Appendix Table A-1: Weighted Means by Response Status, 1998-2008

	ORG Sample		ASES Sample	
Variables	Respondents	Non-respondents	Respondents	Non-respondents
Mean Age	39.50	40.56	40.56	41.03
Elementary School	0.035	0.032	0.032	0.035
H.S. Dropout	0.065	0.065	0.060	0.067
H.S. Graduate	0.270	0.313	0.306	0.340
Some College	0.186	0.185	0.186	0.176
Associates Degree	0.096	0.092	0.099	0.088
Baccalaureate Degree	0.212	0.197	0.212	0.197
Master's Degree	0.079	0.064	0.077	0.067
Professional Degree	0.014	0.015	0.015	0.016
Ph.D.	0.014	0.011	0.014	0.012
Female	0.440	0.433	0.434	0.423
White	0.737	0.664	0.699	0.659
Black	0.101	0.153	0.110	0.148
Asian	0.039	0.049	0.042	0.047
Hispanic	0.137	0.123	0.136	0.134
Non-MSA	0.203	0.171	0.193	0.172
MSA under 250K	0.063	0.051	0.059	0.050
MSA 250K to 500K	0.092	0.085	0.090	0.082
MSA 500K to 1M	0.105	0.098	0.103	0.100
MSA 1M to 2.5M	0.187	0.179	0.186	0.173
MSA 2.5M to 5M	0.131	0.136	0.132	0.130
MSA 5M +	0.220	0.280	0.235	0.293
Northeast	0.046	0.054	0.046	0.062
Mid-Atlantic	0.120	0.166	0.131	0.165
East North Central	0.158	0.164	0.157	0.169
West North Central	0.078	0.055	0.074	0.054
South Atlantic	0.186	0.207	0.192	0.207
East South Central	0.058	0.061	0.059	0.057
West South Central	0.118	0.100	0.116	0.092
Mountain	0.075	0.049	0.070	0.048
Pacific	0.161	0.144	0.156	0.144
Proxy	0.452	0.593	0.471	0.610
February	0.087	0.074	n.a.	n.a.
March	0.089	0.072	n.a.	n.a.
MIS 1or5	n.a.	n.a.	0.258	0.229
Impute Industry	0.006	0.078	0.002	0.011
Impute Occupation	0.007	0.086	0.002	0.011
Impute Union Member	0.005	0.166	n.a.	n.a.
Hourly earnings (2008$)	21.59	n.a.	22.13	n.a.
Sample Size	1,008,718	490,912	459,378	105,344

Primary sample includes full-time wage and salary workers, age 18 to 65, not enrolled in school. Means are weighted. ORG response status based on combined use of weekly and hourly earnings.

Appendix Table A-2: Estimated Marginal Effects in Probit Response Model

	ORG		ASES	
	Male	Female	Male	Female
Elementary school	0.0456**	0.0548**	0.0140**	0.0170**
Grade 9	0.0518**	0.0455**	0.0180**	0.0193**
Grade 10	0.0376**	0.0261**	0.00668	0.00863
Grade 11	0.0319**	0.0269**	0.00221	0.0185**
Grade 11+ (no HS diploma)	0.00135	0.0017	-0.00792	-0.000116
Some college, no degree	0.0145**	0.0126**	0.00709**	0.0120**
Associates degree	0.0146**	0.0151**	0.00522*	0.0116**
Bachelor's degree	0.0121**	0.0165**	-0.00527*	0.00874**
Masters degree	0.0323**	0.0397**	-0.00971**	0.0117**
Professional degree	-0.0313**	0.0132*	-0.0539**	-0.00449
Ph.D.	0.0300**	0.0410**	-0.0213**	0.00509
Potential experience (age-schooling-6)	-0.00828**	-0.0101**	0.00571**	0.00272*
Experience-squared/100	0.0167*	0.0270**	-0.0545**	-0.0440**
Experience-cubed/10,000	-0.0112	0.0226	0.1430	0.1450
Experience-quartic/1,000,000	-0.0154	0.0000	-0.1280	-0.1570
Married	0.00504**	-0.00781**	-0.000565	-0.0212**
Previously married	0.0227**	0.0190**	0.0149**	0.0123**
Black	-0.0833**	-0.0952**	-0.0403**	-0.0487**
Asian	-0.0569**	-0.0637**	-0.0364**	-0.0451**
Other	0.0154**	-0.00674	-0.00656	-0.00124
Hispanic	0.0190**	0.0109**	0.00406	-0.00224
Foreign born, not citizen	0.0227**	0.0311**	0.00774*	0.0180**
Foreign born, citizen	-0.00932**	0.00222	0.00961**	0.0227**
Metro under 250M	0.00389	0.00906**	0.0144**	0.0147**
Metro 250K-500K	-0.0192**	-0.0192**	-0.00104	0.00212
Metro 500K-1M	-0.0283**	-0.0288**	-0.0175**	-0.0183**
Metro 1M-2.5M	-0.0265**	-0.0279**	-0.00605**	0.000582
Metro 2.5M - 5M	-0.0469**	-0.0460**	-0.0128**	-0.00882**
Metro 5M +	-0.0711**	-0.0725**	-0.0338**	-0.0310**
Mid Atlantic	-0.0391**	-0.0406**	-0.00657*	-0.00636
East North Central	-0.0031	-0.00395	-0.000848	-0.00348
West North Central	0.0729**	0.0734**	0.0448**	0.0416**
South Atlantic	-0.00628**	-0.00702**	0.00160	-0.000850
East South Central	-0.0194**	-0.0124**	0.00499	0.0112**
West South Central	0.0369**	0.0352**	0.0419**	0.0396**
Mountain	0.0902**	0.0857**	0.0617**	0.0607**
Pacific	0.0420**	0.0366**	0.0297**	0.0268**
Federal government	-0.0360**	-0.0320**	0.0234**	0.0327**
State government	-0.000436	-0.00976**	0.0246**	0.0118**
Local government	-0.00682*	0.00227	0.0212**	0.0220**
Union member	0.00814**	0.0346**	n.a.	n.a.
Sample Size	827,531	672,099	318,119	246,603

* significant at 5%; ** significant at 1%. Dependent variable = 1 if respondent. Industry, occupation, year dummies included. Included and shown in Table 3 are non-spouse proxy, spouse proxy, February and March (ORG), and month in sample 1 or 5 (ASES). Estimates unweighted; weighted results available from authors.

Appendix Table A-3: Male Wage Equation Estimates: OLS and Selection Models

	ORG			ASES		
	OLS	Selection	Selection	OLS	Selection	Selection
Inverse Mills ratio	n.a	-0.167**	-0.166**	n.a	-0.267**	-0.276**
Non-spouse proxy	n.a	n.a	-0.002	n.a	n.a	0.00008
Spouse proxy	n.a	n.a	0.008**	n.a	n.a	0.012**
Elementary school	-0.174**	-0.181**	-0.181**	-0.210**	-0.211**	-0.211**
Grade 9	-0.144**	-0.154**	-0.154**	-0.188**	-0.193**	-0.193**
Grade 10	-0.122**	-0.129**	-0.129**	-0.161**	-0.161**	-0.161**
Grade 11	-0.099**	-0.105**	-0.105**	-0.145**	-0.145**	-0.145**
Grade 11+ (no HS diploma)	-0.076**	-0.075**	-0.074**	-0.120**	-0.116**	-0.116**
Some college, no degree	0.086**	0.080**	0.080**	0.090**	0.084**	0.084**
Associates degree	0.127**	0.120**	0.120**	0.140**	0.134**	0.134**
Bachelor's degree	0.301**	0.294**	0.294**	0.316**	0.313**	0.313**
Masters degree	0.424**	0.412**	0.412**	0.453**	0.451**	0.451**
Professional degree	0.737**	0.740**	0.739**	0.818**	0.833**	0.834**
Ph.D.	0.653**	0.642**	0.641**	0.680**	0.682**	0.682**
Potential experience (age-schooling-6)	0.045**	0.043**	0.043**	0.061**	0.056**	0.056**
Experience-squared/100	-0.169**	-0.154**	-0.153**	-0.247**	-0.208**	-0.207**
Experience-cubed/10,000	0.290**	0.245**	0.244**	0.450**	0.351**	0.349**
Experience-quartic/1,000,000	-0.207**	-0.162**	-0.162**	-0.324**	-0.237**	-0.237**
Married	0.135**	0.124**	0.119**	0.174**	0.156**	0.148**
Previously married	0.040**	0.030**	0.030**	0.058**	0.044**	0.044**
Black	-0.155**	-0.135**	-0.135**	-0.146**	-0.131**	-0.130**
Asian	-0.039**	-0.025**	-0.024**	-0.032**	-0.016**	-0.014*
Other	-0.059**	-0.061**	-0.061**	-0.073**	-0.069**	-0.069**
Hispanic	-0.131**	-0.134**	-0.134**	-0.119**	-0.119**	-0.119**
Foreign born, not citizen	-0.169**	-0.173**	-0.172**	-0.195**	-0.197**	-0.196**
Foreign born, citizen	-0.0701**	-0.068**	-0.067**	-0.070**	-0.071**	-0.070**
Metro under 250M	0.061**	0.060**	0.060**	0.065**	0.060**	0.060**
Metro 250K-500K	0.082**	0.087**	0.087**	0.085**	0.086**	0.086**
Metro 500K-1M	0.113**	0.119**	0.119**	0.116**	0.122**	0.123**
Metro 1M-2.5M	0.142**	0.148**	0.148**	0.147**	0.149**	0.150**
Metro 2.5M - 5M	0.241**	0.252**	0.252**	0.220**	0.225**	0.225**
Metro 5M +	0.236**	0.253**	0.253**	0.228**	0.243**	0.243**
Mid Atlantic	-0.032**	-0.023**	-0.023**	-0.007	-0.004	-0.004
East North Central	-0.043**	-0.044**	-0.044**	-0.030**	-0.031**	-0.031**
West North Central	-0.085**	-0.104**	-0.104**	-0.087**	-0.107**	-0.108**
South Atlantic	-0.053**	-0.053**	-0.053**	-0.058**	-0.059**	-0.059**
East South Central	-0.090**	-0.086**	-0.086**	-0.083**	-0.086**	-0.086**
West South Central	-0.113**	-0.124**	-0.124**	-0.110**	-0.129**	-0.129**
Mountain	-0.023**	-0.046**	-0.046**	-0.027**	-0.053**	-0.054**
Pacific	0.027**	0.016**	0.017**	0.013**	0.0002	-0.000009
Federal government	0.051**	0.058**	0.058**	0.078**	0.067**	0.0674**
State government	-0.200**	-0.200**	-0.200**	-0.090**	-0.101**	-0.101**
Local government	-0.177**	-0.176**	-0.175**	-0.034**	-0.043**	-0.043**
Union member	0.173**	0.170**	0.170**	n.a	n.a	n.a
Intercept	2.436**	2.515**	2.516**	1.802**	1.921**	1.925**
Respondent sample size	553,727	553,727	553,727	258,552	258,552	258,552
Full sample size	553,727	827,531	827,531	258,552	318,119	318,119

Estimates are unweighted. The wage equations also include industry, occupation, and year dummies. All industry categories exclude government workers. All racial categories exclude Hispanics.

* significant at 5%

** significant at 1%

Appendix Table A-4: Female Wage Equation Estimates: OLS and Selection Models

	ORG			ASES		
	OLS	Selection	Selection	OLS	Selection	Selection
Inverse Mills ratio	n.a	-0.114**	-0.034	n.a	-0.142**	-0.062
Non-spouse proxy	n.a	n.a	-0.037**	n.a	n.a	-0.024
Spouse proxy	n.a	n.a	0.010**	n.a	n.a	0.023**
Elementary school	-0.167**	-0.173**	-0.166**	-0.179**	-0.180**	-0.176**
Grade 9	-0.159**	-0.166**	-0.160**	-0.180**	-0.184**	-0.180**
Grade 10	-0.145**	-0.149**	-0.146**	-0.163**	-0.165**	-0.164**
Grade 11	-0.115**	-0.119**	-0.116**	-0.148**	-0.153**	-0.150**
Grade 11+ (no HS diploma)	-0.072**	-0.072**	-0.072**	-0.106**	-0.106**	-0.105**
Some college, no degree	0.092**	0.088**	0.090**	0.095**	0.091**	0.093**
Associates degree	0.172**	0.168**	0.169**	0.185**	0.181**	0.183**
Bachelor's degree	0.331**	0.326**	0.327**	0.367**	0.363**	0.364**
Masters degree	0.495**	0.486**	0.489**	0.538**	0.533**	0.533**
Professional degree	0.759**	0.753**	0.753**	0.788**	0.786**	0.785**
Ph.D.	0.723**	0.713**	0.716**	0.763**	0.758**	0.757**
Potential experience (age-schooling-6)	0.048**	0.047**	0.045**	0.066**	0.063**	0.064**
Experience-squared/100	-0.235**	-0.225**	-0.217**	-0.346**	-0.325**	-0.328**
Experience-cubed/10,000	0.537**	0.503**	0.486**	0.823**	0.762**	0.772**
Experience-quartic/1,000,000	-0.467**	-0.430**	-0.419**	-0.728**	-0.668**	-0.679**
Married	0.031**	0.028**	0.018**	0.048**	0.044**	0.030**
Previously married	0.004*	-0.003	-0.002	0.015**	0.008*	0.009*
Black	-0.091**	-0.077**	-0.088**	-0.083**	-0.074**	-0.079**
Asian	-0.019**	-0.008*	-0.015**	-0.015*	-0.004	-0.010
Other	-0.039**	-0.037**	-0.038**	-0.031**	-0.030**	-0.030**
Hispanic	-0.097**	-0.098**	-0.097**	-0.096**	-0.095**	-0.095**
Foreign born, not citizen	-0.162**	-0.165**	-0.161**	-0.175**	-0.178**	-0.176**
Foreign born, citizen	-0.055**	-0.054**	-0.054**	-0.056**	-0.059**	-0.057**
Metro under 250M	0.064**	0.063**	0.064**	0.0778**	0.075**	0.076**
Metro 250K-500K	0.092**	0.095**	0.093**	0.099**	0.099**	0.098**
Metro 500K-1M	0.122**	0.127**	0.123**	0.138**	0.142**	0.140**
Metro 1M-2.5M	0.157**	0.161**	0.158**	0.167**	0.167**	0.167**
Metro 2.5M - 5M	0.255**	0.263**	0.258**	0.252**	0.255**	0.253**
Metro 5M +	0.254**	0.267**	0.258**	0.256**	0.264**	0.259**
Mid Atlantic	-0.033**	-0.026**	-0.031**	-0.019**	-0.017**	-0.018**
East North Central	-0.062**	-0.062**	-0.063**	-0.056**	-0.056**	-0.056**
West North Central	-0.091**	-0.103**	-0.095**	-0.088**	-0.098**	-0.093**
South Atlantic	-0.066**	-0.065**	-0.066**	-0.063**	-0.063**	-0.063**
East South Central	-0.119**	-0.117**	-0.118**	-0.095**	-0.098**	-0.096**
West South Central	-0.141**	-0.147**	-0.143**	-0.133**	-0.142**	-0.137**
Mountain	-0.049**	-0.062**	-0.053**	-0.050**	-0.063**	-0.055**
Pacific	0.022**	0.017**	0.021**	0.011*	0.005	0.009
Federal government	0.092**	0.097**	0.094**	0.156**	0.148**	0.152**
State government	-0.159**	-0.157**	-0.158**	-0.067**	-0.070**	-0.068**
Local government	-0.190**	-0.190**	-0.189**	-0.066**	-0.071**	-0.068**
Union member	0.119**	0.113**	0.117**	n.a	n.a	n.a
Intercept	2.310**	2.355**	2.345**	1.673**	1.728**	1.711**
Respondent sample size	454,991	454,991	454,991	200,826	200,826	200,826
Full sample size	454,991	672,099	672,099	200,826	246,603	246,603

Estimates are unweighted. The wage equations also include industry, occupation, and year dummies. All industry categories exclude government workers. All racial categories exclude Hispanics.

* significant at 5%

** significant at 1%

Appendix Table A-4: Male Wage Equation Estimates: Head/Co-head Sample

	ORG			ASES		
	OLS	Selection	Selection	OLS	Selection	Selection
Inverse Mills ratio	n.a.	-0.078**	-0.095**	n.a	-0.108**	-0.089
Non-spouse proxy	n.a.	n.a.	0.005	n.a.	n.a.	-0.008
Spouse proxy	n.a.	n.a.	0.003	n.a.	n.a.	0.003
Elementary school	-0.176**	-0.180**	-0.181**	-0.207**	-0.207**	-0.206**
Grade 9	-0.146**	-0.150**	-0.151**	-0.192**	-0.194**	-0.193**
Grade 10	-0.119**	-0.123**	-0.124**	-0.168**	-0.168**	-0.168**
Grade 11	-0.103**	-0.106**	-0.106**	-0.145**	-0.144**	-0.144**
Grade 11+ (no HS diploma)	-0.076**	-0.075**	-0.075**	-0.114**	-0.113**	-0.113**
Some college, no degree	0.084**	0.082**	0.082**	0.086**	0.084**	0.084**
Associates degree	0.121**	0.119**	0.118**	0.134**	0.133**	0.133**
Bachelor's degree	0.297**	0.295**	0.294**	0.310**	0.310**	0.310**
Masters degree	0.415**	0.411**	0.410**	0.445**	0.446**	0.446**
Professional degree	0.737**	0.740**	0.741**	0.821**	0.829**	0.827**
Ph.D.	0.644**	0.641**	0.640**	0.675**	0.677**	0.676**
Potential experience (age-schooling-6)	0.049**	0.049**	0.049**	0.064**	0.063**	0.063**
Experience-squared/100	-0.187**	-0.182**	-0.182**	-0.265**	-0.253**	-0.254**
Experience-cubed/10,000	0.321**	0.304**	0.301**	0.487**	0.456**	0.460**
Experience-quartic/1,000,000	-0.224**	-0.205**	-0.202**	-0.352**	-0.324**	-0.328**
Married	0.108**	0.109**	0.108**	0.138**	0.139**	0.136**
Previously married	0.035**	0.032**	0.032**	0.044**	0.041**	0.041**
Hispanic	-0.136**	-0.137**	-0.138**	-0.121**	-0.121**	-0.121**
Black	-0.161**	-0.152**	-0.150**	-0.150**	-0.144**	-0.145**
Asian	-0.031**	-0.026**	-0.024**	-0.017**	-0.012	-0.013
Other	-0.061**	-0.062**	-0.063**	-0.072**	-0.072**	-0.072**
Foreign born, not citizen	-0.175**	-0.176**	-0.176**	-0.076**	-0.076**	-0.076**
Foreign born, citizen	-0.075**	-0.073**	-0.072**	-0.208**	-0.208**	-0.207**
Metro under 250M	0.065**	0.064**	0.064**	0.067**	0.065**	0.065**
Metro 250K-500K	0.088**	0.090**	0.091**	0.088**	0.088**	0.088**
Metro 500K-1M	0.119**	0.122**	0.123**	0.122**	0.124**	0.124**
Metro 1M-2.5M	0.152**	0.154**	0.155**	0.157**	0.157**	0.157**
Metro 2.5M - 5M	0.250**	0.255**	0.256**	0.228**	0.230**	0.230**
Metro 5M +	0.253**	0.261**	0.262**	0.244**	0.249**	0.248**
Mid Atlantic	-0.028**	-0.024**	-0.023**	-0.001	0.001	0.001
East North Central	-0.041**	-0.040**	-0.040**	-0.025**	-0.025**	-0.025**
West North Central	-0.088**	-0.095**	-0.097**	-0.084**	-0.091**	-0.090**
South Atlantic	-0.051**	-0.050**	-0.050**	-0.056**	-0.055**	-0.055**
East South Central	-0.087**	-0.084**	-0.083**	-0.080**	-0.080**	-0.080**
West South Central	-0.108**	-0.111**	-0.112**	-0.105**	-0.111**	-0.110**
Mountain	-0.022**	-0.032**	-0.033**	-0.023**	-0.033**	-0.032**
Pacific	0.031**	0.027**	0.025**	0.020**	0.015**	0.016**
Federal government	0.047**	0.051**	0.051**	0.073**	0.069**	0.069**
State government	-0.203**	-0.203**	-0.203**	-0.100**	-0.105**	-0.104**
Local government	-0.184**	-0.183**	-0.183**	-0.046**	-0.049**	-0.049**
Union member	0.165**	0.164**	0.164**	n.a.	n.a.	n.a.
Constant	2.454**	2.480**	2.485**	1.807**	1.841**	1.837**
Respondent Sample Size	470354	470354	470354	223939	223939	223939
Full Sample Size	470354	681555	681555	223939	269093	269093

Estimates are unweighted. The wage equations also include industry, occupation, and year dummies. All industry categories exclude government workers. All racial categories exclude Hispanics.

* significant at 5%

** significant at 1%

Appendix Table A-5: Female Wage Equations: Head/Co-head Sample

	ORG			ASES		
	OLS	Selection	Selection	OLS	Selection	Selection
Inverse Mills ratio	n.a.	-0.069**	-0.004	n.a.	-0.069**	-0.086
Non-spouse proxy	n.a.	n.a.	-0.038**	n.a.	n.a.	0.002
Spouse proxy	n.a.	n.a.	0.006*	n.a.	n.a.	0.024**
Elementary school	-0.168**	-0.172**	-0.165**	-0.182**	-0.182**	-0.182**
Grade 9	-0.164**	-0.168**	-0.163**	-0.188**	-0.189**	-0.188**
Grade 10	-0.153**	-0.155**	-0.153**	-0.155**	-0.155**	-0.155**
Grade 11	-0.123**	-0.126**	-0.123**	-0.155**	-0.157**	-0.157**
Grade 11+ (no HS diploma)	-0.0794**	-0.080**	-0.080**	-0.110**	-0.111**	-0.110**
Some college, no degree	0.091**	0.089**	0.091**	0.097**	0.096**	0.096**
Associates degree	0.173**	0.171**	0.173**	0.185**	0.184**	0.184**
Bachelor's degree	0.332**	0.330**	0.331**	0.368**	0.367**	0.367**
Masters degree	0.493**	0.489**	0.492**	0.540**	0.539**	0.538**
Professional degree	0.761**	0.760**	0.760**	0.795**	0.795**	0.795**
Ph.D.	0.718**	0.714**	0.716**	0.760**	0.759**	0.758**
Potential experience (age-schooling-6)	0.048**	0.048**	0.047**	0.062**	0.062**	0.061**
Experience-squared/100	-0.236**	-0.233**	-0.230**	-0.316**	-0.309**	-0.306**
Experience-cubed/10,000	0.538**	0.524**	0.519**	0.730**	0.708**	0.698**
Experience-quartic/1,000,000	-0.466**	-0.449**	-0.448**	-0.629**	-0.606**	-0.595**
Married	0.015**	0.018**	0.010**	0.032**	0.033**	0.023**
Previously married	-0.003	-0.005*	-0.004	0.007	0.006	0.005
Hispanic	-0.099**	-0.100**	-0.098**	-0.098**	-0.098**	-0.097**
Black	-0.097**	-0.088**	-0.097**	-0.087**	-0.083**	-0.081**
Asian	-0.017**	-0.011**	-0.016**	-0.011	-0.007	-0.007
Other	-0.040**	-0.039**	-0.040**	-0.031**	-0.031**	-0.032**
Foreign born, not citizen	-0.160**	-0.161**	-0.159**	-0.0576**	-0.0588**	-0.0594**
Foreign born, citizen	-0.059**	-0.058**	-0.058**	-0.179**	-0.180**	-0.181**
Metro under 250M	0.066**	0.065**	0.066**	0.080**	0.078**	0.077**
Metro 250K-500K	0.095**	0.097**	0.095**	0.100**	0.099**	0.099**
Metro 500K-1M	0.125**	0.128**	0.125**	0.141**	0.142**	0.142**
Metro 1M-2.5M	0.161**	0.164**	0.161**	0.169**	0.169**	0.168**
Metro 2.5M - 5M	0.261**	0.266**	0.261**	0.257**	0.258**	0.258**
Metro 5M +	0.262**	0.269**	0.263**	0.265**	0.269**	0.269**
Mid Atlantic	-0.029**	-0.025**	-0.029**	-0.017**	-0.016**	-0.016**
East North Central	-0.061**	-0.060**	-0.061**	-0.055**	-0.054**	-0.054**
West North Central	-0.095**	-0.101**	-0.095**	-0.092**	-0.096**	-0.097**
South Atlantic	-0.066**	-0.065**	-0.066**	-0.064**	-0.063**	-0.063**
East South Central	-0.118**	-0.117**	-0.118**	-0.098**	-0.099**	-0.099**
West South Central	-0.141**	-0.144**	-0.141**	-0.131**	-0.135**	-0.136**
Mountain	-0.051**	-0.058**	-0.051**	-0.050**	-0.055**	-0.057**
Pacific	0.027**	0.024**	0.027**	0.018**	0.015**	0.015**
Federal government	0.091**	0.094**	0.092**	0.159**	0.155**	0.155**
State government	-0.164**	-0.163**	-0.163**	-0.070**	-0.072**	-0.072**
Local government	-0.199**	-0.199**	-0.198**	-0.075**	-0.077**	-0.078**
Union member	0.115**	0.111**	0.115**	n.a.	n.a.	n.a.
Constant	2.340**	2.358**	2.347**	1.703**	1.722**	1.727**
Respondent Sample Size	393078	393078	393078	174322	174322	174322
Full Sample Size	393078	565387	565387	174322	209989	209989

Estimates are unweighted. The wage equations also include industry, occupation, and year dummies. All industry categories exclude government workers. All racial categories exclude Hispanics.

* significant at 5%

** significant at 1%