

## *Will New York's Job Growth Crash in a National Slowdown?*

by Gregory DeFreitas

The year 2000 ended with the national economy growing at its slowest quarterly rate in 5 years. Although December's national unemployment rate held steady at a low 4 %, the average production workweek shrank by half an hour below the June level, the number of jobseekers who wanted but could not find full-time jobs rose, a surge of layoffs hit several industries, and new claims for unemployment benefits climbed to the highest level in two and one-half years.

After making 6 interest rate hikes since mid-1999, the Federal Reserve on Jan. 3<sup>rd</sup> responded to mounting signs of economic slowdown. For the first time since the end of the last recession in 1992, the Fed cut its benchmark rate by a half-point, to 6 %. Its public explanation of this and subsequent cuts listed weaknesses in retail sales and production, slumping consumer confidence, tightening financial markets, and higher energy prices. In fact, the surprise rate cut was made the day after a widely watched purchasing managers' index of manufacturing activity fell to its lowest level in nearly a decade. Fed Chairman Alan Greenspan defends the cautious new rate reductions as all that are need for an economic soft landing, particularly if the tax cuts he now backs are adopted. But critics charge the Fed with a "too little too late" approach now, after itself contributing to the slowdown by earlier rate hikes that were unjustified by a non-existent inflation threat.

Each new sign that the economy, though still growing, may be slowing down has been claimed by George W. Bush as justification for quick passage of the massive \$1.6 trillion tax cut he championed throughout the past year's presidential campaign. However, even his own Treasury-secretary designate, Paul O'Neill, admitted during his confirmation hearing on January 17<sup>th</sup> that a package of cuts in capital gains, estate and income taxes was unlikely to do much to quickly ignite the economy. The former Alcoa CEO said that: As a businessman, I never made an investment decision based on the tax code. If you give money away I will take it, but good business people don't do things because of inducements."<sup>1</sup> Neither O'Neill's reservations nor widespread criticism of the unfairness of tax cuts so biased toward the rich seem to have smudged Bush's Reaganesque viewpoint, largely unmentioned amid campaign pledges of bipartisanship, but made evident with surprising speed by his right-wing cabinet appointments. The new year opened with debate raging over the relative economic merits of the huge Republican tax plan and a new, smaller tax measure proposed by Democrats.

### **Job Growth**

New York City's economy ended last year still enjoying more robust job growth than the country as a whole. From December 1999 to December 2000, the city's job base grew 2.4%, well ahead of both the national pace of 1.5% and the Long Island rate of 1.6%. Among the 272 metropolitan areas across the nation that are covered by U.S. Labor Department records, the New York region had the country's biggest 12-month jump in the number of jobs: 97,200.<sup>2</sup> As the figures in Table 1 show, 90,000 of the metro area's new jobs were created in New York City.

Not all parts of the local economy did nearly as well as others. Figures 1 and 2 show the sector-by-sector job change patterns in the city and Long Island, respectively. The city's most rapidly growing industry was services. The sector's 5 % growth also represented the single biggest number of new jobs. Retail trade also posted a respectable 2.7 % growth rate. However, the holiday shopping season was among the worst of past decade, despite often widespread sales both before and after Christmas. After two years of holiday retail sales growth above 5 %, the year 2000 ended with monthly sales up just one-tenth of one % from last December. This marked the worst retail performance since March 1995. One victim was the discount chain Bradlees, which announced Dec. 26 that it had filed for bankruptcy protection. Executives blamed higher interest rates and energy costs, new competitors, and the general slowdown in consumer spending. With 54 stores in the tri-state region, the bankruptcy could mean the loss of 4,700 jobs in New York, New Jersey, and Connecticut. The prime locations of some stores, particularly the Manhattan site bordering Union Square on East 14<sup>th</sup> Street, may attract another chain like Target or K-Mart to move in and restore some of the lost jobs.

But many other retailers across the country have started cutbacks as well. J.C. Penney, OfficeMax, Sears, and ShopKo have all announced store closings. The trend seems to reflect both slumping consumer confidence in the economy (down to its lowest recorded level since 1993) and retail overexpansion in the last half of the 1990s, when retail store square footage jumped some 10 %. Real estate sources speculate that new office or residential construction appears more likely.

While service and trade positions have grown, the generally higher-wage manufacturing sector continued to bleed jobs, losing another 2 % over the year. Although much of the current national slowdown reflects a manufacturing recession in the Midwest and South, the industry's shrinkage in New York has been underway for many years. Far more recent has been the halt to job growth on Wall Street, on Madison Avenue, and in lower Manhattan's Silicon Alley. The shakeout in high-tech firms has brought a wave of layoffs at both small dot-com firms and the Internet subsidiaries of large corporations. For example, Rupert Murdoch's News Corporation announced in January that it planned to cut hundred of web site jobs and close its News Digital Media division on West 18<sup>th</sup> Street in Manhattan.

Over the same period, Long Island had positive, but weaker job growth of 1.6 %, nearly identical to the national average. Construction remained the fastest growing industry, though still a numerically small source of jobs. Services, and the transportation/communications/utilities sector posted job growth of 2.2 – 2.6 %.

Thus far in the year, the regional economy has weathered the national turbulence relatively well. In fact, in the first two months of 2001, the city added nearly 17,000 new jobs. However, concern is mounting that the greater dependence of both the city and Long Island on Wall Street's fortunes over the past decade could be extremely costly in a sustained economic downturn. Though the securities industry directly employs only a small fraction of the city's workforce, it accounts for a huge share of local incomes and of local spending on business services, entertainment, restaurant meals, retail goods and real estate. And, with most new jobs increasingly coming only in relatively lower paying service industries, the implications for workers' wages and salaries are worrisome. Two new studies have documented that the number of New York City jobs paying under \$25,000 per year have been growing far faster than the numbers of middle- or high-wage positions.<sup>3</sup>

### **Unemployment and Underemployment**

At a time when the U.S. unemployment rate (seasonally unadjusted) stood at 3.7 %, New York City's level was 5.2 % (Table 2). Compared to the same time last year, the rate fell by half a %age point citywide, with the largest drops in Brooklyn and Queens. But the Bronx still experiences a nearly 7 % jobless rate, and the number of unemployed has actually been increasing.

In order to develop clearer comparisons than those available in current government publications, in Table 3 we present separate estimates of unemployment rates, employment-population ratios, and underemployment rates by gender, race, Spanish Origin, age, and immigration status for the 20 center cities of the largest metropolitan areas and the suburbs of all metropolitan areas, as well as New York City and Long Island. To produce large enough samples to permit reliable statistical estimates of these geographic and demographic subsets, we pooled the most recent three months (the last quarter of 2000) of raw CPS household data, obtained from the U.S. Census Bureau.

The jobless rates in the first, leftmost column of the table reveal that New York City's recent growth has finally lowered its quarterly unemployment rate down to the nation's big-city average. However, only 56 % of the city's adults are employed, and only one-fifth of its teenagers – job-holding rates far below the national norm.

Most of New York's major racial and ethnic groups appear to have enjoyed reduced joblessness in the recent past. But sharp inter-group differences persist: African-American and Latino unemployment is still at 8 %, over twice as high as that of non-Hispanic whites. And the differences are stark when we calculate the broader measure of "underemployment." About 13 % of blacks and 12.6 % of the city's Latinos are underemployed, compared to just over 5 % of whites.

### **Union Wages & Growth**

The coming year promises to be a challenging one for unions, both locally and nationwide. Immediately after his own de facto appointment to the Presidency by the Supreme Court, George W. Bush began reappointing his father's administration and putting fellow oil executives in charge of national economic policy. When these worrisome early moves were followed by his nomination of Linda Chavez for Secretary of Labor, labor leaders were quick to voice their concern. Chavez' nomination quickly collapsed after she belatedly admitted that, for two years, she gave free room and board and spending money to an undocumented Guatemalan immigrant. While Chavez tried to excuse her action as charity, the fact that her houseguest also performed household chores raised the possibility that Chavez had violated both immigration and employment laws.

Elaine L. Chao was rushed in that same week as a second nominee for the labor post. Chao's only experience with labor has been from the management side. After studying for a masters degree in business administration, she worked as an investment banker before being appointed deputy secretary of transportation by Bush's father in 1989. In 1992, she was hired to lead a reorganization of the United Way, where she fired one-third of the staff. Four years later, she left for her most recent job at the Heritage Foundation, the conservative policy advocacy institute. She sits on many corporate boards and is married to the conservative Republican senator from Kentucky, Mitch McConnell.

At her senate confirmation hearing, Chao defended Bush's proposal to fundamentally weaken the nation's minimum wage law by allowing individual states to opt out of future minimum wage hikes. When asked if she would overturn new ergonomic regulations to prevent job-related repetitive stress injuries, she would only say that it was a "complicated issue" worth study. Yet even Democratic senators lavished her with praise. Senator Edward Kennedy assured her on the first day of hearings that the confirmation vote would be "very positive." He went on to enthuse: "She is an accomplished manager, graceful leader, and she has distinguished herself and her family by her strong commitment to public service."<sup>4</sup> But almost immediately after her unanimous senate confirmation, the Administration announced a series of anti-labor executive orders, including a rollback of the new ergonomic standards.

Unions in the New York metropolitan region are coming off a year of some notable accomplishments. Perhaps the most significant was the strike against Manhattan-based Verizon Communications (formerly Bell Atlantic and GTE). Some 86,000 CWA and IBEW workers in 12 eastern states accomplished a fierce 15-day walkout. The nation's largest telecommunications firm agreed to an historic 3-year contract widely viewed as a major union victory. Among the major contract items are: (a) a 12% pay raise over the 3 years (4-3-5); (b) stock options (100 for full-timers, 50 for part-timers) and a profit-sharing plan linked to that of the CEO, that is expected to pay up to \$1000 annually; (c) job transfers to different regions are limited each year to no more than 0.7% of all employees; (d) customer service reps and operators are guaranteed less mandatory overtime, as well as up to five 30-minute periods weekly when they are not required to take calls (to reduce job stress); (e) future organizing of Verizon's fast-growing nonunion wireless division will be based on a simple card-check majority of workers. The company also promised to allow more union phone workers a share of the rapidly growing Internet jobs, such as installing high-speed access lines. The concession on future organizing came shortly after a massive union demonstration outside company headquarters at Sixth Avenue and 42<sup>nd</sup> Street in Manhattan.

According to MIT Professor Paul Osterman, "This is a huge victory for the unions because it shows what they can do in parts of the economy where they still have leverage. But I suppose it remains to be seen how this plays out in wireless organizing, the most tantalizing part of the agreement, because that's where unions have far less leverage."<sup>5</sup>

New York City building workers mobilized as seldom before last spring to create a credible strike threat. They were guided by the new leadership of SEIU Local 32B-J, radically revamped since the downfall of autocratic leader Gus Bavona last year. Workers won a new three-year contract guaranteeing 10 % wage hike, benefit improvements and an unusual new training concession from management: computer courses for building staffs.

Two especially well-publicized strikes were successfully waged by workers at the Museum of Modern Art and at the Screen Actors Guild (SAG) and the American Film, Television and Radio Artists (AFTRA). The strike at MOMA by 250 members of UAW Local 2110 lasted over 4 months. Its September settlement was widely judged a victory for the union in fighting back management efforts to weaken job security and benefits on the eve of a 5-year museum closure for renovation. The 134-day walkout won the workers an 18 % pay hike over 5 years, a pledge to rehire any employees furloughed while the museum is closed, and a requirement that all new professional and administrative workers must either join the union or pay its dues. The SAG/AFTRA strike began last May 1 against major advertisers. The unions' 135,000 members' lengthy nationwide walkout defeated management efforts to cut back residual payments for commercials.

On Long Island, Adelphi University clerical workers staged a 14-week strike, beginning with the new school year on Sept. 8. Represented by the Office and Professional Employees Union (OPEIU) Local 153, the 159 secretaries, mailroom staff, and technical workers won a 5-year contract guaranteeing annual wage hikes of 3% in each of the first two years, 4% in the third year, and 3% plus a cost-of-living adjustment in the fourth and fifth years. They also won inclusion in a pension plan, with credit granted for previous Adelphi employment. The minimum salary is to be increased to \$19,480 for new hires as well as for those current employees now paid below that.

In February, faculty at Long Island University's C.W. Post campus also went on strike, but the walkout lasted just 10 days before a new agreement was accepted. The contract includes: 17 % salary increases over the next 3 years and the end of the administration's cap on the number of faculty eligible to apply for a reduced teaching load. The strike was the fifth since the faculty union, C.W. Post Collegial Federation, was formed in 1974.

New York's big public sector teachers' and uniformed worker unions saw their contracts expire at year's end without City Hall agreements in sight. On January 11, thousands of NYC police and their families demonstrated in front of City Hall against the hard-ball negotiating stance of their long-time hero, Mayor Giuliani. Having agreed to a 2-year wage freeze in 1995, only to watch suburban police salaries grow even higher, the NY Patrolmen's Benevolent Association expressed outrage at the city's offer of just a 2.5% annual raise. Some demonstrators drew attention to the city-suburb pay gap by holding signs reading: "To make ends meet, I mow a Nassau cop's lawn!" The PBA sought a 39% raise over two years, which it defended as necessary just to bring city police salaries up to the level of those in Newark.

An especially hard-fought contract battle was finally settled on Long Island in December. Over a year after CSEA was elected by the majority of 445 hospital and nursing home workers at Long Beach Medical Center to represent them, management finally

agreed to a first contract with the union. It includes a wage increase of 2%, added to the hourly rate, effective July 1, 2001. The agreement calls for wage reopeners to decide further increases each contract year. One of the most important provisions involves health insurance. Soon after the union won the election to represent hospital employees, hospital management imposed new health insurance fees on newly unionized staff that were far higher than those paid by non-union employees. CSEA responded by filing charges against the hospital with the National Labor Relations Board (NLRB), the state Office of Occupational Safety and Health, the state Department of Labor and the Equal Employment Opportunity Commission. In December, the NLRB ruled that the hospital illegally forced union members to pay twice as much for health insurance as non-unionized hospital workers were paying. Under the terms of the new contract, management has agreed to compensate workers for the amount they were overcharged. In addition to the salary increase, the contract preserves the pension plan, retains guaranteed health insurance coverage and binding arbitration for contract issues, calls for mediation for disciplinary issues, calls for recognition of seniority for layoffs, recalls and job postings; ensures no loss of leave time for current workers, recognizes union shop stewards, and provides an agency shop for new employees. The new contract went into effect on January 1 and runs until March 31, 2005.

Union organizing also recorded some notable progress locally. NYU graduate student teaching assistants won a key ruling from the NLRB's New York region office. In a first for private universities, the board held that the TAs were indeed workers and had the right to organize into a union. The ruling was immediately contested in court by the NYU administration. But by year's end, NLRB's national headquarters upheld its New York affiliate's decision. When the election results were finally made public, they revealed a union win (619 voting yes, 551 no). The UAW has been leading the long effort to win representation of the 1700 graduate assistants, who routinely teach classes and grade papers. Their counterparts at public universities like CUNY won the right to join unions some years ago.

In April, two card-check unionization victories were won by Hotel Employees and Restaurant Employees, Local 6 in Manhattan. At the Manhattan East Suite Hotel, 111 workers won recognition as a HERE bargaining unit, as did 160 employees at the Regent Wall Street Hotel. At Goldman Sachs investment house, 180 cafeteria workers won a 20-month fight for union recognition with Local 100 of HERE in early December. Some 240 drug store and supermarket delivery workers at Chelsea Trucking and Hudson Delivery in NYC ratified their first contract in late March, one month after winning representation by Local 338 of the Retail, Wholesale and Dept. Store Union (RWDSU/UFCW). In addition to pay and benefit hikes, the contract gives the workers their first guarantees of overtime pay and vacations. In early July, Local 1102 of RWDSU/UFCW won an organizing struggle at Flying Foods at JFK Airport, where 450 workers voted in the union. And, in late January in New York City, 300 employees of drug chain Duane Reade voted for representation by UNITE.

## **The Immigrant Work Force**

New estimates from Census 2000 released in March have revealed that New York City's population increased in the past decade to a record high of over 8 million. That growth was driven largely by sharp population increases in immigrant enclaves in the Bronx and Queens. As the new census figures in Table 4 show, Latinos now account for 27 % of the city's residents, surpassing blacks. Rapid growth among Asians has pushed up their share to 10 %. Immigration is also reshaping Long Island's traditional white, high-income image. Nassau County's population is now one-tenth Latino, one-tenth black, and 5 % Asian.

The job and wage implications of these trends for working people have long been a subject of intense controversy. Some unions, like the garment workers, committed themselves years ago to aggressive organizing of all immigrants, regardless of legal status. But many other unions were long unable and/or unwilling to do so, and some felt compelled to back restrictive national admissions policies. Today, there are growing signs of a shift toward more inclusive organizing strategies by some unions, inspired in part by the recent AFL-CIO decision to support an amnesty policy toward the millions of undocumented workers now in the U.S.

In the New York area, the past year saw the International Association of Machinists extend its successful organizing campaign among mostly immigrant limousine drivers, signing up 579 new members among the largely immigrant workers at two NYC companies: Newport Car and Limo and Tele-Car. On Dec. 7, over 100 West African grocery deliverymen won a lawsuit that charged Food Emporium with violating minimum wage and overtime laws. Under the terms of the settlement, the workers will receive \$3 million in back pay. The workers were aided by their new union representatives at RWDSU Local 338, and by the National Employment Law Project (NELP).

Other immigrants are organizing themselves to fight employers' violations of overtime, minimum wage, and prevailing wage laws. This January, a group of 8 Mexican and Colombian workers opened a lawsuit against New York and New Jersey bargain-basement chain stores, including: Dollar Jet in the Bronx, Super \$ Dream in Brooklyn, Dollar Budget in Queens Village, Dollar Roof in Yonkers, and Dollar Box in Hempstead, as well as six others in New Jersey. Some of the plaintiffs alleged that, from 1996 to 1999, they worked 12-hour days, seven days a week, for weekly pay of only \$230. One described how an employer promised him and others free meals and motel lodging to prepare for a store's grand opening. But the workers were instead locked in the store for three days straight days and nights with no bedding and just one meal a day. The workers initially complained to the New Jersey Department of Labor, which mounted a seven-month investigation. Last March, the department cited the companies for nonpayment of wages and

other labor law violations, but the employers have appealed. The American Civil Liberties Union filed the civil lawsuit for the workers as a first step toward a federal case. One of the plaintiffs, Miguel Gomez, said: “We hope other workers will hear our small voices and come forward.”<sup>6</sup>

The steadily rising foreign-born share of the nation’s work force presents both challenges and opportunities for new union organizing among low-wage workers. Organizing has often been very difficult when migrants fear job site raids and deportation threats by employers. But tighter recent labor markets have led to an INS enforcement shift away from raiding businesses in favor of tightening borders. And some unions are trying innovative methods to win over the foreign born in new organizing drives and to build immigrant protections into contracts. For example, UNITE contracts won in Chicago last fall have clauses that commit employers to refuse entry to the INS without a search warrant, to alert the union if the employer learns of an upcoming raid, and to reinstate (with no wage or seniority loss) any immigrant employee detained by INS for fraudulent papers.<sup>7</sup> In New York, host to a far larger immigrant labor force, future prospects for increasing wages, employment, and unionization of immigrants and non-immigrants alike will increasingly depend on unions’ success or failure at adapting new attitudes and new organizing strategies toward this rapidly changing work force.

**Table 1**  
**Number of Nonfarm Jobs (in thousands) by Place of Work: 1999-2000**

	<u>Dec. 2000</u>	<u>Dec. 1999</u>	<u>% CHG</u>
U.S.	132852.0	130952.0	1.5
NY State	8802.5	8643.7	1.8
New York City	3800.5	3710.5	2.4
Nassau-Suffolk	1247.8	1228.0	1.6

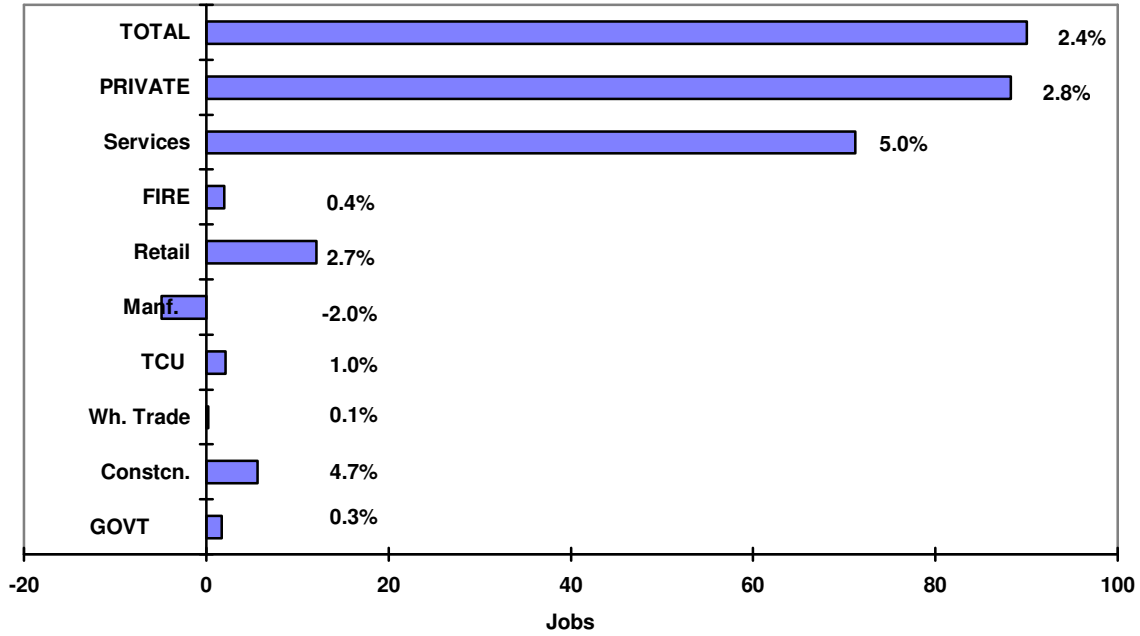
Source: Establishment data ( not seasonally adjusted) from NY State Dept. of Labor.  
Note that these data reflect regular revisions made by the Dept. of Labor.

**Table 2**  
**Civilian Labor Force, Employment & Unemployment:**  
**New York City, Nassau-Suffolk & All U.S., Dec. 1999 – Dec. 2000**  
(in thousands, not seasonally adjusted)

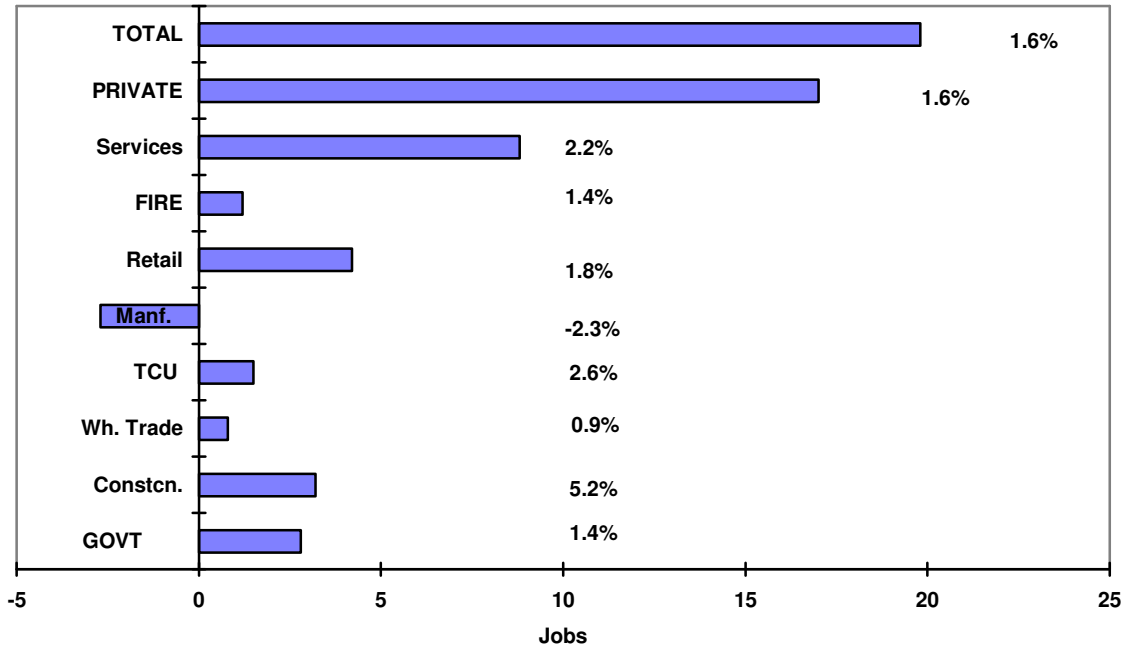
<u>AREA</u>	<u>Labor Force</u>		<u>Employed</u>		<u>Unemployed</u>		<u>Unemp. Rate</u>	
	<u>Dec. 2000</u>	<u>Dec. 1999</u>	<u>Dec. 2000</u>	<u>Dec. 1999</u>	<u>Dec. 2000</u>	<u>Dec. 1999</u>	<u>Dec. 2000</u>	<u>Dec. 1999</u>
U.S.	141319.0	139941.0	136092.0	134696.0	5227.0	5245.0	3.7%	3.7%
NYC	3519.5	3421.7	3335.8	3227.2	183.7	194.5	5.2	5.7
Brooklyn	983.3	958.5	923.3	893.2	60.0	65.3	6.1	6.8
Bronx	475.4	459.7	442.4	428.0	33.0	31.7	6.9	6.9
Manhattan	849.6	821.9	809.0	782.7	40.6	39.2	4.8	4.8
Queens	1010.9	986.5	969.2	937.7	41.7	48.8	4.1	4.9
Staten Island	200.3	195.2	191.9	185.7	8.4	9.5	4.2	4.9
Nassau-Suff.	1435.5	1438.8	1398.4	1397.3	37.1	41.5	2.6	2.9
Nassau Co.	704.8	706.1	688.4	687.8	16.4	18.3	2.3	2.6
Suffolk Co.	730.7	732.6	710.0	709.4	20.7	23.2	2.8	3.2

Source: CPS household survey data from NY State Department of Labor, 2000. Note that these data reflect regular revisions made by the Dept. of Labor.

**Figure 1**  
**NYC Job Growth by Industry: Dec. 1999 – Dec. 2000**  
 (in thousands of jobs, and % change)



**Figure 2**  
**Nassau-Suffolk Job Growth by Industry: Dec. 1999 – Dec. 2000**  
 (in thousands of jobs, and % change)



Source: NY State Department of Labor. FIRE = Finance, Insurance, Real Estate; TCU = Transport, Communications, Utilities.  
 Year-to-year changes, not seasonally adjusted.

**Table 3**  
**Unemployment, Employment & Underemployment Rates, by Sex, Age, and Race/Ethnicity:**  
**New York City, Nassau-Suffolk, and Other Large U.S. Cities and Suburbs, 2000:IV**

<b>Unemploy. Rate</b>	<b>All Ages</b>		<b>Females</b>	<b>White, Non-Span</b>	<b>Black, Non-Span</b>	<b>Spanish Origin</b>	<b>Teens, 16-19</b>	<b>Foreign Born</b>
	<b>16 &amp; Up</b>	<b>Males</b>						
NYC	5.4	5.2	5.6	3.2	8.2	8.0	19.0	4.7
Big Cities	5.3	5.6	5.1	3.8	8.7	5.4	15.4	4.6
Nass/Suff.	2.6	2.0	3.4	2.1	2.9	4.0	6.8	7.0
Suburbs	3.0	3.0	3.0	2.6	4.9	4.6	10.8	3.5
<b>% of Pop. Employed</b>								
NYC	55.9	63.6	49.0	57.2	53.9	54.3	19.6	59.3
Big Cities	63.5	70.6	57.0	66.6	57.1	64.9	34.7	63.8
Nass/Suff.	63.8	71.5	56.2	62.7	64.0	72.0	35.1	64.3
Suburbs	67.3	75.0	60.2	67.1	69.5	67.5	46.9	65.8
<b>Underemp. Rate</b>								
NYC	8.9	8.3	9.6	5.2	13.1	12.6	29.9	8.0
Big Cities	9.8	10.1	9.5	6.7	13.8	12.4	25.5	11.4
Nass/Suff.	4.4	3.4	5.6	3.2	10.1	5.6	14.2	9.3
Suburbs	5.8	5.7	6.0	5.0	8.6	9.2	18.1	7.4

Source: Authors' calculations from Oct. – Dec. 2000 Current Population Survey. The “underemployment rate” is here measured as the total officially counted as “unemployed,” plus those “marginally attached” to the labor force who are discouraged workers plus persons employed part time for economic reasons, expressed as a % of the sum of the official labor force plus those counted as marginally attached. The “big cities” category consists of the subsample of center city residents in the 20 largest metropolitan areas, excluding New York City.

**Table 4**  
**2000 Population Estimates for New York City and Long Island, by Race and Spanish Origin**

	<u>New York City</u>		<u>Nassau County</u>		<u>Suffolk County</u>	
<b>RACE</b>	number	%	number	%	number	%
Total Population	8,008,278	100%	1,334,544	100%	1,419,369	100%
Single Race	7,614,319	95.1	1,306,248	97.9	1,390,185	97.9
White	3,576,385	44.7	1,058,285	79.3	1,200,755	84.6
Black/African Amer.	2,129,762	26.6	134,673	10.1	98,553	6.9
Asian	787,047	9.8	63,140	4.7	34,711	2.4
Native American	41,289	0.5	2,112	0.2	3,807	0.3
Pacific Islander	5,430	0.1	400	0.0	484	0.0
Other Race	1,074,406	13.4	47,628	3.6	51,875	3.7
2 or more races	393,959	4.9	28,296	2.1	29,184	2.1
<b>SPANISH ORIGIN</b>						
Total Population	8,008,278	100%	1,334,544	100%	1,419,369	100%
Hispanic	2,160,554	27.0	133,282	10.0	149,411	10.5
Non-Hispanic	5,847,724	73.0	1,201,262	90.0	1,269,958	89.5

Source: 2000 Census of Population estimates from U.S. Bureau of the Census, *Census Factfinder* (Washington, DC: Census Bureau, March 2001). Note: “Single Race” refers to those persons who identified themselves as being in only 1 racial category. Census 2000 was the first census to also permit respondents to self-identify as belonging to “2 or more races.” Spanish origin is an ethnic, not racial category, so Hispanics may be of any race.

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## NOTES

<sup>1</sup> Joseph Kahn, "Treasury Choice Varies from Bush on Tax Outlook," *NY Times* (1/18/01): p. 1.

<sup>2</sup> U.S. Dept. of Labor, *Metro Area Employment and Unemployment: December 2000*.

<sup>3</sup> Fiscal Policy Institute, New York's Working Families Still Waiting for Prosperity, *FPI News* (9/2000); and Working Group on the NYC Low-wage Labor Market, *Building a Ladder to Jobs and Higher Wages* (NY: Community Service Society, 2000). See the summary of the latter study in this issue of *RLR*.

<sup>4</sup> Steven Greenhouse, "Senate Panel Gives Warm Reception to New Labor Nominee," *NY Times* (1/25/01): p. A20.

<sup>5</sup> Simon Romero "Labor Accord Hits New-Economy Notes," *NY Times* (8/21/2000): p. C1.

<sup>6</sup> Quoted in "Migrant Workers Sue Discount Store Chains over Wages," *NY Times* (1/10/01).

<sup>7</sup> Louis Uchitelle, "INS Looks the Other Way as Illegal Immigrants Fill Jobs," *NY Times* (3/9/2000): p. 1.