

業種別		集計組合		昨年同時期		対比		組合員1人あたり平均(加重平均)										
		組合数	人員	組合数	人員	組合数	人員	平均年齢	平均勤続	要求ベース	2024要求		2024回答		昨年実績		対比	
											額	率	額	率	額	率	額	率
											計	計	計	計	計	計	計	計
製造業	～99	565	27,731	523	24,980	42	2,751	40.20	14.08	254,365	14,389	5.71	10,707	4.22	8,034	3.24	2673	0.98
	100～299	548	98,481	508	93,713	40	4,768	39.17	14.49	268,795	15,680	5.88	12,713	4.77	9,307	3.55	3406	1.22
	<b>300未満計</b>	<b>1,113</b>	<b>126,212</b>	<b>1,031</b>	<b>118,693</b>	<b>82</b>	<b>7,519</b>	<b>39.37</b>	<b>14.41</b>	<b>265,810</b>	<b>15,392</b>	<b>5.85</b>	<b>12,268</b>	<b>4.66</b>	<b>9,029</b>	<b>3.48</b>	<b>3239</b>	<b>1.18</b>
	300～999	416	230,282	381	208,703	35	21,579	39.26	15.19	287,562	17,484	6.11	15,403	5.36	10,386	3.68	5017	1.68
	1,000～	244	959,693	242	901,207	2	58,486	39.37	16.05	323,052	19,414	6.15	19,236	6.00	13,261	4.16	5975	1.84
	<b>計</b>	<b>1,773</b>	<b>1,316,187</b>	<b>1,654</b>	<b>1,228,603</b>	<b>119</b>	<b>87,584</b>	<b>39.36</b>	<b>15.76</b>	<b>311,788</b>	<b>18,689</b>	<b>6.11</b>	<b>17,895</b>	<b>5.77</b>	<b>12,371</b>	<b>4.02</b>	<b>5524</b>	<b>1.75</b>
商業流通	～99	17	827	8	286	9	541	41.90	16.58	282,325	18,198	6.52	13,179	4.75	8,608	3.07	4571	1.68
	100～299	24	5,272	26	5,459	▲2	▲187	43.00	15.50	280,628	18,678	6.70	15,614	5.60	10,878	3.95	4736	1.65
	<b>300未満計</b>	<b>41</b>	<b>6,099</b>	<b>34</b>	<b>5,745</b>	<b>7</b>	<b>354</b>	<b>42.85</b>	<b>15.64</b>	<b>280,858</b>	<b>18,613</b>	<b>6.68</b>	<b>15,284</b>	<b>5.48</b>	<b>10,760</b>	<b>3.90</b>	<b>4524</b>	<b>1.58</b>
	300～999	68	37,583	65	38,947	3	▲1,364	39.97	14.00	277,757	17,838	6.46	14,884	5.36	11,245	4.16	3639	1.20
	1,000～	61	204,091	51	176,960	10	27,131	40.06	13.59	305,872	18,502	6.16	16,499	5.48	11,882	3.99	4617	1.49
	<b>計</b>	<b>170</b>	<b>247,773</b>	<b>150</b>	<b>221,652</b>	<b>20</b>	<b>26,121</b>	<b>40.12</b>	<b>13.71</b>	<b>300,992</b>	<b>18,404</b>	<b>6.22</b>	<b>16,224</b>	<b>5.46</b>	<b>11,743</b>	<b>4.02</b>	<b>4481</b>	<b>1.44</b>
交通運輸	～99	210	8,577	228	9,178	▲18	▲601	47.19	14.41	218,244	14,787	6.86	6,487	3.17	3,658	1.84	2829	1.33
	100～299	102	17,350	95	15,313	7	2,037	45.30	14.08	218,812	14,662	6.71	7,575	4.06	4,431	2.08	3144	1.98
	<b>300未満計</b>	<b>312</b>	<b>25,927</b>	<b>323</b>	<b>24,491</b>	<b>▲11</b>	<b>1,436</b>	<b>45.86</b>	<b>14.18</b>	<b>218,609</b>	<b>14,712</b>	<b>6.77</b>	<b>7,169</b>	<b>3.74</b>	<b>4,106</b>	<b>1.97</b>	<b>3063</b>	<b>1.77</b>
	300～999	70	38,529	72	40,281	▲2	▲1,752	42.65	13.39	251,393	14,400	5.59	8,436	3.42	5,375	2.18	3061	1.24
	1,000～	47	265,330	41	250,985	6	14,345	42.17	15.53	294,061	14,931	5.12	9,580	3.23	7,517	2.58	2063	0.65
	<b>計</b>	<b>429</b>	<b>329,786</b>	<b>436</b>	<b>315,757</b>	<b>▲7</b>	<b>14,029</b>	<b>42.41</b>	<b>15.25</b>	<b>288,974</b>	<b>14,882</b>	<b>5.20</b>	<b>9,315</b>	<b>3.26</b>	<b>6,977</b>	<b>2.51</b>	<b>2338</b>	<b>0.75</b>
サービス・ホテル	～99	8	368	16	789	▲8	▲421	41.16	13.99	232,612	13,443	4.75	10,148	4.28	8,309	1.54	1839	2.74
	100～299	4	777	12	2,186	▲8	▲1,409	38.78	12.36	217,392	13,645	6.56	4,216	3.53	9,899	4.39	▲5683	▲0.86
	<b>300未満計</b>	<b>12</b>	<b>1,145</b>	<b>28</b>	<b>2,975</b>	<b>▲16</b>	<b>▲1,830</b>	<b>39.21</b>	<b>12.66</b>	<b>221,449</b>	<b>13,548</b>	<b>5.69</b>	<b>8,039</b>	<b>3.89</b>	<b>9,240</b>	<b>3.75</b>	<b>▲1201</b>	<b>0.14</b>
	300～999	4	1,331	3	950	1	381	38.90	18.34	273,265	14,313	5.20	8,261	2.92				
	1,000～	5	227,541	6	256,373	▲1	▲28,832	40.88	16.99	295,685	15,952	5.36	11,131	3.72	8,753	2.95	2378	0.77
	<b>計</b>	<b>21</b>	<b>230,017</b>	<b>37</b>	<b>260,298</b>	<b>▲16</b>	<b>▲30,281</b>	<b>40.86</b>	<b>16.98</b>	<b>295,459</b>	<b>15,940</b>	<b>5.36</b>	<b>11,116</b>	<b>3.72</b>	<b>8,754</b>	<b>2.95</b>	<b>2362</b>	<b>0.77</b>
情報・出版	～99	0	0	1	10	▲1	▲10								6,100			
	100～299	5	1,109	3	435	2	674	34.59	7.72	257,212			11,797	4.49	13,680	5.68	▲1883	▲1.19
	<b>300未満計</b>	<b>5</b>	<b>1,109</b>	<b>4</b>	<b>445</b>	<b>1</b>	<b>664</b>	<b>34.59</b>	<b>7.72</b>	<b>257,212</b>			<b>11,797</b>	<b>4.49</b>	<b>13,021</b>	<b>5.68</b>	<b>▲1224</b>	<b>▲1.19</b>
	300～999	6	3,213	1	326	5	2,887	38.40	13.48	311,096			13,471	4.03				
	1,000～	8	130,055	9	120,156	▲1	9,899	41.53	16.56	388,028	19,907	6.49		5.91				
	<b>計</b>	<b>19</b>	<b>134,377</b>	<b>14</b>	<b>120,927</b>	<b>5</b>	<b>13,450</b>	<b>40.66</b>	<b>15.59</b>	<b>374,478</b>	<b>19,907</b>	<b>6.49</b>	<b>12,774</b>	<b>5.73</b>	<b>13,021</b>	<b>5.68</b>	<b>▲247</b>	<b>0.05</b>
金融・保険	～99	3	161	2	154	1	7			253,165		5.00	12,658	5.00				
	100～299	5	1,115	5	1,124	0	▲9	35.48	12.03	282,006	14,679	5.22	13,665	4.82	9,020	3.28	4645	1.54
	<b>300未満計</b>	<b>8</b>	<b>1,276</b>	<b>7</b>	<b>1,278</b>	<b>1</b>	<b>▲2</b>	<b>35.48</b>	<b>12.03</b>	<b>280,556</b>	<b>14,679</b>	<b>5.21</b>	<b>13,614</b>	<b>4.83</b>	<b>9,020</b>	<b>3.28</b>	<b>4594</b>	<b>1.55</b>
	300～999	6	2,838	7	3,423	▲1	▲585	35.29	11.88	294,885	13,355	4.51	13,618	4.62	8,903	3.12	4715	1.50
	1,000～	1	1,795	1	1,864	0	▲69	34.20	11.80	313,423	15,000	4.78	15,788	5.04	9,992	3.29	5796	1.75
	<b>計</b>	<b>15</b>	<b>5,909</b>	<b>15</b>	<b>6,565</b>	<b>0</b>	<b>▲656</b>	<b>34.98</b>	<b>11.89</b>	<b>297,719</b>	<b>14,126</b>	<b>4.73</b>	<b>14,288</b>	<b>4.79</b>	<b>9,240</b>	<b>3.19</b>	<b>5048</b>	<b>1.60</b>
その他	～99	64	2,795	49	2,222	15	573	40.63	12.14	261,534	16,459	5.93	13,687	4.87	8,665	3.16	5022	1.71
	100～299	45	8,067	52	8,810	▲7	▲743	40.88	12.33	285,216	18,767	6.50	16,929	5.77	11,707	4.10	5222	1.67
	<b>300未満計</b>	<b>109</b>	<b>10,862</b>	<b>101</b>	<b>11,032</b>	<b>8</b>	<b>▲170</b>	<b>40.82</b>	<b>12.28</b>	<b>279,267</b>	<b>18,313</b>	<b>6.39</b>	<b>16,281</b>	<b>5.59</b>	<b>11,151</b>	<b>3.94</b>	<b>5130</b>	<b>1.65</b>
	300～999	45	23,158	44	23,234	1	▲76	40.00	13.12	282,347	17,943	6.24	15,076	5.28	10,867	3.84	4209	1.44
	1,000～	39	72,659	33	74,579	6	▲1,920	38.93	13.07	304,874	18,849	6.23	18,148	6.00	11,601	3.93	6547	2.07
	<b>計</b>	<b>193</b>	<b>106,679</b>	<b>178</b>	<b>108,845</b>	<b>15</b>	<b>▲2,166</b>	<b>39.38</b>	<b>13.00</b>	<b>297,445</b>	<b>18,634</b>	<b>6.25</b>	<b>17,291</b>	<b>5.80</b>	<b>11,425</b>	<b>3.91</b>	<b>5866</b>	<b>1.89</b>
計	～99	867	40,459	827	37,619	40	2,840	41.37	14.03	253,086	14,630	5.82	10,235	4.18	7,012	3.01	3223	1.17
	100～299	733	132,171	701	127,040	32	5,131	39.98	14.26	268,674	15,925	5.99	12,657	4.83	9,030	3.53	3627	1.30
	<b>300未満計</b>	<b>1,600</b>	<b>172,630</b>	<b>1,528</b>	<b>164,659</b>	<b>72</b>	<b>7,971</b>	<b>40.27</b>	<b>14.22</b>	<b>265,383</b>	<b>15,624</b>	<b>5.95</b>	<b>12,097</b>	<b>4.69</b>	<b>8,554</b>	<b>3.42</b>	<b>3543</b>	<b>1.27</b>
	300～999	615	336,934	573	315,864	42	21,070	39.70	14.68	284,760	17,376	6.13	14,948	5.27	10,015	3.62	4933	1.65
	1,000～	405	1,861,164	383	1,782,124	22	79,040	40.09	15.73	313,918	18,291	5.93	16,622	5.28	11,559	3.74	5063	1.54
	<b>300以上計</b>	<b>1,020</b>	<b>2,198,098</b>	<b>956</b>	<b>2,097,988</b>	<b>64</b>	<b>100,110</b>	<b>40.03</b>	<b>15.57</b>	<b>309,441</b>	<b>18,149</b>	<b>5.96</b>	<b>16,363</b>	<b>5.28</b>	<b>11,325</b>	<b>3.72</b>	<b>5038</b>	<b>1.56</b>
<b>計</b>	<b>2,620</b>	<b>2,370,728</b>	<b>2,484</b>	<b>2,262,647</b>	<b>136</b>	<b>108,081</b>	<b>40.04</b>	<b>15.48</b>	<b>306,433</b>	<b>17,964</b>	<b>5.96</b>	<b>16,037</b>	<b>5.24</b>	<b>11,114</b>	<b>3.70</b>	<b>4923</b>	<b>1.54</b>	

業種別		集計組合		昨年同時期		対比		1組合あたり平均(単純平均)										
		組合数	人員	組合数	人員	組合数	人員	平均年齢	平均勤続	要求ベース	2024要求		2024回答		昨年実績		対比	
											額	率	額	率	額	率	額	率
製造業	～99	565	27,731	523	24,980	42	2,751	40.88	14.26	253,691	14,291	5.68	10,308	4.07	7,882	3.23	2426	0.84
	100～299	548	98,481	508	93,713	40	4,768	39.18	14.41	266,657	15,442	5.84	12,399	4.70	9,182	3.53	3217	1.17
	<b>300未満計</b>	<b>1,113</b>	<b>126,212</b>	<b>1,031</b>	<b>118,693</b>	<b>82</b>	<b>7,519</b>	<b>39.98</b>	<b>14.34</b>	<b>260,442</b>	<b>14,854</b>	<b>5.77</b>	<b>11,334</b>	<b>4.40</b>	<b>8,510</b>	<b>3.38</b>	<b>2824</b>	<b>1.02</b>
	300～999	416	230,282	381	208,703	35	21,579	39.31	15.16	286,139	17,297	6.08	15,107	5.29	10,316	3.66	4791	1.63
	1,000～	244	959,693	242	901,207	2	58,486	39.36	15.53	311,624	18,274	5.96	17,435	5.61	12,335	4.00	5100	1.61
	<b>計</b>	<b>1,773</b>	<b>1,316,187</b>	<b>1,654</b>	<b>1,228,603</b>	<b>119</b>	<b>87,584</b>	<b>39.72</b>	<b>14.74</b>	<b>274,355</b>	<b>15,885</b>	<b>5.87</b>	<b>13,016</b>	<b>4.79</b>	<b>9,434</b>	<b>3.54</b>	<b>3582</b>	<b>1.25</b>
商業流通	～99	17	827	8	286	9	541	42.18	16.59	283,072	18,219	6.16	12,533	4.47	8,300	3.08	4233	1.39
	100～299	24	5,272	26	5,459	▲2	▲187	42.84	15.25	281,445	18,892	6.76	15,508	5.55	10,901	3.96	4607	1.59
	<b>300未満計</b>	<b>41</b>	<b>6,099</b>	<b>34</b>	<b>5,745</b>	<b>7</b>	<b>354</b>	<b>42.56</b>	<b>15.81</b>	<b>282,120</b>	<b>18,613</b>	<b>6.51</b>	<b>14,274</b>	<b>5.11</b>	<b>10,270</b>	<b>3.75</b>	<b>4004</b>	<b>1.36</b>
	300～999	68	37,583	65	38,947	3	▲1,364	40.18	14.37	279,419	17,883	6.44	14,792	5.30	10,965	4.06	3827	1.24
	1,000～	61	204,091	51	176,960	10	27,131	39.96	14.38	304,376	17,986	6.00	15,771	5.27	11,296	3.82	4475	1.45
	<b>計</b>	<b>170</b>	<b>247,773</b>	<b>150</b>	<b>221,652</b>	<b>20</b>	<b>26,121</b>	<b>40.68</b>	<b>14.73</b>	<b>289,025</b>	<b>18,096</b>	<b>6.30</b>	<b>15,019</b>	<b>5.24</b>	<b>10,924</b>	<b>3.91</b>	<b>4095</b>	<b>1.33</b>
交通運輸	～99	210	8,577	228	9,178	▲18	▲601	47.91	14.12	214,883	14,828	7.12	6,203	3.21	3,623	1.85	2580	1.36
	100～299	102	17,350	95	15,313	7	2,037	45.21	13.77	219,855	14,659	6.69	7,572	4.07	4,458	2.09	3114	1.98
	<b>300未満計</b>	<b>312</b>	<b>25,927</b>	<b>323</b>	<b>24,491</b>	<b>▲11</b>	<b>1,436</b>	<b>46.83</b>	<b>13.99</b>	<b>216,565</b>	<b>14,783</b>	<b>6.98</b>	<b>6,592</b>	<b>3.50</b>	<b>3,834</b>	<b>1.91</b>	<b>2758</b>	<b>1.59</b>
	300～999	70	38,529	72	40,281	▲2	▲1,752	43.17	13.55	246,660	14,223	5.57	8,116	3.35	5,271	2.11	2845	1.24
	1,000～	47	265,330	41	250,985	6	14,345	42.45	16.16	261,342	14,660	5.71	8,958	3.33	5,769	2.10	3189	1.23
	<b>計</b>	<b>429</b>	<b>329,786</b>	<b>436</b>	<b>315,757</b>	<b>▲7</b>	<b>14,029</b>	<b>45.32</b>	<b>14.27</b>	<b>229,072</b>	<b>14,709</b>	<b>6.53</b>	<b>6,938</b>	<b>3.45</b>	<b>4,175</b>	<b>1.97</b>	<b>2763</b>	<b>1.48</b>
サービス・ホテル	～99	8	368	16	789	▲8	▲421	42.20	12.60	226,291	13,456	4.81	9,954	4.22	7,098	1.41	2856	2.81
	100～299	4	777	12	2,186	▲8	▲1,409	38.00	10.53	217,812	13,593	6.53	4,216	3.56	9,993	4.39	▲5777	▲0.83
	<b>300未満計</b>	<b>12</b>	<b>1,145</b>	<b>28</b>	<b>2,975</b>	<b>▲16</b>	<b>▲1,830</b>	<b>40.10</b>	<b>11.57</b>	<b>222,899</b>	<b>13,486</b>	<b>5.19</b>	<b>9,236</b>	<b>4.07</b>	<b>7,925</b>	<b>2.40</b>	<b>1311</b>	<b>1.67</b>
	300～999	4	1,331	3	950	1	381	39.10	18.45	271,316	14,168	5.19	8,017	2.85				
	1,000～	5	227,541	6	256,373	▲1	▲28,832	40.00	16.65	289,024	14,532	5.00	12,050	4.36	9,612	3.11	2438	1.25
	<b>計</b>	<b>21</b>	<b>230,017</b>	<b>37</b>	<b>260,298</b>	<b>▲16</b>	<b>▲30,281</b>	<b>39.84</b>	<b>14.41</b>	<b>258,521</b>	<b>13,898</b>	<b>5.13</b>	<b>10,012</b>	<b>4.01</b>	<b>8,300</b>	<b>2.68</b>	<b>1712</b>	<b>1.33</b>
情報・出版	～99	0	0	1	10	▲1	▲10								6,100			
	100～299	5	1,109	3	435	2	674	35.35	8.90	257,798			11,770	4.45	13,680	5.68	▲1910	▲1.23
	<b>300未満計</b>	<b>5</b>	<b>1,109</b>	<b>4</b>	<b>445</b>	<b>1</b>	<b>664</b>	<b>35.35</b>	<b>8.90</b>	<b>257,798</b>			<b>11,770</b>	<b>4.45</b>	<b>9,890</b>	<b>5.68</b>	<b>1880</b>	<b>▲1.23</b>
	300～999	6	3,213	1	326	5	2,887	38.50	13.76	303,991			13,471	4.03				
	1,000～	8	130,055	9	120,156	▲1	9,899	38.30	14.10	348,385	19,907	6.49	5,91					
	<b>計</b>	<b>19</b>	<b>134,377</b>	<b>14</b>	<b>120,927</b>	<b>5</b>	<b>13,450</b>	<b>37.32</b>	<b>12.05</b>	<b>298,832</b>	<b>19,907</b>	<b>6.49</b>	<b>12,337</b>	<b>4.71</b>	<b>9,890</b>	<b>5.68</b>	<b>2447</b>	<b>▲0.97</b>
金融・保険	～99	3	161	2	154	1	7			253,165		5.00	12,658	5.00				
	100～299	5	1,115	5	1,124	0	▲9	35.26	11.76	279,217	14,511	5.21	13,665	4.88	9,229	3.36	4436	1.52
	<b>300未満計</b>	<b>8</b>	<b>1,276</b>	<b>7</b>	<b>1,278</b>	<b>1</b>	<b>▲2</b>	<b>35.26</b>	<b>11.76</b>	<b>274,875</b>	<b>14,511</b>	<b>5.17</b>	<b>13,498</b>	<b>4.90</b>	<b>9,229</b>	<b>3.36</b>	<b>4269</b>	<b>1.54</b>
	300～999	6	2,838	7	3,423	▲1	▲585	35.12	11.75	297,197	13,691	4.58	14,255	4.80	9,116	3.17	5139	1.63
	1,000～	1	1,795	1	1,864	0	▲69	34.20	11.80	313,423	15,000	4.78	15,788	5.04	9,992	3.29	5796	1.75
	<b>計</b>	<b>15</b>	<b>5,909</b>	<b>15</b>	<b>6,565</b>	<b>0</b>	<b>▲656</b>	<b>35.10</b>	<b>11.76</b>	<b>288,143</b>	<b>14,142</b>	<b>4.87</b>	<b>14,023</b>	<b>4.86</b>	<b>9,227</b>	<b>3.25</b>	<b>4796</b>	<b>1.61</b>
その他	～99	64	2,795	49	2,222	15	573	41.03	12.27	264,439	16,508	6.00	13,549	4.89	9,363	3.46	4186	1.43
	100～299	45	8,067	52	8,810	▲7	▲743	40.89	12.19	282,603	18,198	6.33	16,328	5.62	11,254	3.99	5074	1.63
	<b>300未満計</b>	<b>109</b>	<b>10,862</b>	<b>101</b>	<b>11,032</b>	<b>8</b>	<b>▲170</b>	<b>40.97</b>	<b>12.23</b>	<b>272,124</b>	<b>17,298</b>	<b>6.15</b>	<b>14,844</b>	<b>5.23</b>	<b>10,359</b>	<b>3.76</b>	<b>4485</b>	<b>1.47</b>
	300～999	45	23,158	44	23,234	1	▲76	40.05	12.97	281,258	18,167	6.33	15,936	5.59	11,451	4.06	4485	1.53
	1,000～	39	72,659	33	74,579	6	▲1,920	39.31	12.95	302,511	18,930	6.33	18,588	6.26	12,293	4.24	6295	2.02
	<b>計</b>	<b>193</b>	<b>106,679</b>	<b>178</b>	<b>108,845</b>	<b>15</b>	<b>▲2,166</b>	<b>40.41</b>	<b>12.56</b>	<b>280,614</b>	<b>17,886</b>	<b>6.23</b>	<b>15,829</b>	<b>5.51</b>	<b>11,029</b>	<b>3.94</b>	<b>4800</b>	<b>1.57</b>
計	～99	867	40,459	827	37,619	40	2,840	42.10	14.10	252,529	14,594	5.83	9,775	4.06	6,755	2.99	3020	1.07
	100～299	733	132,171	701	127,040	32	5,131	40.00	14.15	266,507	15,672	5.94	12,312	4.75	8,838	3.50	3474	1.25
	<b>300未満計</b>	<b>1,600</b>	<b>172,630</b>	<b>1,528</b>	<b>164,659</b>	<b>72</b>	<b>7,971</b>	<b>41.03</b>	<b>14.12</b>	<b>259,612</b>	<b>15,094</b>	<b>5.88</b>	<b>10,952</b>	<b>4.41</b>	<b>7,682</b>	<b>3.24</b>	<b>3270</b>	<b>1.17</b>
	300～999	615	336,934	573	315,864	42	21,070	39.80	14.70	283,636	17,235	6.10	14,730	5.22	9,918	3.60	4812	1.62
	1,000～	405	1,861,164	383	1,782,124	22	79,040	39.80	15.21	307,196	18,058	5.97	16,671	5.42	11,610	3.85	5061	1.57
	<b>300以上計</b>	<b>1,020</b>	<b>2,198,098</b>	<b>956</b>	<b>2,097,988</b>	<b>64</b>	<b>100,110</b>	<b>39.80</b>	<b>14.90</b>	<b>293,155</b>	<b>17,561</b>	<b>6.05</b>	<b>15,491</b>	<b>5.30</b>	<b>10,592</b>	<b>3.70</b>	<b>4899</b>	<b>1.60</b>
<b>計</b>	<b>2,620</b>	<b>2,370,728</b>	<b>2,484</b>	<b>2,262,647</b>	<b>136</b>	<b>108,081</b>	<b>40.50</b>	<b>14.46</b>	<b>273,992</b>	<b>16,060</b>	<b>5.96</b>	<b>12,677</b>	<b>4.78</b>	<b>8,750</b>	<b>3.43</b>	<b>3927</b>	<b>1.35</b>	