

All-employee hours and earnings for States and metropolitan areas

Dante A. DeAntonio

The Current Employment Statistics (CES) survey, conducted by the U.S. Bureau of Labor Statistics (BLS), is a monthly survey of more than 400,000 business establishments.¹ The CES program provides estimates of employment, hours, and earnings, by industry detail, for the Nation, States, and metropolitan areas. CES data are widely considered one of the most timely and accurate economic indicators published by the Federal Government.

The BLS has published estimates of hours and earnings of production workers since 1909. Because these workers are about 80 percent of all employees (as measured by the CES survey), their hours and earnings data are by no means complete information about the total private economy. Accordingly, the BLS began publishing all-employee hours and earnings data on an experimental basis on March 11, 2008, in order to provide a more complete picture of employee hours and earnings than what is available with the production worker data. The all-employee payroll data provide comprehensive information suitable for analyzing economic trends.

Official publication of State and area CES all-employee payroll data began on March 10, 2010. States are required to publish, at a minimum, all-employee hours and earnings

data (1) for all statewide major industry sectors that have a sufficient sample and (2) at the total private-industry level for each metropolitan statistical area. Data on certain industries—for example, trade, transportation, and utilities; professional and business services; and leisure and hospitality—are available for every State. Other highly reported industries include construction (for 49 States), manufacturing (46 States), and education and health services (48 States).

Production worker hours and earnings

Previously, the only series universally produced at the statewide level was production worker hours and earnings for manufacturing. Therefore, there is a basis, albeit limited, for comparison with the new all-employee hours and earnings. It is expected that, in most of the goods-producing industries in which companies depend on the output produced by these workers, the average weekly hours of production workers will be higher than the more comprehensive all-employee measure. Table 1 presents a State-by-State comparison of all-employee and production worker average weekly hours in manufacturing at two different points in time. The new all-employee hours and earnings data series began in January 2007, so that is where an initial comparison can be made.

In January 2007, out of 45 States that reported both all-employee and production worker average weekly hours in manufacturing, 34 showed the latter to be greater than the former. The largest differences occurred in Alaska (5.2 hours), South Dakota

(5.1 hours), and Idaho (4.5 hours). Also of note is that 15 out of the 45 States reported production worker hours to be greater than all-employee hours by at least 2 hours.

By October 2009, the gap between production worker and all-employee hours diminished somewhat. Out of 45 States reporting both, production worker hours were greater in 30. The largest differences also diminished, with the top three now being 3.8 hours, in Michigan; 3.4 hours, in Virginia; and 3.3 hours, in South Dakota. In October 2009, only 7 States showed a difference of at least 2 hours between production worker and all-employee hours. The national data, shown in italics, also suggest that the gap between the two kinds of hours lessened between January 2007 and October 2009: the difference at the national level fell from 1.2 hours to 0.9 hour over that period. Average weekly hours declined for both production workers and all employees, with the former showing a stronger drop, an indication that the recession, which began in December 2007, has affected production workers' average weekly hours more than it has all employees'.

A similar comparison can be made with the use of average hourly earnings data. Because supervisors' and executives' earnings are included in the calculation of all-employee average hourly earnings, it is expected that all-employee earnings will be greater than that of production workers. Table 2 gives a State-by-State comparison of all-employee and production worker average hourly earnings in the manufacturing sector, over the same timeframe as that in table 1. In January 2007, all 45 States that reported data for both production worker and all-employee average hourly earn-

Dante A. DeAntonio is an economist in the State and Area Branch, Office of Employment and Unemployment Statistics, Bureau of Labor Statistics. E-mail: deantonio.dante@bls.gov

Table 1. Manufacturing, difference of average weekly hours, all employees and production workers, January 2007 and October 2009, ranked by State¹

January 2007					October 2009				
Rank	State	(1) All employees	(2) Production workers	Difference (2) – (1)	Rank	State	(1) All employees	(2) Production workers	Difference (2) – (1)
1	Alaska	34.8	40.0	5.2	1	Michigan	39.6	43.4	3.8
2	South Dakota	36.6	41.7	5.1	2	Virginia	40.2	43.6	3.4
3	Idaho	37.7	42.2	4.5	3	South Dakota	36.9	40.2	3.3
4	Kansas	39.5	43.1	3.6	4	Delaware	38.7	41.4	2.7
5	Arkansas	37.3	40.8	3.5	5	New Jersey	39.5	41.7	2.2
6	Louisiana	39.0	41.5	2.5	5	Alaska	44.1	46.3	2.2
6	Maine	39.4	41.9	2.5	7	California	37.8	39.9	2.1
6	Ohio	39.1	41.6	2.5	8	New York	38.5	40.3	1.8
9	Arizona	38.8	41.1	2.3	9	Wisconsin	38.2	39.9	1.7
9	Virginia	39.0	41.3	2.3	10	Utah	39.1	40.7	1.6
11	New Jersey	39.4	41.6	2.2	10	Connecticut	39.2	40.8	1.6
12	California	38.2	40.2	2.0	12	Missouri	38.5	39.9	1.4
12	Hawaii	34.7	36.7	2.0	13	Vermont	37.2	38.5	1.3
12	New York	39.1	41.1	2.0	14	Minnesota	38.4	39.6	1.2
12	Wisconsin	38.1	40.1	2.0	15	Louisiana	41.8	42.8	1.0
16	Pennsylvania	39.0	40.9	1.9	15	Ohio	38.8	39.8	1.0
17	Maryland	38.7	40.5	1.8	...	<i>National</i>	39.5	40.4	.9
18	Connecticut	40.4	42.1	1.7	17	Nebraska	40.0	40.9	.9
18	Vermont	38.4	40.1	1.7	18	Colorado	37.8	38.6	.8
20	Texas	39.8	41.2	1.4	18	Maine	40.3	41.1	.8
...	<i>National</i>	39.6	40.8	1.2	20	Georgia	38.4	39.1	.7
21	Missouri	38.2	39.2	1.0	20	Maryland	39.8	40.5	.7
22	Illinois	40.1	41.0	.9	20	Washington	41.8	42.5	.7
22	Oregon	38.1	39.0	.9	23	Arizona	38.1	38.7	.6
24	Rhode Island	38.5	39.3	.8	24	Indiana	39.4	39.9	.5
25	North Carolina	40.3	41.0	.7	24	Texas	39.6	40.1	.5
26	Colorado	37.7	38.3	.6	26	Arkansas	39.4	39.8	.4
27	Massachusetts	39.4	39.9	.5	27	Idaho	39.1	39.4	.3
27	Nebraska	41.9	42.4	.5	27	Pennsylvania	39.0	39.3	.3
27	South Carolina	41.1	41.6	.5	29	Iowa	40.4	40.6	.2
30	Minnesota	40.8	41.1	.3	29	New Hampshire	39.4	39.6	.2
31	New Hampshire	41.0	41.2	.2	31	Massachusetts	39.5	39.4	-.1
31	Utah	39.8	40.0	.2	32	North Carolina	39.3	39.1	-.2
31	Mississippi	39.7	39.9	.2	32	North Dakota	37.8	37.6	-.2
34	Indiana	40.7	40.8	.1	32	Illinois	40.0	39.8	-.2
35	Iowa	40.1	40.1	.0	35	West Virginia	39.7	39.4	-.3
35	Michigan	40.7	40.7	.0	36	Florida	37.4	37.0	-.4
37	West Virginia	41.1	41.0	-.1	36	Mississippi	40.3	39.9	-.4
38	North Dakota	39.6	39.4	-.2	36	Oklahoma	40.2	39.8	-.4
39	Tennessee	38.8	38.4	-.4	39	Oregon	38.6	38.1	-.5
40	Delaware	39.0	38.5	-.5	40	Rhode Island	38.5	37.7	-.8
41	Washington	40.7	39.8	-.9	40	Hawaii	34.1	33.3	-.8
42	Florida	42.9	41.9	-1.0	42	South Carolina	42.2	41.3	-.9
43	Alabama	41.8	40.1	-1.7	43	Tennessee	42.1	41.0	-1.1
44	Georgia	40.4	38.6	-1.8	44	Alabama	41.1	39.6	-1.5
45	Oklahoma	42.4	38.6	-3.8	45	Kansas	44.2	39.5	-4.7

¹ Excluding District of Columbia, Kentucky, Montana, Nevada, New Mexico, and Wyoming.

ings had higher all-employee earnings. The largest differences were in Colorado (\$9.53), New Hampshire (\$9.33), and Massachusetts (\$8.90), the smallest difference in Michigan (\$1.04).

In October 2009, all-employee average hourly earnings remained higher than production worker average hourly earnings in all States reporting. (See table 2.) The largest differences occurred in California

(\$8.75), New Hampshire (\$8.10), and Rhode Island (\$7.97), the smallest difference in Alaska (\$0.49). Looking across all States' reported figures for the January 2007–October 2009 timeframe reveals a general

Table 2. Manufacturing, difference of average hourly earnings, all employees and production workers, January 2007 and October 2009, ranked by State¹

January 2007					October 2009				
Rank	State	(1) All employees	(2) Production workers	Difference (2) – (1)	Rank	State	(1) All employees	(2) Production workers	Difference (2) – (1)
1	Colorado	\$26.59	\$17.06	-\$9.53	1	California	\$26.76	\$18.01	-\$8.75
2	New Hampshire	26.23	16.90	-9.33	2	New Hampshire	25.53	17.43	-8.10
3	Massachusetts	27.58	18.68	-8.90	3	Rhode Island	22.28	14.31	-7.97
4	Texas	22.64	14.08	-8.56	4	Texas	23.51	15.61	-7.90
5	California	24.32	16.12	-8.20	5	Massachusetts	28.02	20.61	-7.41
6	New Jersey	24.95	16.82	-8.13	6	Tennessee	21.55	14.74	-6.81
7	Connecticut	28.02	20.26	-7.76	7	Washington	30.26	23.52	-6.74
8	Alaska	23.38	15.70	-7.68	8	Arizona	23.60	17.05	-6.55
9	Washington	27.98	20.52	-7.46	9	Connecticut	29.20	23.18	-6.02
10	Arizona	21.83	14.95	-6.88	10	New Jersey	23.67	17.91	-5.76
11	Rhode Island	20.14	13.46	-6.68	11	Colorado	27.29	21.54	-5.75
12	Illinois	22.54	16.29	-6.25	12	Vermont	22.11	16.46	-5.65
13	Tennessee	20.00	14.50	-5.50	13	Minnesota	24.57	19.02	-5.55
14	Maryland	23.07	17.78	-5.29	14	Missouri	24.11	18.71	-5.40
15	Florida	20.50	15.30	-5.20	15	Illinois	22.00	16.72	-5.28
16	Pennsylvania	20.52	15.46	-5.06	15	Pennsylvania	21.81	16.53	-5.28
17	Oklahoma	19.70	14.65	-5.05	17	Florida	24.99	20.03	-4.96
18	Georgia	20.19	15.20	-4.99	18	Alabama	20.38	15.45	-4.93
19	Alabama	20.54	15.79	-4.75	...	<i>National</i>	22.99	18.33	-4.66
20	Missouri	20.93	16.30	-4.63	19	New York	23.32	18.79	-4.53
21	Minnesota	22.24	17.69	-4.55	20	Idaho	23.99	19.83	-4.16
22	Kansas	22.48	18.12	-4.36	21	Georgia	19.95	15.80	-4.15
23	Oregon	20.39	16.05	-4.34	22	Maryland	23.81	19.68	-4.13
...	<i>National</i>	21.32	17.06	-4.26	23	Indiana	22.54	18.44	-4.10
24	Louisiana	22.67	18.53	-4.14	24	Nebraska	19.71	15.69	-4.02
25	Wisconsin	21.04	17.02	-4.02	25	Oklahoma	18.74	14.84	-3.90
26	Delaware	21.70	17.69	-4.01	26	Delaware	20.83	17.01	-3.82
27	Vermont	20.21	16.23	-3.98	27	Utah	22.31	18.56	-3.75
28	New York	22.30	18.33	-3.97	28	North Dakota	19.66	15.95	-3.71
29	South Dakota	17.95	14.15	-3.80	29	South Carolina	19.77	16.14	-3.63
30	North Carolina	18.54	14.91	-3.63	30	North Carolina	19.42	15.95	-3.47
31	Utah	19.73	16.12	-3.61	30	Louisiana	23.47	20.00	-3.47
32	North Dakota	17.36	14.08	-3.28	32	Oregon	20.90	17.48	-3.42
33	Indiana	22.05	18.81	-3.24	33	Iowa	20.07	16.76	-3.31
34	Idaho	21.68	18.55	-3.13	34	Wisconsin	21.08	18.04	-3.04
35	Ohio	22.33	19.26	-3.07	35	Michigan	24.48	21.69	-2.79
36	Virginia	20.15	17.09	-3.06	36	Mississippi	17.48	14.83	-2.65
37	West Virginia	21.27	18.47	-2.80	37	Hawaii	21.31	18.77	-2.54
38	Maine	21.65	19.03	-2.62	38	Ohio	21.17	18.68	-2.49
39	Nebraska	17.66	15.11	-2.55	39	Maine	22.31	19.85	-2.46
40	Iowa	18.84	16.41	-2.43	40	South Dakota	17.41	15.09	-2.32
41	Arkansas	16.08	13.77	-2.31	41	Arkansas	16.05	14.10	-1.95
42	Mississippi	15.99	13.99	-2.00	42	Virginia	20.35	18.47	-1.88
43	Hawaii	18.13	16.25	-1.88	43	West Virginia	20.09	18.40	-1.69
44	South Carolina	17.40	15.72	-1.68	44	Kansas	20.81	19.49	-1.32
45	Michigan	23.12	22.08	-1.04	45	Alaska	20.66	20.17	-.49

¹ Excluding District of Columbia, Kentucky, Montana, Nevada, New Mexico, and Wyoming.

pattern of slight increases in both all-employee and production worker average hourly earnings, which worked to keep the gap between

them relatively stable. This same relationship is evident in the national numbers shown in the table: nationwide, both all-employee and produc-

tion worker average hourly earnings increased over the period, with the gap between them rising slightly (from \$4.26 to \$4.66).

Industry rankings

Tables 3–11 show all-employee average 2008 weekly hours and hourly earnings, by State (where available), for total private industry and for each major industry sector. In each table, States are ranked on both variables by 2008 averages (the most recent annual data available). The national numbers are included in each table for comparison.

At the total private level, all States and the District of Columbia reported all-employee hours and earnings data. (See table 3.) The lowest average weekly hours were 32.3, in Montana, the highest, 37.0, in Nevada. Twenty-five States had higher average weekly hours than the national average of 34.5 hours. The lowest earnings were in South Dakota, \$16.53 per hour, the highest in the District of Columbia, \$32.37. The national average for hourly earnings was \$21.62, with 16 States reporting greater earnings.

In construction, 49 States reported data. (See table 4.) The lowest average weekly hours were 34.4, in Idaho, the highest, 42.5, in Wyoming. Twenty-eight States had higher average weekly hours than the national average, 37.8 hours. The lowest earnings were \$17.65 per hour, in Idaho, the highest, \$34.03, in New Jersey. The national average for hourly earnings in the industry was \$23.96, with 20 States reporting greater earnings.

In manufacturing, 46 states reported data. (See table 5.) The lowest average weekly hours were 36.4, in Hawaii, the highest, 44.7, in Alaska. Twenty-three States had higher average weekly hours than the national average, 39.8 hours. The lowest earnings, \$16.34 per hour, were in South Dakota, the highest, \$29.08, in Connecticut. The national average for hourly earnings in the industry was \$22.16, with 20 States reporting

Table 3. Total private industry: all-employee average weekly hours and average hourly earnings, 2008, ranked by State

Rank	State	Weekly hours	Rank	State	Hourly earnings
1	Nevada	37.0	1	District of Columbia	\$32.37
2	Wyoming	36.7	2	Connecticut	27.71
3	Louisiana	36.5	3	Massachusetts	26.38
4	Texas	36.3	4	New York	25.48
5	Kentucky	36.2	5	New Jersey	25.32
6	Alabama	36.0	6	Washington	25.23
7	District of Columbia	35.8	7	Alaska	25.01
8	Mississippi	35.6	8	California	24.70
8	South Carolina	35.6	9	Maryland	24.56
10	Oklahoma	35.5	10	Colorado	23.80
11	New Mexico	35.4	11	Minnesota	23.23
12	Alaska	35.3	12	Delaware	22.73
12	Georgia	35.3	13	Illinois	22.67
14	Arkansas	35.2	14	New Hampshire	22.66
14	Florida	35.2	15	Rhode Island	22.50
14	Tennessee	35.2	16	Virginia	22.31
14	West Virginia	35.2	...	National	21.62
18	Indiana	35.0	17	Michigan	21.62
18	Virginia	35.0	18	Vermont	21.35
20	Arizona	34.8	19	Texas	21.30
20	Colorado	34.8	20	Utah	21.10
20	Kansas	34.8	21	Florida	21.00
23	Maryland	34.7	22	Oregon	20.93
24	Utah	34.6	23	Wyoming	20.83
24	Washington	34.6	24	Hawaii	20.80
...	National	34.5	25	Georgia	20.77
26	Missouri	34.5	26	Arizona	20.69
27	Vermont	34.4	27	Wisconsin	20.67
28	Illinois	34.3	28	Missouri	20.57
28	Maine	34.3	29	Pennsylvania	20.43
28	North Carolina	34.3	30	Indiana	20.30
31	California	34.2	31	Kansas	20.13
31	Michigan	34.2	32	Ohio	20.11
33	New York	34.1	33	North Carolina	19.90
33	Rhode Island	34.1	34	Nebraska	19.79
35	Connecticut	34.0	35	Nevada	19.75
36	Idaho	33.9	36	Alabama	19.56
36	Ohio	33.9	37	Tennessee	19.40
38	Delaware	33.8	38	Louisiana	19.22
38	Iowa	33.8	39	Maine	18.96
38	Oregon	33.8	40	South Carolina	18.80
41	Massachusetts	33.7	41	North Dakota	18.75
41	Nebraska	33.7	42	New Mexico	18.73
41	Pennsylvania	33.7	43	Montana	18.43
44	New Jersey	33.6	44	Iowa	18.35
45	Minnesota	33.5	45	Kentucky	18.07
46	Wisconsin	33.0	46	West Virginia	17.70
47	South Dakota	32.9	47	Idaho	17.53
48	New Hampshire	32.8	48	Oklahoma	17.43
49	Hawaii	32.6	49	Arkansas	17.21
50	North Dakota	32.4	50	Mississippi	16.89
51	Montana	32.3	51	South Dakota	16.53

greater earnings.

In trade, transportation, and utilities, all States and the District of Columbia reported data. (See table

6.) The lowest average weekly hours were 30.1, in Utah and New Hampshire, the highest 40.1, in Texas. Twenty-six States had higher average

Table 4. Construction: all-employee average weekly hours and average hourly earnings, 2008, ranked by State¹

Rank	State	Weekly hours	Rank	State	Hourly earnings
1	Wyoming	42.5	1	New Jersey	\$34.03
2	Texas	42.0	2	Hawaii ²	33.15
3	Louisiana	41.8	3	Alaska	33.00
4	Alabama	41.6	4	Illinois	31.32
5	Oklahoma	41.2	5	Massachusetts	30.72
6	Alaska	41.1	6	New York	30.14
7	New Mexico	40.5	7	Connecticut	28.91
8	Nebraska ²	40.2	8	Washington	28.65
8	South Dakota ²	40.2	9	Wisconsin	27.87
10	Maine	39.8	10	Rhode Island	27.09
11	Iowa	39.7	11	Minnesota	26.69
12	Maryland ²	39.5	12	California	26.37
12	Virginia	39.5	13	Michigan	26.31
14	Florida	39.3	14	Delaware ²	26.01
14	Mississippi	39.3	15	Missouri	25.86
16	Vermont	39.2	16	Nevada	25.80
17	North Dakota	39.0	17	Maryland ²	24.62
18	North Carolina	38.6	18	Ohio	24.61
19	Colorado	38.5	19	Colorado	24.46
19	Kentucky	38.5	20	Oregon	24.41
21	Pennsylvania	38.3	...	<i>National</i>	23.96
22	Minnesota	38.2	21	Pennsylvania	23.96
23	Michigan	38.1	22	Wyoming	23.94
23	West Virginia	38.1	23	Indiana	23.34
25	Indiana	38.0	24	Montana	23.15
25	Kansas	38.0	25	Utah	22.61
25	South Carolina	38.0	26	Arizona	21.76
28	Wisconsin	37.9	27	Vermont	21.47
...	<i>National</i>	37.8	28	West Virginia	21.44
29	Arkansas	37.8	29	Virginia	21.39
29	Georgia	37.8	30	Louisiana	21.29
29	Washington	37.8	31	Iowa	21.01
32	Connecticut	37.6	32	Kansas	20.79
32	Tennessee ²	37.6	33	Kentucky	20.62
34	Massachusetts	37.5	34	Florida	20.24
35	Nevada	37.4	35	Texas	19.69
36	Ohio	37.0	36	North Dakota	19.55
37	New Jersey	36.9	37	New Mexico	19.52
38	Missouri	36.7	38	North Carolina	19.43
38	Delaware ²	36.7	39	Georgia	19.42
40	Arizona	36.5	40	South Carolina	19.34
40	Oregon	36.5	41	Tennessee ²	19.30
40	Rhode Island	36.5	42	Nebraska ²	19.19
43	Illinois	36.3	43	Maine	19.11
44	Hawaii ²	36.2	44	South Dakota ²	18.76
44	New York	36.2	45	Oklahoma	18.67
46	California	35.3	46	Arkansas	18.17
47	Utah	35.2	47	Alabama	18.13
48	Montana	34.5	48	Mississippi	17.90
49	Idaho	34.4	49	Idaho	17.65

¹ Excluding District of Columbia and New Hampshire.

² Data combine construction with logging and mining.

weekly hours than the national average, 34.4 hours. The lowest earnings were \$15.09 per hour, in Mississippi, the highest, \$27.54, in Texas. The national average for hourly earnings

in the industry was \$18.93, with 18 States reporting greater earnings.

In financial activities, 41 states reported data. (See table 7.) The lowest average weekly hours were 34.8, in

Kansas, the highest, 38.8, in Delaware. Twenty States had higher average weekly hours than the national average, 36.5 hours. The lowest earnings were \$16.78 per hour, in West Virginia, the highest, \$42.44, in Connecticut. The national average for hourly earnings in the industry was \$26.16, with 11 States reporting greater earnings.

In professional and business services, all States and the District of Columbia reported data. (See table 8.) The lowest average weekly hours were 31.8, in Hawaii, the highest, 40.2, in South Carolina. Twenty-nine States had higher average weekly hours than the national average, 35.2 hours. The lowest earnings were \$18.32 per hour, in Mississippi, the highest, \$38.20, in the District of Columbia. The national average for hourly earnings in the industry was \$25.82, with 21 States reporting greater earnings.

In education and health services, 48 States reported data. (See table 9.) The lowest average weekly hours were 30.6, in New Jersey, the highest, 39.5, in Utah. Fifteen States had higher average weekly hours than the national average, 33.7 hours. The lowest earnings were \$16.17 per hour, in Arkansas, the highest, \$26.04, in Maryland. The national average for hourly earnings in the industry was \$22.12, with 13 States reporting greater earnings.

In leisure and hospitality, all States and the District of Columbia reported data. (See table 10.) The lowest average weekly hours were 21.3, in Nebraska, the highest, 34.3, in Nevada. Twenty-five States had higher average weekly hours than the national average, 25.9 hours. The lowest earnings were \$9.50 per hour, in Arkansas, the highest, \$17.62, in New York. The national average for hourly earnings in the industry was \$12.77, with 15 States reporting greater earnings.

In the catchall category titled "other

services,” data were compiled for 30 States and the District of Columbia. (See table 11.) The lowest average weekly hours were 24.6, in North Dakota, the highest, 35.5, in Tennessee. Six States had higher average weekly hours than the national average, 32.9 hours. The lowest earnings were \$13.04 per hour, in North Dakota, the highest, \$38.80, in the District of Columbia. The national average for hourly earnings in this compilation of industries was \$18.17, with 15 States reporting greater earnings.

An easy relationship to derive from the industry rankings of average weekly hours and average hourly earnings is the disparity among the variables. Table 12 shows that the highest overall earnings in any industry were in information, with workers in Washington having average hourly earnings of \$45.32. The lowest overall earnings were in leisure and hospitality, with workers in Arkansas making an average of \$9.50 per hour. (The leisure and hospitality industry also reported, by far, the lowest maximum earnings of any industry, with New York workers earning an industry-high \$17.62 per hour). A look at the differences between the highest and lowest reported hourly earnings in each industry reveals that three industries exhibited relatively large disparities: “other services,” with the largest difference, \$25.76; financial activities, \$25.66; and information, \$24.20. Interestingly, in none of the three industries did all 51 States report data, so the actual disparity may in fact be larger than the observed disparity, which is based on whatever subset of State data is available.

Table 13 shows the highest and lowest reported average weekly hours (by industry) and the disparities that result. The highest overall hours in any industry were in manufacturing, with

Table 5. Manufacturing: all-employee average weekly hours and average hourly earnings, 2008, ranked by State¹

Rank	State	Weekly hours	Rank	State	Hourly earnings
1	Alaska	44.7	1	Connecticut	\$29.08
2	South Carolina	42.6	2	Washington	28.62
3	Oklahoma	42.1	3	Colorado	27.47
3	Texas	42.1	4	Massachusetts	27.11
5	Kansas	41.9	5	California	25.28
6	Louisiana	41.8	6	Michigan	25.23
7	Alabama	41.6	7	New Hampshire	24.62
8	Washington	41.4	8	New Jersey	24.05
9	Michigan	41.3	9	Louisiana	23.55
10	Connecticut	41.1	10	Maryland	23.20
11	West Virginia	40.9	11	Missouri	23.11
12	Nebraska	40.5	12	Texas	23.06
13	Indiana	40.3	13	New York	22.84
13	Maine	40.3	14	Kansas	22.75
13	New Hampshire	40.3	15	Indiana	22.61
16	Mississippi	40.2	16	Arizona	22.56
16	Pennsylvania	40.2	17	Idaho	22.53
18	Iowa	40.1	18	Minnesota	22.44
18	New Jersey	40.1	19	Delaware	22.41
18	Ohio	40.1	20	Florida	22.19
21	Florida	39.9	...	<i>National</i>	22.16
21	Minnesota	39.9	21	Ohio	21.98
21	Virginia	39.9	22	Illinois	21.67
...	<i>National</i>	39.8	23	Maine	21.66
24	Illinois	39.8	24	Rhode Island	21.31
25	Tennessee	39.7	25	Wisconsin	21.29
26	Massachusetts	39.5	26	West Virginia	21.17
26	Missouri	39.5	27	Pennsylvania	21.14
26	North Carolina	39.5	28	Utah	21.13
29	Georgia	39.4	29	Vermont	20.75
29	Kentucky	39.4	30	Hawaii	20.71
29	Rhode Island	39.4	31	Alabama	20.49
32	Arkansas	39.0	32	Oregon	20.28
32	South Dakota	39.0	32	Tennessee	20.28
32	Utah	39.0	34	Virginia	20.03
35	Maryland	38.9	35	Kentucky	19.59
36	California	38.8	36	Alaska	19.24
36	Oregon	38.8	37	Oklahoma	19.08
38	Colorado	38.6	38	Georgia	19.04
39	Arizona	38.5	39	North Dakota	18.96
40	New York	38.4	39	South Carolina	18.96
40	Wisconsin	38.4	41	Nebraska	18.62
42	Vermont	38.2	42	North Carolina	18.61
43	Delaware	37.6	43	Iowa	18.24
43	North Dakota	37.6	44	Arkansas	16.88
45	Idaho	37.2	45	Mississippi	16.70
46	Hawaii	36.4	46	South Dakota	16.34

¹ Excluding District of Columbia, Montana, Nevada, New Mexico, and Wyoming.

workers in Alaska averaging 44.7 hours per week. The lowest overall hours were in leisure and hospitality,

with workers in Nebraska averaging 21.3 hours per week. Three industries showed a range of average weekly

hours greater than or equal to 10: 34.3; lowest, 21.3); “other services,” leisure and hospitality, 13.0 (highest, 10.9 (highest, 35.5; lowest, 24.6); and

trade, transportation, and utilities, 10.0 (highest, 40.1; lowest, 30.1). □

Note

¹ This is the second of two reports in this issue of the *Review* that discusses all-employee hours and earnings from the Current Employment Statistics (CES) survey. The first report, “Hours and earnings for all employees,” by Angie Clinton (pp. 34–40) provides additional background on these data and discusses them in the national context.

Table 6. Trade, transportation, and utilities: all-employee average weekly hours and average hourly earnings, 2008, ranked by State

Rank	State	Weekly hours	Rank	State	Hourly earnings
1	Texas	40.1	1	Texas	\$27.54
2	Nevada	37.7	2	New Jersey	24.40
3	District of Columbia	36.7	3	Massachusetts	23.39
3	Indiana	36.7	4	District of Columbia	22.60
5	Louisiana	36.6	5	Connecticut	22.37
6	Arizona	36.4	6	New York	21.49
7	Alabama	36.2	7	Wyoming	20.70
8	Arkansas	36.1	8	California	20.39
9	Wyoming	35.9	9	Washington	20.37
10	Mississippi	35.5	10	Minnesota	20.25
10	New Mexico	35.5	11	Rhode Island	20.24
12	Georgia	35.4	12	Georgia	19.81
13	California	35.2	13	Utah	19.79
14	Colorado	35.1	14	Illinois	19.47
14	Kentucky	35.1	15	Alaska	19.45
14	North Carolina	35.1	16	Colorado	19.34
17	Idaho	34.9	17	Arizona	19.30
17	Washington	34.9	18	North Dakota	19.03
19	Tennessee	34.8	...	<i>National</i>	18.93
20	Kansas	34.7	19	Michigan	18.82
20	Rhode Island	34.7	20	Florida	18.81
20	Virginia	34.7	21	Tennessee	18.77
23	Missouri	34.6	22	Wisconsin	18.76
23	West Virginia	34.6	23	North Carolina	18.63
25	Oregon	34.5	24	Virginia	18.60
25	South Carolina	34.5	25	Oregon	18.49
...	<i>National</i>	34.4	26	Maryland	18.39
27	Florida	34.4	27	Ohio	18.13
27	Illinois	34.4	28	Vermont	18.11
29	New York	34.3	29	Hawaii	17.97
30	Oklahoma	34.2	30	Pennsylvania	17.94
31	Delaware	34.1	31	Missouri	17.83
32	Maryland	34.0	32	Kansas	17.74
33	Connecticut	33.9	33	South Carolina	17.63
34	Vermont	33.7	34	New Hampshire	17.61
35	Pennsylvania	33.6	35	Nevada	17.57
36	Michigan	33.5	36	Indiana	17.56
36	Ohio	33.5	37	Delaware	17.30
38	New Jersey	33.3	38	Nebraska	17.22
38	North Dakota	33.3	39	Maine	17.18
38	Wisconsin	33.3	40	New Mexico	16.88
41	Hawaii	33.1	41	Alabama	16.76
42	Massachusetts	33.0	42	Oklahoma	16.64
43	Maine	32.6	43	Arkansas	16.44
43	Montana	32.6	44	Iowa	16.36
45	Alaska	32.5	45	Montana	16.08
46	Minnesota	32.4	46	Idaho	16.07
47	Nebraska	32.0	47	Kentucky	15.81
48	Iowa	31.7	48	Louisiana	15.48
49	South Dakota	31.5	49	South Dakota	15.16
50	New Hampshire	30.1	50	West Virginia	15.15
50	Utah	30.1	51	Mississippi	15.09

Table 7. Financial activities: all-employee average weekly hours and average hourly earnings, 2008, ranked by State¹

Rank	State	Weekly hours	Rank	State	Hourly earnings
1	Delaware	38.8	1	Connecticut	\$42.44
2	Arkansas	38.1	2	New York	34.91
3	Kentucky	38.0	3	California	30.87
3	Nevada	38.0	4	Massachusetts	29.42
5	Texas	37.6	5	Delaware	28.66
6	Alabama	37.4	6	New Jersey	28.36
6	Mississippi	37.4	7	Maryland	28.17
8	Massachusetts	37.1	8	Illinois	27.78
8	Tennessee	37.1	9	North Carolina	27.11
10	New Jersey	37.0	10	Minnesota	26.95
11	Missouri	36.9	11	Nebraska	26.40
11	New York	36.9	...	<i>National</i>	26.16
13	California	36.8	12	Pennsylvania	26.01
13	Florida	36.8	13	Texas	25.25
13	Indiana	36.8	14	Georgia	24.95
13	Montana	36.8	14	Iowa	24.95
13	Ohio	36.8	16	Washington	24.76
18	Arizona	36.7	17	Wisconsin	24.41
18	Idaho	36.7	18	Oregon	24.24
18	South Carolina	36.7	19	Ohio	24.15
...	<i>National</i>	36.5	20	Nevada	23.79
21	Nebraska	36.5	21	Michigan	23.51
21	North Dakota	36.5	22	Florida	23.47
21	Utah	36.5	23	Missouri	23.14
21	Washington	36.5	24	Utah	22.73
25	North Carolina	36.4	25	Colorado	22.51
25	Oregon	36.4	26	Arizona	22.45
27	Louisiana	36.3	27	South Carolina	22.11
27	Minnesota	36.3	28	Indiana	21.70
27	Oklahoma	36.3	29	Kansas	21.56
30	Illinois	36.2	30	Kentucky	21.47
30	Michigan	36.2	31	Arkansas	21.02
32	Maryland	36.1	32	Tennessee	20.92
33	Georgia	35.9	32	Virginia	20.92
33	Wisconsin	35.9	34	Alabama	20.28
35	Colorado	35.8	35	Idaho	20.00
35	Pennsylvania	35.8	36	Montana	19.68
37	Connecticut	35.6	37	Mississippi	19.46
37	Iowa	35.6	38	Louisiana	19.37
39	Virginia	35.5	39	Oklahoma	17.49
39	West Virginia	35.5	40	North Dakota	17.07
41	Kansas	34.8	41	West Virginia	16.78

¹ Excluding Alaska, District of Columbia, Hawaii, Maine, New Hampshire, New Mexico, Rhode Island, South Dakota, Vermont, and Wyoming.

Table 8. Professional and business services: all-employee average weekly hours and average hourly earnings, 2008, ranked by State						Table 9. Education and health services: all-employee average weekly hours and average hourly earnings, 2008, ranked by State¹					
Rank	State	Weekly hours	Rank	State	Hourly earnings	Rank	State	Weekly hours	Rank	State	Hourly earnings
1	South Carolina	40.2	1	District of Columbia	\$38.20	1	Utah	39.5	1	Maryland	\$26.04
2	District of Columbia	37.6	2	Utah	35.95	2	Georgia	37.0	2	Vermont	25.39
3	Florida	37.2	3	Virginia	33.17	3	Kentucky	36.4	3	New Jersey	25.34
3	Louisiana	37.2	4	Massachusetts	32.83	4	Alabama	35.6	4	California	25.21
5	Maryland	37.0	5	New York	32.51	5	New Mexico	35.5	5	Massachusetts	24.66
5	Nevada	37.0	6	Maryland	31.28	6	Michigan	34.9	6	Connecticut	24.61
5	Tennessee	37.0	7	Connecticut	31.09	6	Texas	34.9	7	Minnesota	24.56
8	Virginia	36.9	8	Alaska	30.89	8	Florida	34.8	8	Washington	24.04
9	Oklahoma	36.7	9	California	30.35	9	Colorado	34.7	9	Hawaii	23.31
10	Vermont	36.6	10	Colorado	29.87	10	West Virginia	34.6	10	Rhode Island	23.07
11	New Mexico	36.5	11	New Hampshire	29.68	11	Arizona	34.5	11	Arizona	22.99
12	Colorado	36.2	12	Washington	29.35	12	Tennessee	34.2	12	Florida	22.61
13	Mississippi	36.1	12	Washington	29.35	13	Virginia	34.1	13	Texas	22.21
13	New Hampshire	36.1	13	Delaware	28.95	14	Mississippi	33.9	13	Texas	22.21
13	Rhode Island	36.1	14	New Jersey	28.80	14	Louisiana	33.8	13	... <i>National</i>	22.12
16	Illinois	36.0	15	Rhode Island	28.65	15	Nebraska	33.7	14	Oregon	22.11
16	Maine	36.0	16	Minnesota	27.80	16	New York	33.4	15	Colorado	22.10
16	Massachusetts	36.0	17	Illinois	27.69	16	Oklahoma	33.4	16	New York	21.88
16	Minnesota	36.0	18	Missouri	26.48	16	New York	33.4	17	Indiana	21.84
16	Texas	36.0	19	Georgia	26.21	16	South Carolina	33.4	18	Illinois	21.70
21	Arizona	35.9	20	Michigan	26.09	16	Kansas	33.2	19	New Hampshire	21.46
22	Alaska	35.8	21	Nevada	25.95	20	Maryland	33.2	20	Delaware	21.14
22	Kentucky	35.8	21	... <i>National</i>	25.82	20	California	33.1	21	Georgia	20.90
24	Missouri	35.8	22	Texas	25.26	22	Vermont	32.9	22	Nebraska	20.77
25	California	35.7	23	Kansas	25.21	23	Iowa	32.8	23	Tennessee	20.50
26	Alabama	35.6	24	Pennsylvania	25.03	24	South Dakota	32.8	24	North Carolina	20.42
26	Ohio	35.6	24	Pennsylvania	25.03	24	Missouri	32.7	25	Michigan	20.32
28	Arkansas	35.5	25	North Carolina	24.62	26	Pennsylvania	32.7	26	Wisconsin	20.05
29	New York	35.4	26	Oregon	24.59	26	Wyoming	32.7	27	Virginia	19.98
...	<i>National</i>	35.2	27	Arizona	24.40	26	Delaware	32.6	28	Alabama	19.74
30	North Carolina	35.2	28	New Mexico	24.31	29	Hawaii	32.6	29	Missouri	19.68
30	West Virginia	35.2	29	Ohio	23.96	29	Indiana	32.6	30	South Carolina	19.58
32	Pennsylvania	35.0	29	Vermont	23.96	29	Ohio	32.6	31	Kentucky	19.50
33	Washington	34.9	31	Louisiana	23.77	32	Montana	32.4	32	Pennsylvania	19.41
34	Georgia	34.7	32	Alabama	23.68	33	Maine	32.3	33	Ohio	19.23
34	Idaho	34.7	33	Florida	23.58	34	Rhode Island	32.3	34	Maine	19.19
34	Oregon	34.7	34	South Carolina	23.37	34	Illinois	32.2	35	North Dakota	18.99
37	Connecticut	34.5	35	Nebraska	23.24	36	North Carolina	32.2	36	Montana	18.90
38	Indiana	34.3	36	Tennessee	22.96	36	Arkansas	32.1	37	Mississippi	18.60
38	North Dakota	34.3	37	Wisconsin	22.89	38	Minnesota	32.1	38	Utah	18.35
38	Wisconsin	34.3	38	Wyoming	22.79	38	Oregon	32.1	39	Wyoming	18.29
38	Wyoming	34.3	39	Idaho	22.55	38	Washington	32.1	40	Kansas	18.11
42	Michigan	34.2	39	Maine	22.55	42	New Hampshire	31.2	41	West Virginia	17.70
42	New Jersey	34.2	41	Hawaii	22.11	43	Massachusetts	31.0	42	New Mexico	17.34
44	Montana	34.1	42	South Dakota	21.85	44	Idaho	30.9	43	Idaho	17.04
44	Nebraska	34.1	42	North Dakota	21.76	44	Wisconsin	30.9	44	Oklahoma	16.95
46	Delaware	33.6	44	Iowa	21.23	46	Connecticut	30.8	45	Iowa	16.94
46	Kansas	33.6	45	West Virginia	20.46	47	North Dakota	30.7	46	South Dakota	16.39
48	Utah	33.5	46	Arkansas	20.28	48	New Jersey	30.6	47	Louisiana	16.19
49	Iowa	33.0	47	Montana	19.73				48	Arkansas	16.17
50	South Dakota	32.4	48	Indiana	19.62	¹ Excluding Alaska, District of Columbia, and Nevada.					
51	Hawaii	31.8	49	Oklahoma	19.49						
			50	Kentucky	19.44						
			51	Mississippi	18.32						

Table 10. Leisure and hospitality: all-employee average weekly hours and average hourly earnings, 2008, ranked by State

Rank	State	Weekly hours	Rank	State	Hourly earnings
1	Nevada	34.3	1	New York	\$17.62
2	District of Columbia		2	Hawaii	17.40
3	Hawaii	32.0	3	District of Columbia	17.25
4	Florida	28.5	4	New Jersey	16.10
5	New Jersey	28.2	5	Maryland	16.06
5	New York	28.2	6	Massachusetts	15.54
7	West Virginia	28.1	7	Connecticut	15.53
8	Louisiana	27.9	8	Vermont	15.10
9	Arizona	27.8	9	Washington	15.00
9	New Mexico	27.8	10	Nevada	14.92
11	Mississippi	27.7	11	Rhode Island	14.74
12	Alaska	27.6	12	California	14.18
12	Georgia	27.6	13	Florida	14.04
14	Massachusetts	27.2	14	Colorado	13.66
15	Kentucky	27.1	15	Alaska	13.48
16	Arkansas	26.9	...	<i>National</i>	12.77
17	Idaho	26.8	16	Pennsylvania	12.77
17	Maryland	26.8	17	Oregon	12.70
17	Texas	26.8	18	Arizona	12.68
20	Connecticut	26.7	18	Minnesota	12.68
20	Tennessee	26.7	20	Delaware	12.48
20	Wyoming	26.7	21	New Hampshire	12.44
23	Oklahoma	26.6	22	Illinois	12.37
24	California	26.4	23	Maine	12.22
25	Alabama	26.0	24	Missouri	12.18
...	<i>National</i>	25.9	25	Virginia	12.03
26	Missouri	25.7	26	Georgia	12.02
26	North Carolina	25.7	27	Montana	12.01
28	Virginia	25.6	28	Louisiana	11.85
29	South Carolina	25.5	29	Utah	11.72
29	Vermont	25.5	30	North Carolina	11.52
31	Washington	25.4	31	Tennessee	11.49
32	Delaware	25.1	32	Michigan	11.44
32	Illinois	25.1	33	Texas	11.41
34	Pennsylvania	24.9	34	Wisconsin	11.39
35	Indiana	24.7	35	Indiana	11.38
36	Oregon	24.6	36	Iowa	11.32
36	Rhode Island	24.6	37	Wyoming	11.28
38	Colorado	24.4	38	South Dakota	11.12
38	Montana	24.4	39	New Mexico	11.09
40	Iowa	24.3	40	Ohio	11.03
40	Maine	24.3	41	Mississippi	10.90
42	New Hampshire	24.2	42	Kansas	10.67
43	Kansas	23.9	43	South Carolina	10.65
43	Utah	23.9	44	Nebraska	10.56
45	Ohio	23.8	45	North Dakota	10.21
46	Michigan	23.4	46	Kentucky	10.08
47	South Dakota	23.3	47	Idaho	10.06
48	Minnesota	23.0	48	Oklahoma	10.05
49	North Dakota	21.9	49	Alabama	10.03
50	Wisconsin	21.8	50	West Virginia	9.75
51	Nebraska	21.3	51	Arkansas	9.50

Table 11. Other services: all-employee average weekly hours and average hourly earnings, 2008, ranked by State¹

Rank	State	Weekly hours	Rank	State	Hourly earnings
1	Tennessee	35.5	1	District of Columbia	\$38.80
2	District of Columbia	34.7	2	Connecticut	22.67
3	Florida	34.5	3	Virginia	21.73
4	South Carolina	34.1	4	New York	21.69
5	Colorado	33.6	5	Illinois	21.60
6	Kansas	33.4	6	Massachusetts	21.25
...	<i>National</i>	32.9	7	Florida	20.91
7	Texas	32.9	8	Colorado	20.79
8	Virginia	32.8	9	Maryland	20.30
9	New Jersey	32.6	10	Washington	19.83
10	Arizona	32.4	11	California	19.34
10	Illinois	32.4	12	Michigan	19.29
10	West Virginia	32.4	13	Wyoming	18.80
13	Georgia	32.1	14	New Jersey	18.79
14	Massachusetts	31.9	15	Kansas	18.75
15	Ohio	31.7	...	<i>National</i>	18.17
16	Washington	31.3	16	Pennsylvania	18.01
17	Michigan	31.1	17	Wisconsin	17.63
18	Alabama	31.0	18	Oregon	17.35
19	Pennsylvania	30.8	19	Tennessee	17.21
20	California	30.7	20	Indiana	16.88
20	Maryland	30.7	21	South Carolina	16.78
22	Connecticut	30.4	22	Alabama	16.44
22	New York	30.4	23	Arizona	16.29
24	Wyoming	30.1	24	Ohio	16.16
25	North Carolina	29.4	25	North Carolina	16.08
26	Indiana	29.2	26	Texas	16.00
27	Iowa	28.0	27	West Virginia	15.85
28	Oregon	27.7	28	Minnesota	15.68
29	Wisconsin	26.9	29	Georgia	15.45
30	Minnesota	26.2	30	Iowa	14.77
31	North Dakota	24.6	31	North Dakota	13.04

¹ Excluding Alaska, Arkansas, Delaware, Hawaii, Idaho, Kentucky, Louisiana, Maine, Mississippi, Missouri, Montana, Nebraska, Nevada, New Hampshire, New Mexico, Oklahoma, Rhode Island, South Dakota, Utah, and Vermont.

Table 12. Disparity in earnings, by industry, 2008

[In dollars per hour, based on annual averages]

Industry	Number of States reporting	Highest earnings	State	Lowest earnings	State	Difference
Total private industry.....	51	\$32.37	District of Columbia	\$16.53	South Dakota	\$15.84
Construction.....	49	34.03	New Jersey	17.65	Idaho	16.38
Manufacturing.....	46	29.08	Connecticut	16.34	South Dakota	12.74
Trade, transportation, and utilities.....	51	27.54	Texas	15.09	Mississippi	12.45
Information.....	10	45.32	Washington	21.12	Tennessee	24.20
Financial activities.....	41	42.44	Connecticut	16.78	West Virginia	25.66
Professional and business services.....	51	38.20	District of Columbia	18.32	Mississippi	19.88
Education and health services.....	48	26.04	Maryland	16.17	Arkansas	9.87
Leisure and hospitality.....	51	17.62	New York	9.50	Arkansas	8.12
Other services.....	31	38.80	District of Columbia	13.04	North Dakota	25.76

Table 13. Disparity in hours paid, by industry, 2008

[Average weekly hours, based on annual averages]

Industry	Number of States reporting	Highest hours	State	Lowest hours	State	Difference
Total private industry.....	51	37.0	Nevada	32.3	Montana	4.7
Construction.....	49	42.5	Wyoming	34.4	Idaho	8.1
Manufacturing.....	46	44.7	Alaska	36.4	Hawaii	8.3
Trade, transportation, and utilities.....	51	40.1	Texas	30.1	Utah	10.0
Information.....	10	39.7	Washington	33.2	Pennsylvania	6.5
Financial activities.....	41	38.8	Delaware	34.8	Kansas	4.0
Professional and business services.....	51	40.2	South Carolina	31.8	Hawaii	8.4
Education and health services.....	48	39.5	Utah	30.6	New Jersey	8.9
Leisure and hospitality.....	51	34.3	Nevada	21.3	Nebraska	13.0
Other services.....	31	35.5	Tennessee	24.6	North Dakota	10.9