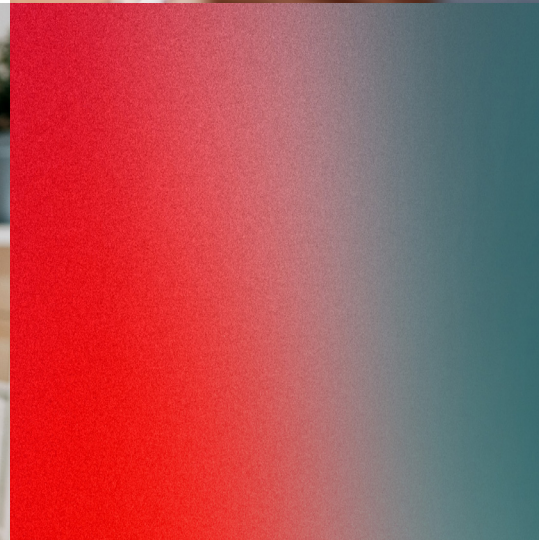
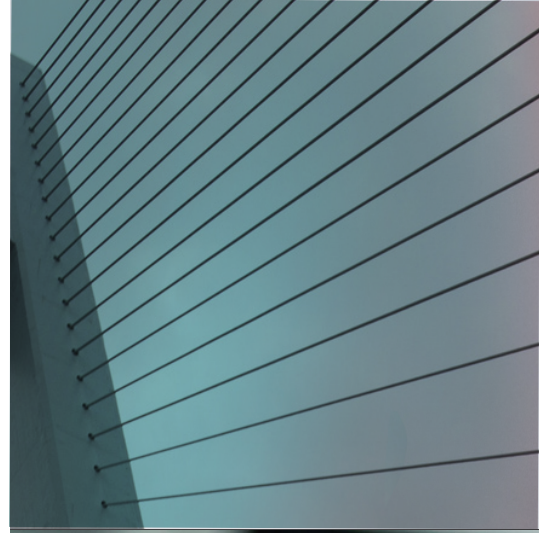




2025 Midyear Labor Activity in Healthcare Report

(January–June)



About This Report

As the leader in healthcare employee and labor relations, People Results provides industry subject matter expertise and relevant and timely information about labor activity. The 2025 Midyear Labor Activity in Healthcare Report contains an analysis of national, regional, and state representation petitions and elections (RC, RD, and RM)¹ as reported by the National Labor Relations Board (NLRB) during 2024 and the first six months of 2025.

¹ See Appendix C for detailed definitions of the types of petitions and elections.

Dear Industry Colleagues,

As predicted, union organizing activity in healthcare continues to rise, and there was a significant amount of activity in the western states of California, Oregon, and Washington in late 2024 and the first six months of 2025. California is a particular hotspot for activity, as it was home to the largest mental-health worker strike in U.S. history.

On October 21, 2024, over 2,400 mental-health clinicians, including therapists, social workers, and psychiatric nurses, began an open-ended strike with the National Union of Healthcare Workers (NUHW). The strike lasted a record-breaking 196 days, ending on May 8, 2025. Following the strike, members voted overwhelmingly to ratify a four-year contract that includes retroactive wage increases, guaranteed administrative time, and pension plan restoration, among other benefits.

This outcome drew attention for a number of reasons. Most notably, it showed that traditional healthcare organizing is extending outside of nursing and is now reaching large groups of other medical professionals. Additionally, it set the stage for the possibility of more ambitious organizing across the state and even the country, as many view the long-term strike as overwhelmingly successful. It's also important to note that other unions outside of NUHW are pointing to this outcome as a way to guarantee similar benefits to other providers in California and surrounding states—even if it's not feasible or, frankly, possible for smaller providers like community clinics, for example.

In January of 2025, Oregon also experienced record-breaking organizing activity when the Oregon Nurses Association went on strike against all eight Providence hospitals in the state, impacting 5,000 employees and lasting for 46 days—the largest healthcare strike in Oregon history.

The trend of physician organizing also continues to rise. Though it is often seen among residents, in July, primary care physicians at Mass General Hospital and Brigham and Women's Hospital in Boston voted overwhelmingly (88 percent) to unionize with Doctors Council SEIU.

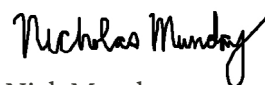
In People Results' most recent Labor Activity in Healthcare Report, distributed earlier this year, we encouraged you to assess how your organization is proactively addressing employee concerns and engagement to mitigate—and even eliminate—potential risks of unionization by asking questions like, “Are your managers equipped to recognize and respond to early signs of workplace dissatisfaction?” and “Do you have clear communication channels in place to ensure employees feel heard and valued?”

Though this recommendation holds true now, we also encourage you to take your findings one step further by putting a strategic plan into place. This plan should include:

- Briefings for executive teams to help key stakeholders understand the implications of recent organizing targeting healthcare professionals
- Labor relations readiness assessments and training to identify and address potential labor relations issues
- Internal and external communication strategies
- Workforce transformation implementation
- The leveraging of data and people analytics to gain valuable insights into vulnerabilities and segment your workforce
- Strategies to support leadership's engagement with colleagues

People Results brings deep healthcare expertise and puts these strategies into place every day for our clients. We understand the unique position healthcare employers are in, and we are ready and available to help with any labor or employee engagement issues your organization may be facing. We look forward to helping you build a strong, engaged workforce and wish you a great rest of the year.

Sincerely,



Nick Munday
Managing Director
People Results

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Executive Summary

NLRB REPRESENTATION PETITIONS AND ELECTIONS^{2,3}

During 2024, a decade-high 492 representation petitions were filed. In the first 6 months of 2025, 224 representation petitions were filed in healthcare, and unions were elected as a result of 87 percent of the 190 representation elections held.

Most of the activity in the first half of 2025 occurred in the western states of California, Oregon, and Washington.

The Service Employees International Union remains the most active union in the healthcare sector, accounting for one third of the representation petitions filed and 38 percent of elections held in the first 6 months of 2025. Additionally, the American Federation of Teachers has commanded a greater share of activity so far in 2025 compared to previous years.

Regional differences in activity levels and active unions are highlighted in the Regional Summaries section of this report. In the first 6 months of 2025, the Pacific region once again had the most representation elections. Eighty-six elections were held, and unions won 90 percent of them.

Also in the first 6 months of 2025, there have been 19 healthcare strikes that resulted in the idling of 144,434 workers. Strike activity continues to be concentrated in a handful of states, with California accounting for more than one third of the strikes in the industry in the last decade.



² NLRB election data describes dynamic case activity that is subject to revision and corrections during the year, and all data should be interpreted with that understanding.

³ Throughout this report, a combination of RC (Certification of Representative) and RM (Employer Petition) cases is used anytime we discuss representation petitions and elections.

NLRB Petition and Election Results

THIS SECTION INCLUDES THE FOLLOWING:

National summaries

- Comparison of healthcare versus all non-healthcare representation election results
- Comparison of healthcare versus all non-healthcare decertification (RD) results
- Healthcare sector – Overview of elections
- Healthcare sector – Union successes in representation elections

State summaries

- All states – representation petitions filed
- All states – representation election results

Union summaries

- Most active unions – representation petitions filed
- Most active unions – representation elections held
- Union success rates – representation election results

Regional summaries

- Representation petitions, elections, and most active unions by geographic region

Strikes in healthcare

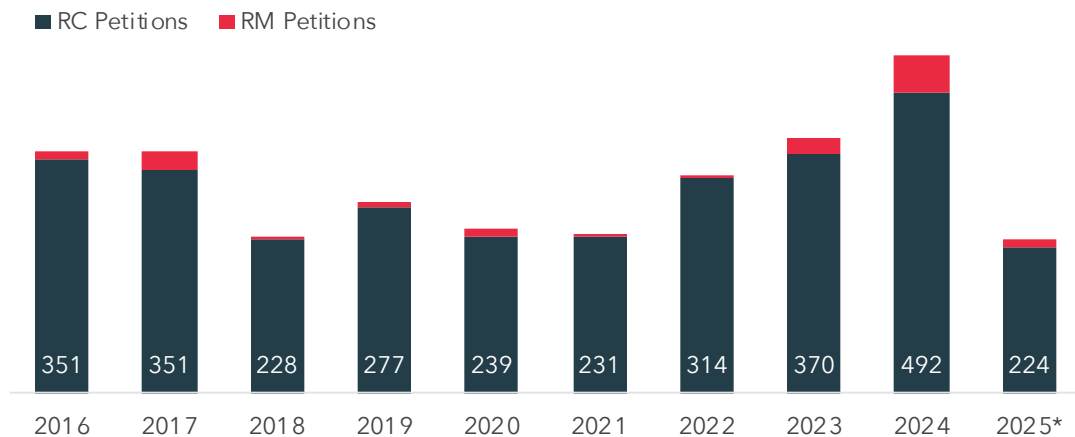
- Strikes held by year in healthcare



National Summaries

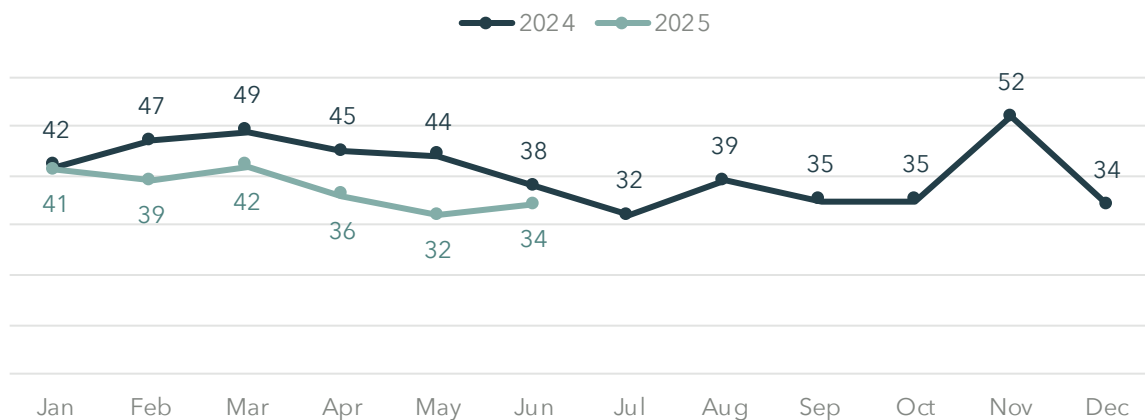
REPRESENTATION PETITIONS FILED

A decade-high 439 RC petitions were filed in 2024. That plus the 53 employer-filed RM petitions resulted in nearly 500 representation petitions filed in the year. Through the first 6 months of 2025, 224 representation petitions have been filed.



*This chart reflects 2025 data through the end of June only.

Every month so far this year has seen fewer representation petitions filed than during the same month last year. So far in 2025, the most petitions were filed in March. In 2024, the most petitions were filed in November.

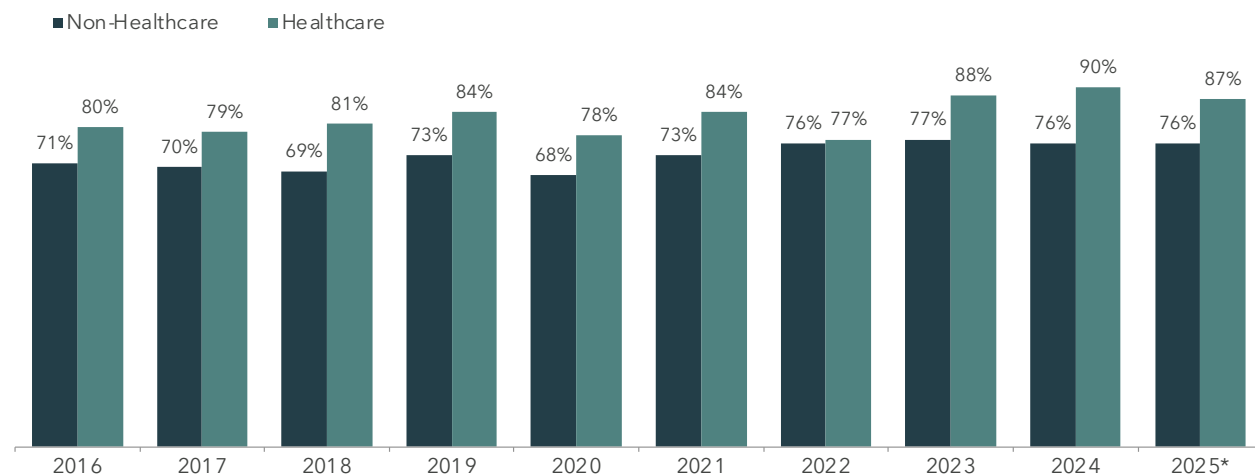


*This chart reflects 2025 data through the end of June only.

UNION WINS IN REPRESENTATION ELECTIONS

Union win rates in healthcare continue to remain high. In the first 6 months of 2025, unions won 87 percent of the representation elections held. In non-healthcare sectors, unions enjoyed a slightly more modest 76 percent win rate.

Healthcare vs. Non-Healthcare Sectors (2016–June 30, 2025)

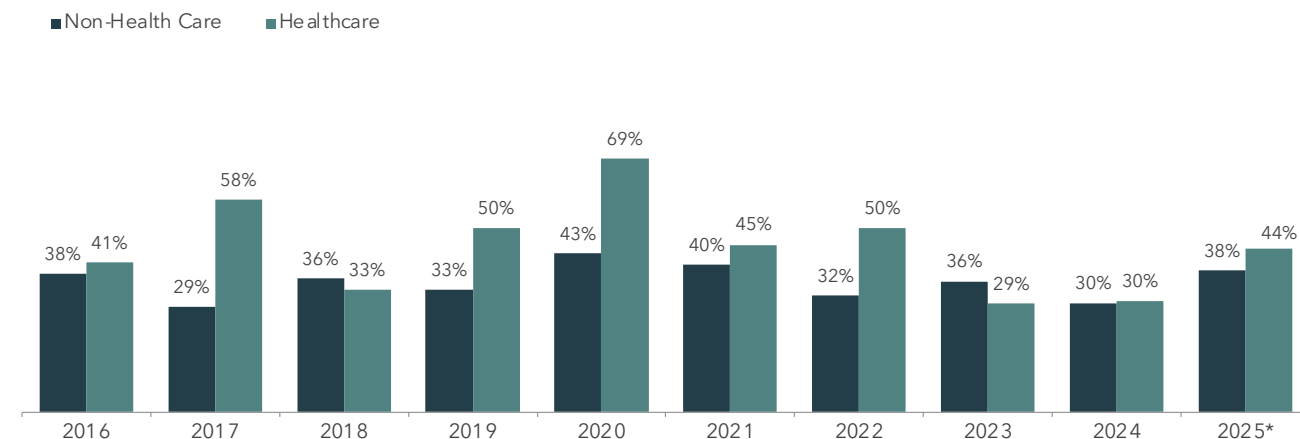


*This chart reflects 2025 data through the end of June only.

UNION WINS IN DECERTIFICATION ELECTIONS

There have been just 9 decertification elections held in healthcare in the first half of 2025, and unions maintained recognition in 44 percent of these. Outside of healthcare, unions maintained recognition in 38 percent of the 65 decertification elections held so far this year.

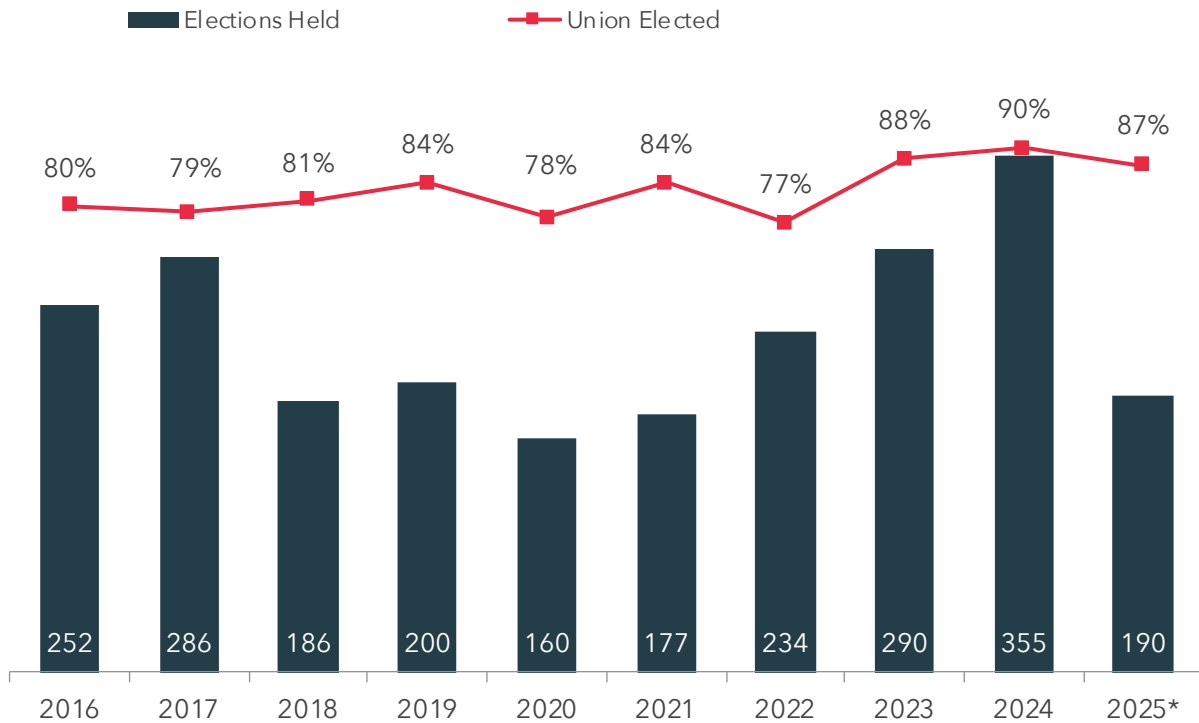
Healthcare vs. Non-Healthcare Sectors (2016–June 30, 2025)



*This chart reflects 2025 data through the end of June only.

UNION SUCCESS IN REPRESENTATION ELECTIONS COMPARED TO THE NUMBER OF ELECTIONS HELD

The chart below shows the union win rate compared to the number of elections held each year. In 2024, unions won 90 percent of the (decade-high) 355 representation elections. So far in 2025, unions have won 87 percent of 190 representation elections.



*This chart reflects 2025 data through the end of June only.

State Summaries

The table below details the number of representation petitions filed in each state in 2024 and in the first six months of 2025. Union petitions decreased a bit in the first half of 2025 compared with 2024. The number of petitions filed was still much higher than in 2023 and before but, thus far, not as high as 2024.

ALL STATES – REPRESENTATION PETITIONS IN HEALTHCARE

State*	2024	2025**	State*	2024	2025**	State*	2024	2025**
Alabama	-	2	Louisiana	1	-	Ohio	15	2
Alaska	1	-	Maine	2	-	Oregon	42	35
Arizona	2	-	Maryland	6	4	Pennsylvania	26	15
California	79	46	Massachusetts	29	8	Puerto Rico	4	2
Colorado	3	-	Michigan	25	6	Rhode Island	6	1
Connecticut	10	2	Minnesota	28	11	South Carolina	1	1
DC	3	2	Missouri	2	1	Texas	2	-
Delaware	5	-	Montana	6	4	Utah	-	1
Florida	2	-	Nevada	6	2	Vermont	7	9
Georgia	1	2	New Hampshire	1	1	Virginia		2
Hawaii	8	4	New Jersey	13	11	Washington	42	28
Illinois	19	8	New Mexico	1	1	West Virginia	3	-
Indiana	6	2	New York	74	11	Wisconsin	5	-
Iowa	1	-	North Carolina	1	-	Wyoming	1	-
Kansas	2	-	North Dakota	1	-	Total	492	224

*States are not included in the table if no petitions were filed in 2024 or in the first six months of 2025.

**This table reflects 2025 data through the end of June only.

ALL STATES – REPRESENTATION ELECTION RESULTS IN HEALTHCARE

The table below details the number of elections held and election results in each state in 2024 and in the first six months of 2025.

State*	2024					2025**				
	Total	Union Wins	% of Elections	Union Losses	% of Elections	Total	Union Wins	% of Elections	Union Losses	% of Elections
Alabama	-	-	-	-	-	1	1	100%	0	0%
Alaska	1	1	100%	0	0%	-	-	-	-	-
California	62	54	87%	8	13%	32	25	78%	7	22%
Colorado	2	1	50%	1	50%	1	1	100%	0	0%
Connecticut	3	3	100%	0	0%	2	2	100%	0	0%
District of Columbia	2	2	100%	0	0%	1	1	100%	0	0%
Delaware	3	3	100%	0	0%	1	1	100%	0	0%
Florida	2	1	50%	1	50%	-	-	-	-	-
Georgia	1	1	100%	0	0%	1	0	0%	1	100%
Hawaii	7	7	100%	0	0%	4	3	75%	1	25%
Illinois	21	18	86%	3	14%	8	7	88%	1	13%
Indiana	5	3	60%	2	40%	3	0	0%	3	100%
Iowa	1	0	0%	1	100%	-	-	-	-	-
Kansas	1	1	100%	0	0%	1	1	100%	0	0%
Maine	3	2	67%	1	33%	-	-	-	-	-
Maryland	4	4	100%	0	0%	3	2	67%	1	33%
Massachusetts	19	17	89%	2	11%	7	6	86%	1	14%
Michigan	17	12	71%	5	29%	4	4	100%	0	0%
Minnesota	20	19	95%	1	5%	12	11	92%	1	8%
Montana	5	4	80%	1	20%	5	5	100%	0	0%
Nevada	2	2	100%	0	0%	3	2	67%	1	33%
New Hampshire	1	1	100%	0	0%	-	-	-	-	-
New Jersey	6	6	100%	0	0%	5	4	80%	1	20%
New Mexico	-	-	-	-	-	1	1	100%	0	0%
New York	53	48	91%	5	9%	11	10	91%	1	9%
North Carolina	2	2	100%	0	0%	-	-	-	-	-
North Dakota	1	1	100%	0	0%	-	-	-	-	-
Ohio	10	10	100%	0	0%	2	2	100%	0	0%
Oregon	35	35	100%	0	0%	23	23	100%	0	0%
Pennsylvania	18	15	83%	3	17%	14	11	79%	3	21%
Puerto Rico	3	2	67%	1	33%	2	1	50%	1	50%
Rhode Island	1	1	100%	0	0%	5	5	100%	0	0%
South Carolina	1	1	100%	0	0%	-	-	-	-	-
Texas	2	1	50%	1	50%	-	-	-	-	-
Vermont	6	6	100%	0	0%	9	9	100%	0	0%
Virginia	-	-	-	-	-	1	1	100%	0	0%
Washington	28	27	96%	1	4%	27	26	96%	1	4%
West Virginia	2	2	100%	0	0%	1	0	0%	1	100%
Wisconsin	4	4	100%	0	0%	-	-	-	-	-
Wyoming	1	1	100%	0	0%	-	-	-	-	-
Total	355	318	90%	37	10%	190	165	87%	25	13%

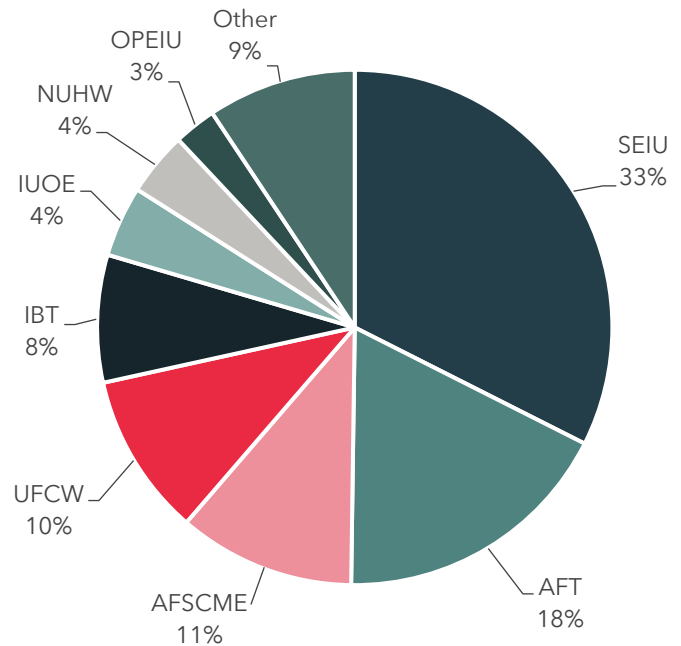
* States are not included in the table if no elections were held in 2024 or in the first six months of 2025.

**This table reflects 2025 data through the end of June only.

Union Summaries

MOST ACTIVE UNIONS – REPRESENTATION PETITIONS IN HEALTHCARE SO FAR IN 2025

The Service Employees International Union (SEIU) continues to lead the healthcare sector with the largest share of representation petitions filed. In the first half of the year, the American Federation of Teachers (AFT) has seen an increased share of petitions filed—18 percent so far in 2025 compared to 10 percent in 2024.



The following table lists the most active unions in healthcare.

Abbreviation	Union Name	RC Petitions Filed	
		2024	2025*
SEIU	Service Employees International Union	197	73
AFT	American Federation of Teachers	53	40
AFSCME	American Federation of State, County and Municipal Employees	35	25
UFCW	United Food and Commercial Workers	26	23
IBT	International Brotherhood of Teamsters	32	18
IUOE	International Union of Operating Engineers	26	10
NUHW	National Union of Healthcare Workers	16	9
OPEIU	Office and Professional Employees International Union	8	6

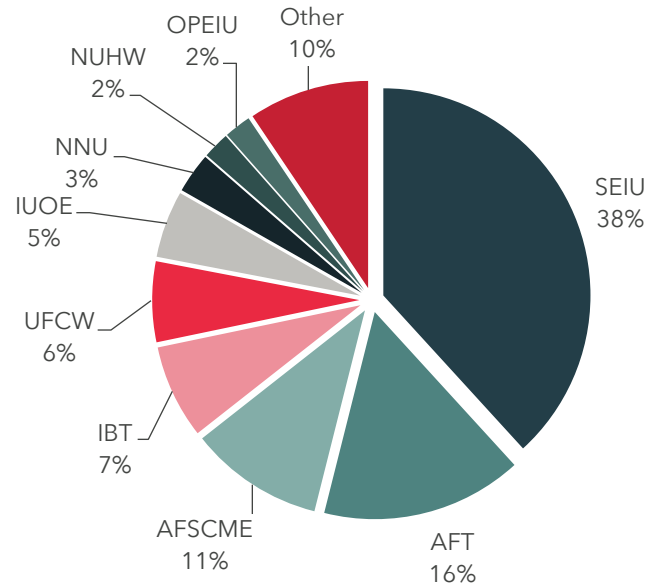
*This table reflects 2025 data through the end of June only.

The following table lists other unions that are active in healthcare and referenced in this section.

Abbreviation	Union Name
AEP	American Electric Power
ATU	Amalgamated Transit Union
CWA	Communications Workers of America
IAM	International Association of Machinists and Aerospace Workers
IBEW	International Brotherhood of Electrical Workers
IFPTE	International Federation of Professional and Technical Engineers
LIUNA	Laborers' International Union of North America
MAP	Metropolitan Alliance of Police
MNA (MA)	Massachusetts Nurses Association
OPEIU	Office and Professional Employees International Union
PASNAP	Pennsylvania Association of Staff Nurses and Allied Professionals
SPFPA	Security, Police and Fire Professionals of America
SSOBA	Special and Superior Officers Benevolent Association
UAPD	Union of American Physicians and Dentists
UAW	United Automobile, Aerospace and Agricultural Implement Workers of America (United Autoworkers)
UFLEOS-PBA	United Federation Law Enforcement Officers Security & Police Benevolent Association
UNAP	United Nurses & Allied Professionals
UPSEU	United Public Service Employees Union

MOST ACTIVE UNIONS – REPRESENTATION ELECTIONS HELD IN HEALTHCARE SO FAR IN 2025

SEIU accounted for 38 percent of representation elections held in the first half of the year, and it was elected as a result of 89 percent of these elections. AFT has been involved in 30 representation elections so far and has won all of them.



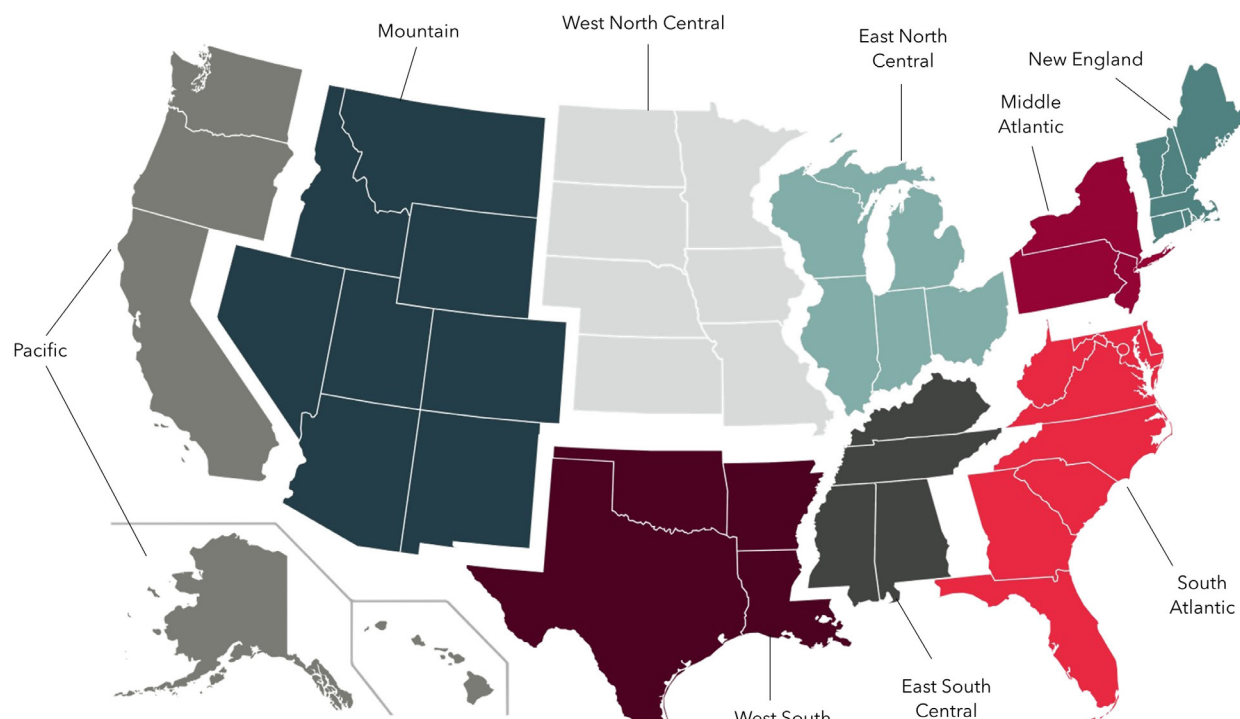
UNION SUCCESS RATES – REPRESENTATION ELECTION RESULTS

	2024			2025*		
	Total Elections	Union Elected %	Union Not Elected %	Total Elections	Union Elected %	Union Not Elected %
SEIU	126	94%	6%	73	89%	11%
AFT	43	100%	0%	30	100%	0%
AFSCME	23	78%	22%	20	95%	5%
IBT	26	77%	23%	14	57%	43%
UFCW	17	88%	12%	12	67%	33%
IUOE	20	90%	10%	10	90%	10%
NNU	29	93%	7%	6	100%	0%
NUHW	14	93%	7%	4	75%	25%
OPEIU	8	100%	0%	4	100%	0%
OPEIU	2	50%	50%	8	100%	0%

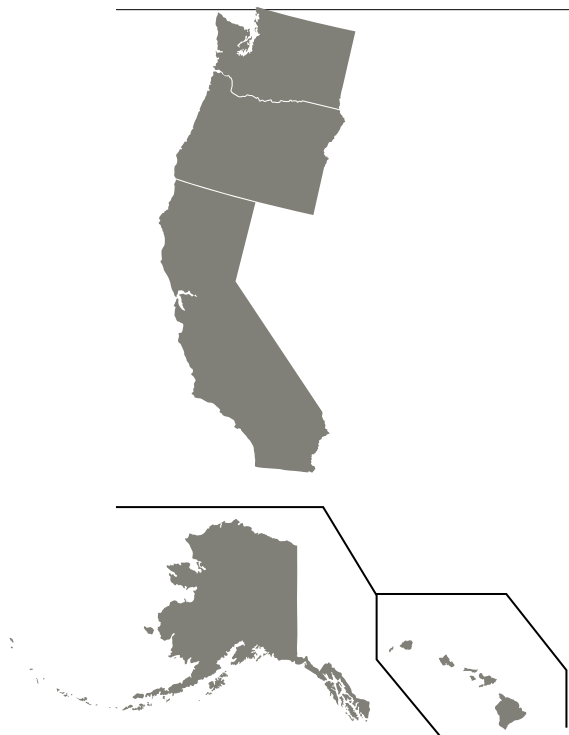
*This table reflects 2025 data through the end of June only.

Regional Summaries

For this analysis, we have categorized the nation into nine regions, as illustrated in the map below. The following sections provide an overview of activity in each region in 2024 and in the first six months of 2025.

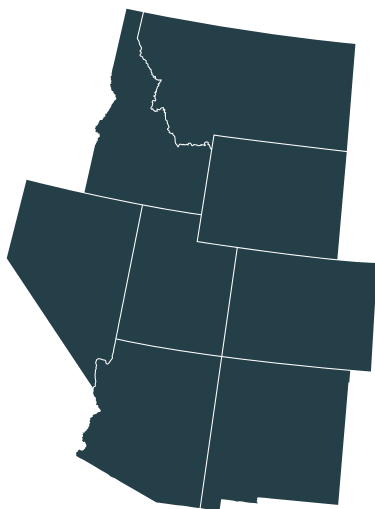


PACIFIC



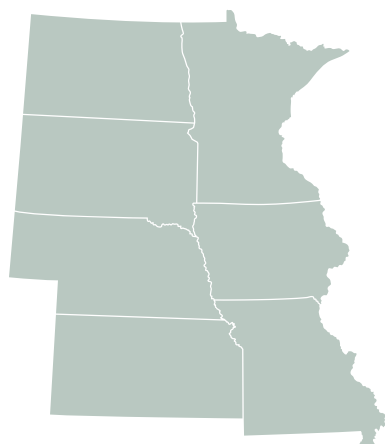
State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Alaska	1	1	100%
California	79	62	87%
Hawaii	8	7	100%
Oregon	42	35	100%
Washington	42	28	96%
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Alaska	-	-	-
California	46	32	78%
Hawaii	4	4	75%
Oregon	35	23	100%
Washington	28	27	96%
Most Active Unions			
SEIU, AFT, NUHW, AFSCME, UFCW, IBT, IUOE, OPEIU, UFLEOS-PBA, NNU, IFPTE, USW, UAPD, LIUNA, IBEW, IAM, CWA, CRONA			

MOUNTAIN



State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Arizona	2	-	-
Colorado	3	2	50%
Idaho	-	-	-
Montana	6	5	80%
Nevada	6	2	100%
New Mexico	1	-	-
Utah	-	-	-
Wyoming	1	1	100%
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Arizona	-	-	-
Colorado	-	1	100%
Idaho	-	-	-
Montana	4	5	100%
Nevada	2	3	67%
New Mexico	1	1	100%
Utah	1	-	-
Wyoming	-	-	-
Most Active Unions			
SEIU, AFT, AFSCME, NNU, USW, UFCW, IAM, CWA			

WEST NORTH CENTRAL



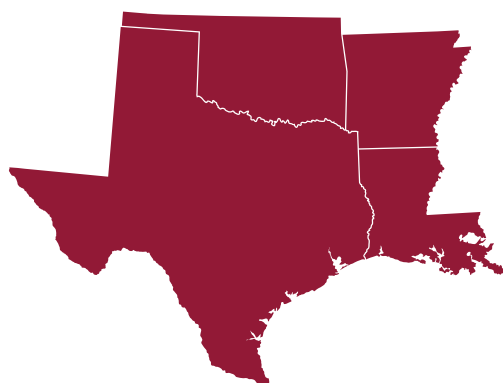
State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Iowa	1	1	0%
Kansas	2	1	100%
Minnesota	28	20	95%
Missouri	2	-	-
North Dakota	1	1	100%
South Dakota	-	-	-

State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Iowa	-	-	-
Kansas	-	1	100%
Minnesota	11	12	92%
Missouri	1	-	-
North Dakota	-	-	-
South Dakota	-	-	-

Most Active Unions

SEIU, NNU, AFSCME, UFCW, IBT, IBEW, CLA, ATU

WEST SOUTH CENTRAL



State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Arkansas	-	-	-
Louisiana	1	-	-
Oklahoma	2	2	50%
Texas	-	-	-

State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Arkansas	-	-	-
Louisiana	-	-	-
Oklahoma	-	-	-
Texas	-	-	-

Most Active Unions

UFLEOS-PBA, NNU, CWA

EAST NORTH CENTRAL



State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Illinois	19	21	86%
Indiana	6	5	60%
Michigan	25	17	71%
Ohio	15	10	100%
Wisconsin	5	4	100%
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Illinois	8	8	88%
Indiana	2	3	0%
Michigan	6	4	100%
Ohio	2	2	0%
Wisconsin	-	-	-
Most Active Unions			
CWA, SEIU, IBT, IUOE, UFCW, AFSCME, AFT, SPFPA, NNU, USW, UAW, OPEIU, MAP, LIUNA, Independent, AEP			

EAST SOUTH CENTRAL



State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Alabama	-	-	-
Kentucky	-	-	-
Mississippi	-	-	-
Tennessee	-	-	-
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Alabama	2	1	100%
Kentucky	-	-	-
Mississippi	-	-	-
Tennessee	-	-	-
Most Active Unions			
UFCW			

NEW ENGLAND



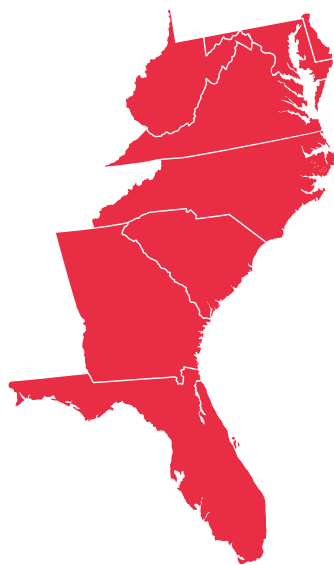
State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Connecticut	10	3	100%
Maine	2	3	67%
Massachusetts	29	19	89%
New Hampshire	1	1	100%
Rhode Island	6	1	100%
Vermont	7	6	100%
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Connecticut	2	2	100%
Maine	-	-	-
Massachusetts	8	7	86%
New Hampshire	1	-	-
Rhode Island	1	5	100%
Vermont	9	9	100%
Most Active Unions			
SEIU, AFT, MNA (MA), AFSCME, UFCW, IUOE, IBT, UNAP, UAW, OPEIU, NNU, IBEW			

MIDDLE ATLANTIC



State	2024		
	Petitions Filed	Elections Held	Union Win Rate
New Jersey	13	6	100%
New York	74	53	91%
Pennsylvania	26	18	83%
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
New Jersey	11	5	80%
New York	11	11	91%
Pennsylvania	15	14	79%
Most Active Unions			
SEIU, UFCW, AFSCME, IBT, AFT, IUOE, PASNAP, NNU, USW, UPSEU, UAW, SPFPA, USPOA, UMWA, UFLEOS-PBA, TWU, SSOBA, OPEIU, NUHW, IUJAT, IBEW, CWA			

SOUTH ATLANTIC

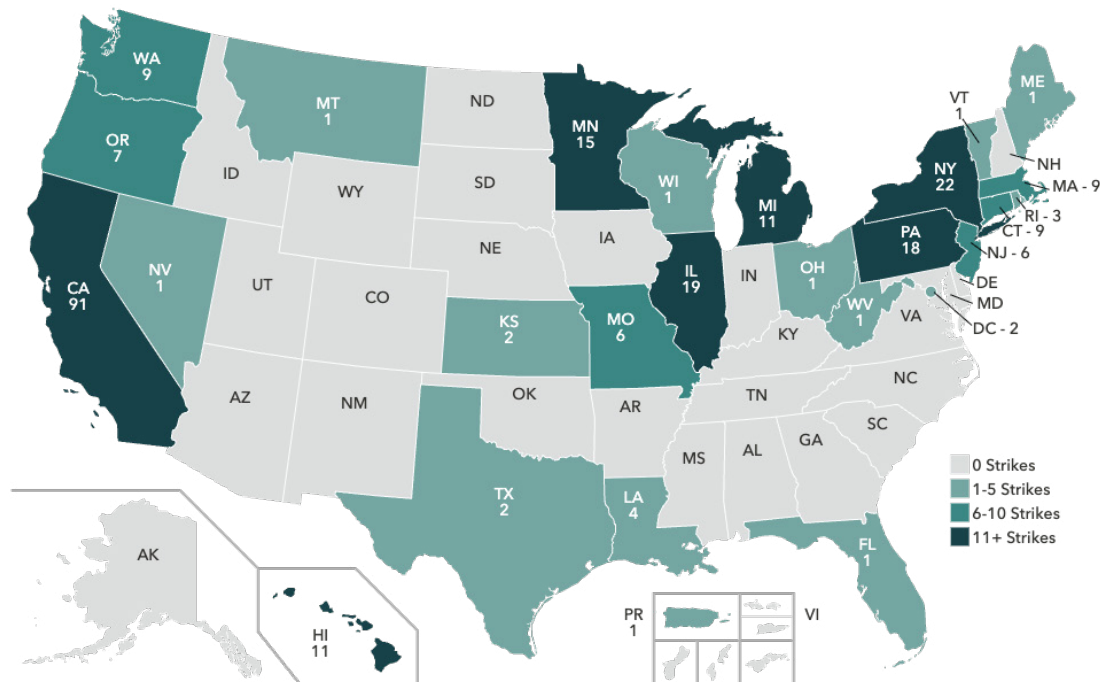


State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Delaware	5	3	100%
District of Columbia	3	2	100%
Florida	2	2	50%
Georgia	1	1	100%
Maryland	6	4	100%
North Carolina	1	2	100%
South Carolina	1	1	100%
Virginia	-	-	-
West Virginia	3	2	100%
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Delaware	-	1	100%
District of Columbia	2	1	100%
Florida	-	-	-
Georgia	2	1	0%
Maryland	4	3	67%
North Carolina	-	-	-
South Carolina	1	-	-
Virginia	2	1	100%
West Virginia	-	1	0%
Most Active Unions			
SEIU, IBT, UFCW, IAM, USW, IUOE, AFSCME, NNU, Independent, AFT			

Strikes in Healthcare

STRIKES IN HEALTHCARE BY STATE: 2016–2025

The map below illustrates the number of strikes held in healthcare since 2016.⁴ Strike activity continues to be highly concentrated in a handful of states.



Year	Number of Strikes	Workers Idled	Average Number of Workers per Strike
2025*	19	144,434	7,602
2024	30	63,456	2,115
2023	52	116,226	2,235
2022	38	44,345	1,167
2021	30	53,120	1,771
2020	23	25,875	1,125
2019	22	105,385	4,790
2018	22	103,715	4,714
2017	11	2,845	259
2016	10	16,565	1,657

*This table reflects 2025 data through the end of June only.

⁴ Strike data is compiled from the Bloomberg BNA Work Stoppages Database.

Appendix A: Summary of Petitions Filed and Elections Held

All Industries – Summary of Petitions Filed and Elections Held (2016–2025*)										
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025*
Total Petitions	2,281	2,274	1,902	2,033	1,552	1,683	2,500	2,675	3,109	1,341
Total Representation Petitions	1,970	1,937	1,573	1,774	1,352	1,412	2,185	2,361	2,793	1,192
Total RC Petitions	1,914	1,876	1,542	1,732	1,306	1,383	2,159	2,158	2,364	1,095
Total RM Petitions	56	61	31	42	46	29	26	203	429	97
Union Not Elected	475	518	451	410	313	335	490	475	562	221
Union Elected	1,039	1,052	891	981	654	799	1,277	1,401	1,638	676
Total Decertification (RD) Petitions	311	337	329	259	200	271	312	314	316	149
Union Not Elected	104	123	110	103	55	84	103	110	116	45
Union Elected	64	60	61	56	49	59	56	59	49	29

*This table reflects 2025 data through the end of June only.

Healthcare – Summary of Petitions Filed and Elections Held (2016–2025*)										
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025*
Total Petitions	401	410	291	318	271	297	370	408	535	243
Total Representation Petitions	351	351	228	277	239	231	314	370	492	224
Total RC Petitions	342	325	223	272	227	229	312	349	439	213
Total RM Petitions	9	26	5	5	12	2	2	21	53	11
Union Not Elected	51	61	35	32	36	29	53	34	37	25
Union Elected	201	225	151	168	124	148	181	256	318	165
Total Decertification (RD) Petitions	50	59	63	41	32	66	56	38	43	19
Union Not Elected	19	11	24	10	5	18	15	12	14	5
Union Elected	13	15	12	10	11	15	15	5	6	4

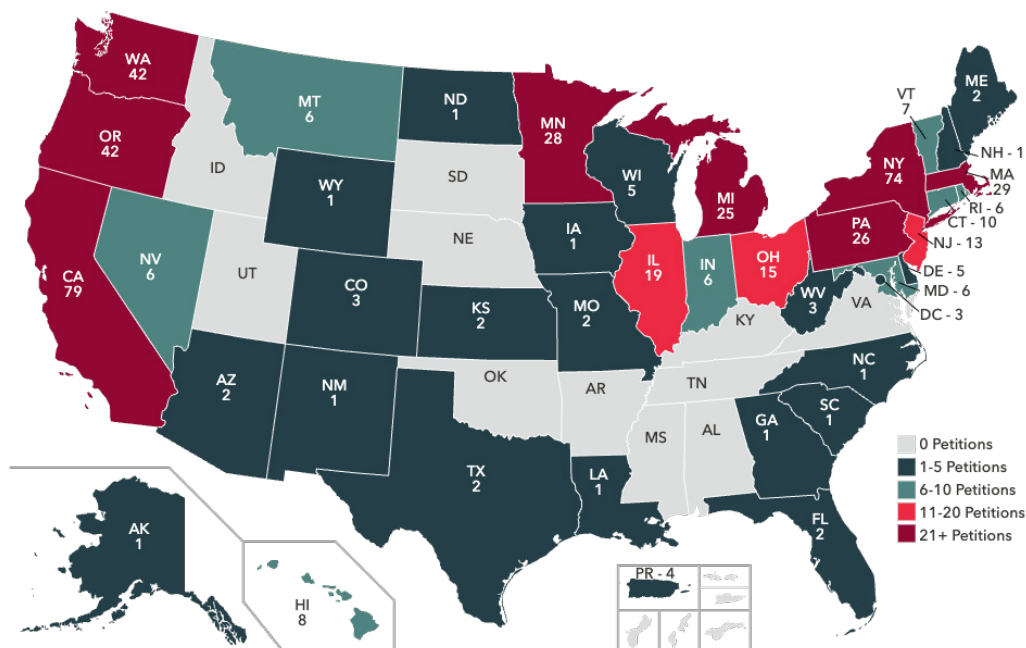
*This table reflects 2025 data through the end of June only.

All Non-Healthcare Industries – Summary of Petitions Filed and Elections Held (2016–2025*)										
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025*
Total Petitions	1,880	1,864	1,611	1,715	1,281	1,386	2,130	2,267	2,574	1,098
Total Representation Petitions	1,619	1,586	1,345	1,497	1,113	1,181	1,871	1,991	2,301	968
Total RC Petitions	1,572	1,551	1,319	1,460	1,079	1,154	1,847	1,809	1,925	882
Total RM Petitions	47	35	26	37	34	27	24	182	376	86
Union Not Elected	320	334	306	275	222	222	334	331	409	151
Union Elected	774	767	679	757	481	592	1,040	1,086	1,271	482
Total Decertification (RD) Petitions	261	278	266	218	168	205	256	276	273	130
Union Not Elected	85	112	86	93	50	66	88	98	102	40
Union Elected	51	45	49	46	38	44	41	54	43	25

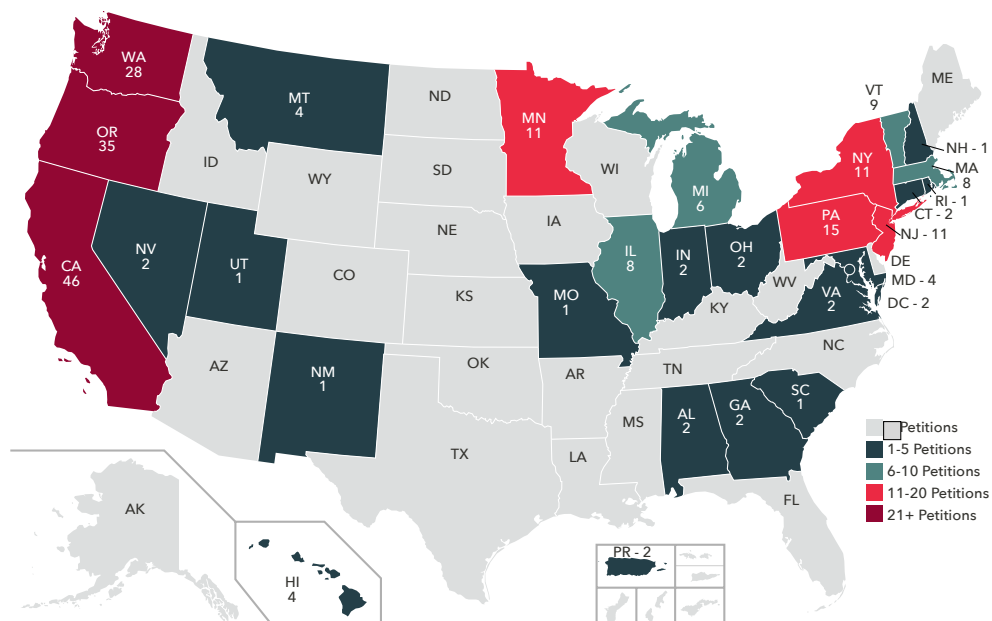
*This table reflects 2025 data through the end of June only.

Appendix B: Maps of Representation Petitions Filed in Healthcare

2024



FIRST SIX MONTHS OF 2025



Appendix C: NLRB Definitions

WHAT IS THE NATIONAL LABOR RELATIONS BOARD?

The National Labor Relations Board (NLRB) is an independent federal agency established to enforce the National Labor Relations Act (NLRA). As an independent agency, the NLRB is not part of any other government agency, such as the Department of Labor.

Congress has empowered the NLRB to conduct secret ballot elections so employees may exercise a free choice whether a union should represent them for bargaining purposes. A secret ballot election will be conducted only when a petition requesting an election is filed. Such a petition should be filed with the Regional Office in the area where the unit of employees is located. All Regional Offices have petition forms that are available upon request and without cost.

TYPES OF PETITIONS

1. Certification of Representative (RC)

This petition, which is normally filed by a union, seeks an election to determine whether employees wish to be represented by a union. It must be supported by the signatures of 30 percent or more of the employees in the bargaining unit being sought. These signatures may be on paper. This designation or “showing of interest” contains a statement that the employees want to be represented for collective-bargaining purposes by a specific labor organization. The showing of interest must be signed by each employee, and each employee’s signature must be dated.

2. Decertification (RD)

This petition, which can be filed by an individual, seeks an election to determine whether the authority of a union to act as a bargaining representative of employees should continue. It must be supported by the signatures of 30 percent or more of the employees in the bargaining unit represented by the union. These signatures may be on separate cards or a single piece of paper. This showing of interest contains a statement that the employees do not wish to be represented for collective-bargaining purposes by the existing labor organization. The showing of interest must be signed by each employee, and each employee’s signature must be dated.

3. Withdrawal of Union-Security Authority (UD)

A “UD petition,” which can also be filed by an individual, seeks an election to determine whether to continue the union’s contractual authority to require that employees make certain lawful payments to the union to retain their jobs. It must be supported by the signatures of 30 percent or more of the employees in the bargaining unit covered by the union-security agreement. These signatures may be on separate cards or a single piece of paper. This showing of interest states that the employees no longer want their collective bargaining agreement to contain a union-security provision. The showing of interest must be signed by each employee, and each employee’s signature must be dated.

4. Employer Petition (RM)

This petition is filed by an employer for an election when one or more unions claim to represent the employer’s employees or when the employer has reasonable grounds for believing the union that is the current collective-bargaining representative no longer represents a majority of employees. In the latter case, the petition must be supported by the evidence or “objective considerations” relied on by the employer for believing that the union no longer represents a majority of its employees.

5. Unit Clarification (UC)

This petition seeks to clarify the scope of an existing bargaining unit by, for example, determining whether a new classification is properly a part of that unit. The petition may be filed by either the employer or the union.

6. Amendment of Certification (AC)

This petition seeks the amendment of an outstanding certification of a union to reflect changed circumstances, such as changes in the name or affiliation of the union. This petition may be filed by a union or an employer.

Appendix D: Employee Categories as Defined by the NLRB

Registered Nurses (RNs)

Nurses who have graduated from a formal program of nursing education (diploma school, associate degree, or baccalaureate program) and are licensed by the appropriate state authority.

Professional Employees

Employees with four-year degrees or beyond (except RNs and physicians). These employees typically work in jobs that are intellectual and involve consistent exercise of discretion and judgment (e.g., pharmacists, physical therapists).

Technical Employees

Employees with some significant, distinct, specialized course of training beyond high school. Other factors considered will be length of training (generally more than six months), state or governmental licensing, or formal certification process (e.g., lab techs, respiratory therapists, radiology technicians).

Security Guards

Employees who provide security service to the hospital, its property, grounds, buildings, employees, and patients.

Skilled Maintenance Employees

Employees who provide skilled maintenance and/or engineering services (e.g., sanitary engineers, licensed electricians, plumbers).

Business Office Clerical Employees

Clerical employees who perform business office functions and/or who have a strong working relationship with the business office functions; general clerical should be classified as “service worker.”

Physicians

Licensed physicians who are “employees” of the hospital.

Service and Non-Professional Employees

This unit will generally include all service and unskilled maintenance employees. Employees in this category typically perform manual and routine job functions and are not highly skilled or trained.

Other/Combined Job Classifications

Any jobs not listed above or units covering more than one of the above categories.