade	436	\$50,128
Retail Trade	470	\$24,752
Financial Services	201	\$49,868
Government	122	\$45,310

Source: Employment Security Commission of North Carolina, 3rd Quarter 2010.





Unionized Companies in Union County

<u>Company</u>	<u>Union</u>	<u>Location</u>
Verizon (formerly Alltel)	CWA – Communications Workers	Waxhaw and Monroe, NC
Roadway Express	IBT - Teamsters	Monroe, NC
United Parcel Service, Inc.	IBT - Teamsters	Monroe, NC
US Postal Service	APWU – Postal Workers	Monroe, NC
US Postal Service	NRLCA – Rural Letter Carriers	Monroe, NC

Source: *The Employers Association, 2008.*



NC Has Lowest Labor Union Membership by State

State	% Members of Union 2010	% Represented by Union 2010
North Carolina	3.2	4.9
Arkansas	4.0	5.4
Georgia	4.0	5.0
Louisiana	4.3	5.5
Mississippi	4.5	5.6
South Carolina	4.6	6.2
Virginia	4.6	5.7
Tennessee	4.7	5.8
Texas	5.4	6.7
Oklahoma	5.5	6.9
Florida	5.6	6.9
South Dakota	5.6	6.6
Arizona	6.4	8.1
Utah	6.5	8.4
Colorado	6.6	8.0
Kansas	6.8	9.1
Idaho	7.1	8.6
New Mexico	7.3	9.7
North Dakota	7.4	9.1
Wyoming	7.4	8.4
Kentucky	8.9	10.1
District of Columbia	9.0	10.5
Nebraska	9.3	11.8
Missouri	9.9	11.1
Alabama	10.1	11.2
New Hampshire	10.2	11.7
Indiana	10.9	12.2
Delaware	11.4	12.5
Iowa	11.4	13.8
Maine	11.6	13.0
Maryland	11.6	12.9
Vermont	11.8	13.6
Montana	12.7	14.4
Ohio	13.7	14.7
Wisconsin	14.2	15.1
Massachusetts	14.5	15.6
Pennsylvania	14.7	15.9
West Virginia	14.8	16.5
Nevada	15.0	16.8
Illinois	15.5	16.4
Minnesota	15.6	16.1
Oregon	16.2	17.7
Rhode Island	16.4	17.4
Michigan	16.5	17.3
Connecticut	16.7	17.4
New Jersey	17.1	17.7
California	17.5	18.6
Washington	19.4	21.3
Hawaii	21.8	23.5
Alaska	22.9	24.8
New York	24.2	26.0

Source: Bureau of Labor Statistics, 2010



**Productivity Index
Top 20 Industrial States**

Rank	State	Index
1	Louisiana	781
2	North Carolina	542
3	Texas	500
4	Indiana	430
5	Missouri	404
6	Georgia	403
7	Kentucky	401
8	Washington	398
9	Tennessee	397
10	Alabama	380
11	Pennsylvania	373
12	New York	368
13	Florida	366
14	Ohio	364
15	Illinois	353
16	California	350
17	Wisconsin	347
18	New Jersey	342
19	Michigan	325
20	Minnesota	316
	US Average	373

*Source: Charlotte Chamber of Commerce
from U.S. Census Bureau Data*

Index is derived by dividing per capita value added (Value Added/Mfg Employees) by payroll per employee(Annual Payroll/Mfg Employees) and multiplying by 100. Note: Figures taken from Annual Survey of Manufacturers (Statistics for All Manufacturing by States, 2009), U.S. Census Bureau 2011