

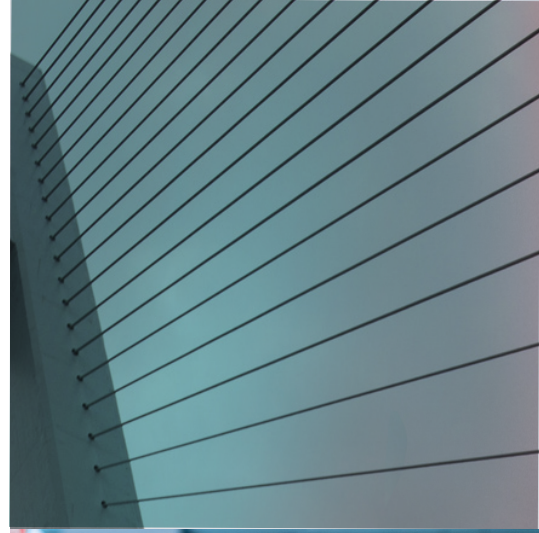


PEOPLE RESULTS

Solutions For Your Workforce

2025 Midyear Labor Activity in Retail Report

(January–June)



About This Report

People Results provides retail industry subject matter expertise and relevant and timely information about labor activity. People Results' 2025 Midyear Labor Activity in Retail Report includes an analysis of national, regional, and state representation petitions and elections (RC, RD, and RM) 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,

Like previous years, retail continues to be a hot spot for labor organizing activity. This is shown by the 69 representation petitions filed in the industry in the first six months of 2025, as well as the fact that unions were elected as a result of 59 percent of the 51 representation elections held so far in 2025.

We expect these numbers to grow in the second half of this year and into 2026 for a multitude of reasons. Most significantly, the industry has seen a surge in layoffs this year. In fact, a recent analysis stated that U.S.-based retailers announced 80,487 job cuts through July 2025, up 249 percent compared to the same period last year.² As a result, retail employees are turning to unions to look for increased job security. Moreover, younger retail employees, especially Gen Zers, are also looking for increased safety and well-being in the workplace—and unions are leveraging those concerns in their organizing drives. Another factor likely to increase dissatisfaction in the workplace is an 8 percent forecasted increase in healthcare premiums, the largest in over a decade.³

In People Results' most recent Labor Activity in Retail Report, which we 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:

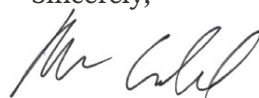
- Are your managers equipped to recognize and respond to early signs of workplace dissatisfaction?
- Do you have clear communication channels in place to ensure employees feel heard and valued?
- Do your leaders regularly recognize their employees' productivity and efforts on the job? Employees, and particularly younger employees, seek to be recognized for their efforts and coached for excellence to achieve individual rewards.

While this recommendation holds true now, we encourage you to take your findings one step further and put a strategic plan into place. This plan should include:

- Briefings for executive teams to help key stakeholders understand the implications of recent organizing targeting retailers
- 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 engagement with colleagues

At People Results, we are passionate about tailoring these strategies to help retailers tackle any labor or employee engagement issue they may be facing. We understand the unique nature of the industry—including the increased uncertainty both employers and employees are facing—and are committed to helping retailers of all sizes navigate this. As we head into 2026, we look forward to partnering together and supporting your efforts to build a strong and resilient workforce.

Sincerely,



Mark Codd, Ph.D.
Vice President, Managing Director
People Results

² [Challenger, Gray & Christmas, Inc., Job Cut Announcement Report, July 31, 2025. Accessed August 8, 2025.](#)

³ [Business Group on Health, 2025 Employer Health Care Strategy Survey, August 20, 2024. Accessed February 7, 2025.](#)

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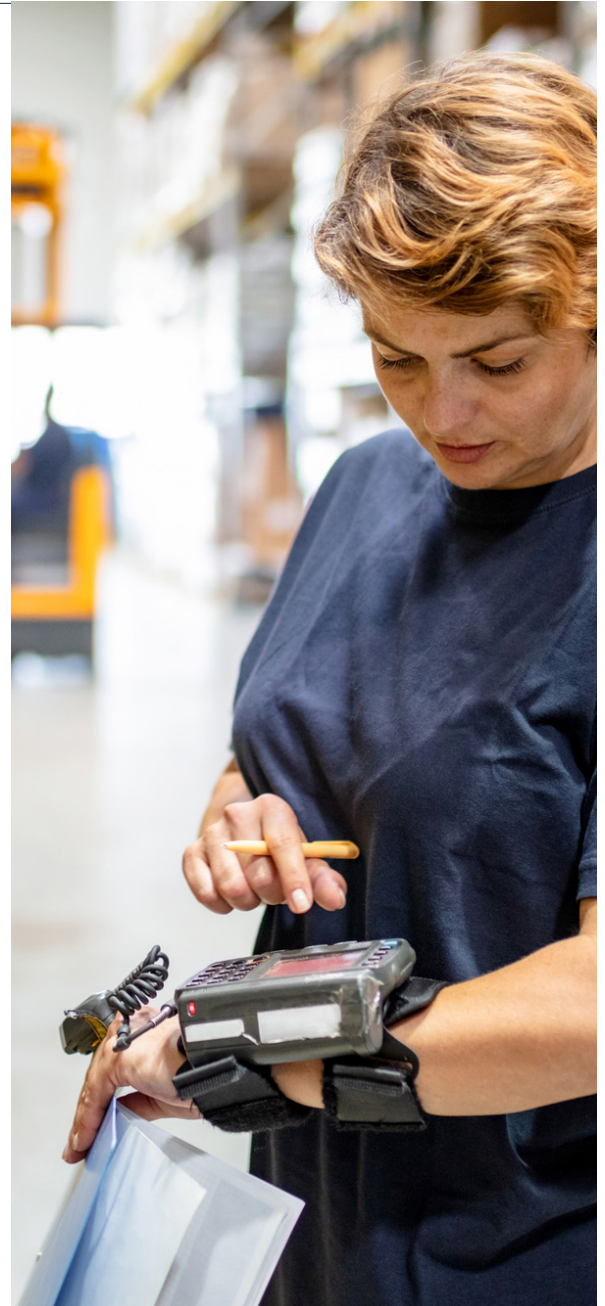
Executive Summary

NLRB REPRESENTATION PETITIONS AND ELECTIONS^{4,5}

During 2024, 185 representation petitions were filed in retail. In the first 6 months of 2025, there were 69 representation petitions filed, and unions were elected as a result of 59 percent of the 51 representation elections held.

The United Food and Commercial Workers (UFCW) remains the most active union in retail, accounting for nearly half of both representation petitions filed and elections held in the first 6 months of 2025. The International Association of Machinists and Aerospace Workers (IAM) is the next most active union, accounting for 14 percent of petitions filed and 16 percent of elections held during that same period.

Also in the first half of 2025, there have been 9 retail strikes that resulted in the idling of 21,367 workers. New York has seen the most strike activity in the industry in the last decade.



⁴ 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.

⁵ Throughout this report, a combination of RC (Certification of Representative) and RM (Employer Petition) cases is used anytime representation petitions and elections are discussed.

NLRB Petition and Election Results

THIS SECTION INCLUDES THE FOLLOWING:

National summaries

- Representation petitions filed
- Comparison of retail versus all non-retail representation election results
- Comparison of retail versus all non-retail decertification (RD) results
- Retail industry – Overview of elections
- Retail industry – 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 retail

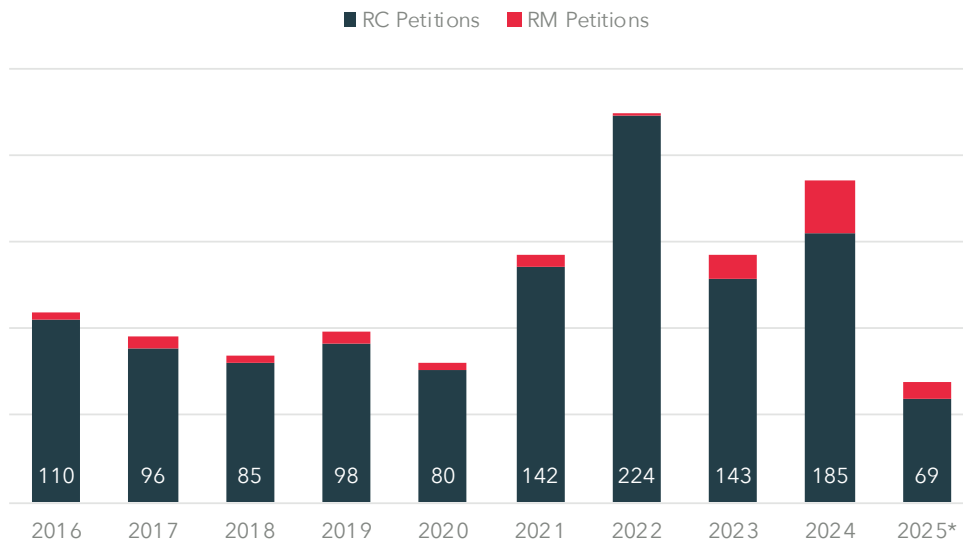
- Strikes held by year



National Summaries

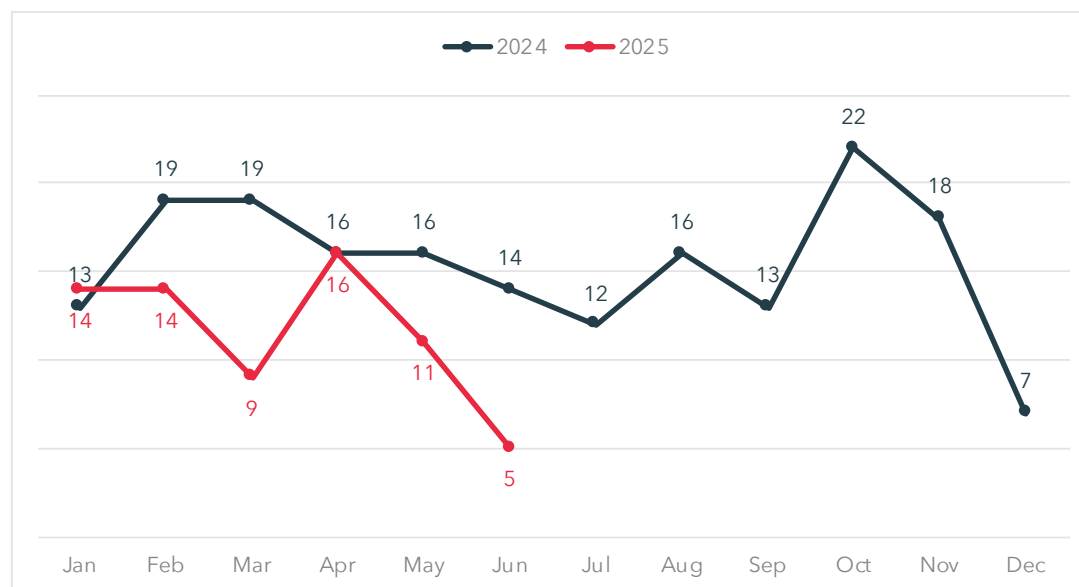
REPRESENTATION PETITIONS FILED

Unions filed 155 RC petitions in 2024. That plus the 30 RM petitions resulted in 185 representation petitions filed in the year. While down from a peak of 224 representation petitions filed in 2022, it was the second-most active year in the last decade. Through the first 6 months of 2025, 69 representation petitions have been filed.



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

The chart below compares the number of petitions filed in each month in 2024 versus the number filed this year. So far in 2025, the most petitions were filed in April. In 2024, the most petitions were filed in October.

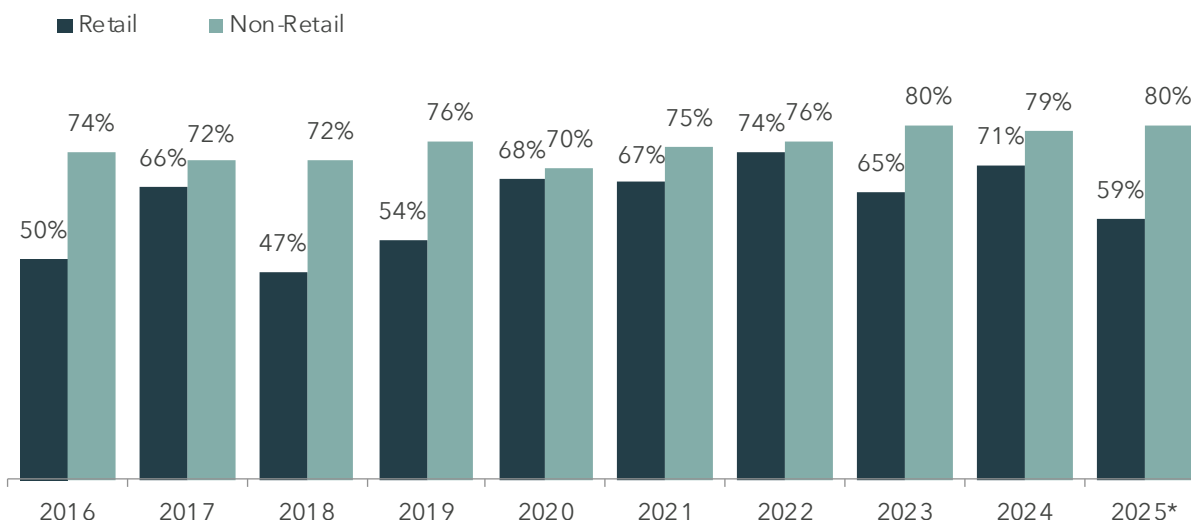


*This chart reflects 2025 data through the end of June only.

UNION WINS IN REPRESENTATION ELECTIONS

Union win rates in retail continue to remain lower than in other industries. In the first 6 months of 2025, unions won just 59 percent of the representation elections held. In non-retail industries, unions enjoyed an 80 percent win rate.

Retail vs. Non-Retail Industries (2016–June 30, 2025)

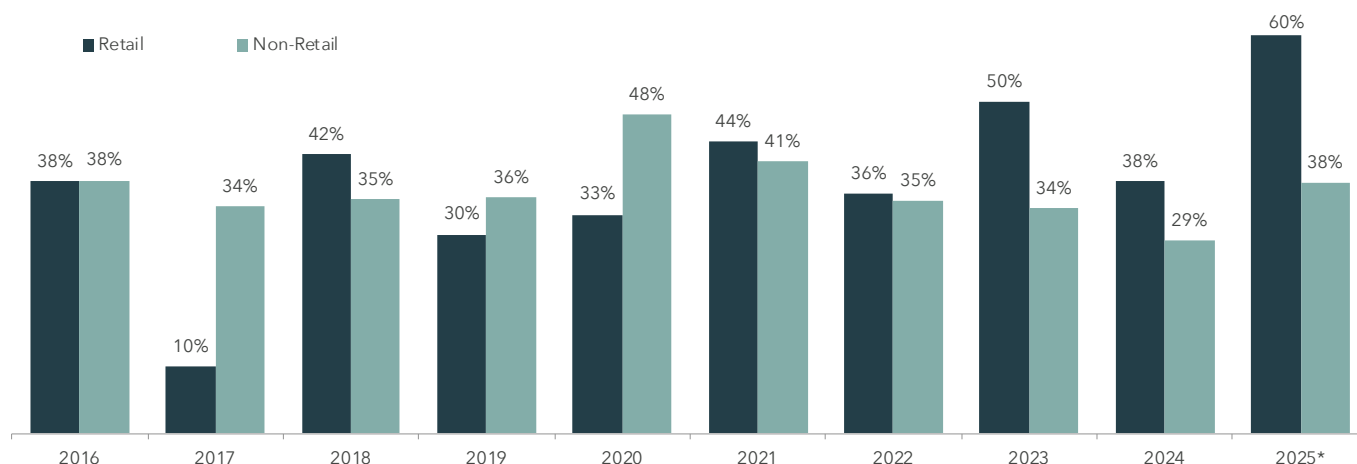


*This chart reflects 2025 data through the end of June only.

UNION WINS IN DECERTIFICATION ELECTIONS

There have been just 5 decertification elections held in retail in the first half of 2025—and unions maintained recognition in 60 percent of them. Outside of retail, unions maintained recognition in 38 percent of the 69 decertification elections held so far this year.

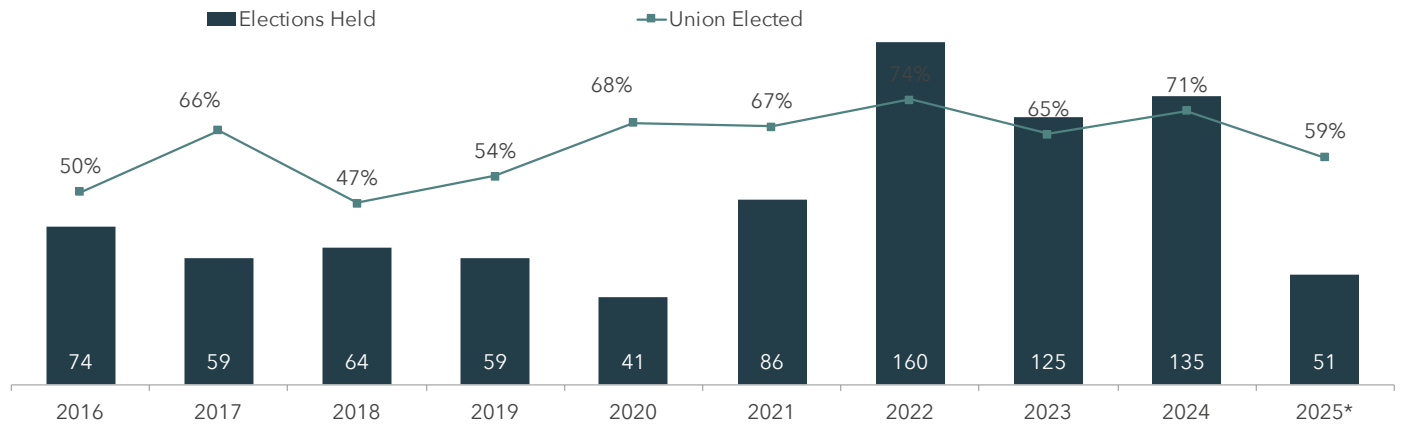
Retail vs. Non-Retail Industries (2016–June 30, 2025)



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

The chart below shows the union win rate compared to the number of elections held each year. In 2024, unions won 71 percent of 135 representation elections. So far in 2025, unions have won just 59 percent of 51 representation elections.

Union Success in Representation Elections Compared to the Number of Elections Held



*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.

ALL STATES – REPRESENTATION PETITIONS FILED IN RETAIL

State*	2024	2025**	State*	2024	2025**	State*	2024	2025**
Alaska	2	-	Massachusetts	10	-	Oregon	7	1
Arizona	3	4	Michigan	8	3	Pennsylvania	7	2
California	27	6	Minnesota	2	2	Rhode Island	7	1
Colorado	2	2	Missouri	8	4	Tennessee	-	2
Connecticut	2	3	Montana	-	4	Texas	4	-
Florida	-	1	Nebraska	1	-	Utah	-	1
Hawaii	1	-	Nevada	6	1	Virginia	-	1
Idaho	3	-	New Jersey	6	8	Washington	11	5
Illinois	15	8	New Mexico	2	-	West Virginia	1	-
Indiana	6	2	New York	17	3	Wisconsin	3	-
Kentucky	2	-	North Carolina	2	-			
Maine	1	-	Ohio	8	4			
Maryland	9	1	Oklahoma	2	-	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 RETAIL

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
Alaska	-	-	-	-	-	1	0	0%	1	100%
Arizona	2	1	50%	1	50%	3	2	67%	1	33%
California	22	15	68%	7	32%	6	4	67%	2	33%
Colorado	2	0	0%	2	100%	1	1	100%	0	0%
Connecticut	1	1	100%	0	0%	2	2	100%	0	0%
Florida	-	-	-	-	-	1	0	0%	1	100%
Hawaii	1	1	100%	0	0%	-	-	-	-	-
Idaho	3	2	67%	1	33%	-	-	-	-	-
Illinois	13	7	54%	6	46%	5	4	80%	1	20%
Indiana	3	2	67%	1	33%	2	0	0%	2	100%
Kentucky	4	3	75%	1	25%	-	-	-	-	-
Maine	1	0	0%	1	100%	-	-	-	-	-
Maryland	8	8	100%		0%	1	1	100%	0	0%
Massachusetts	5	3	60%	2	40%	1	1	100%	0	0%
Michigan	4	3	75%	1	25%	2	0	0%	2	100%
Minnesota	1	1	100%		0%	1	0	0%	1	100%
Missouri	6	4	67%	2	33%	3	1	33%	2	67%
Montana	-	-	-	-	-	1	1	100%	0	0%
Nevada	2	2	100%		0%	2	1	50%	1	50%
New Jersey	4	4	100%		0%	4	2	50%	2	50%
New Mexico	1	0	0%	1	100%	-	-	-	-	-
New York	13	11	85%	2	15%	1	1	100%	0	0%
North Carolina	1	1	100%		0%	1	0	0%	1	100%
Ohio	6	3	50%	3	50%	3	2	67%	1	33%
Oklahoma	2	2	100%		0%	-	-	-	-	-
Oregon	5	4	80%	1	20%	-	-	-	-	-
Pennsylvania	3	2	67%	1	33%	1	1	100%	0	0%
Rhode Island	6	6	100%		0%	2	1	50%	1	50%
Texas	3	0	0%	3	100%	1	1	100%	0	0%
Utah	-	-	-	-	-	1	1	100%	0	0%
Vermont	-	-	-	-	-	1	1	100%	0	0%
Virginia	-	-	-	-	-	1	1	100%	0	0%
Washington	10	9	90%	1	10%	3	1	33%	2	67%
West Virginia	1	1	100%		0%	-	-	-	-	-
Wisconsin	2	0	0%	2	100%	-	-	-	-	-
Total	135	96	71%	39	29%	51	30	59%	21	41%

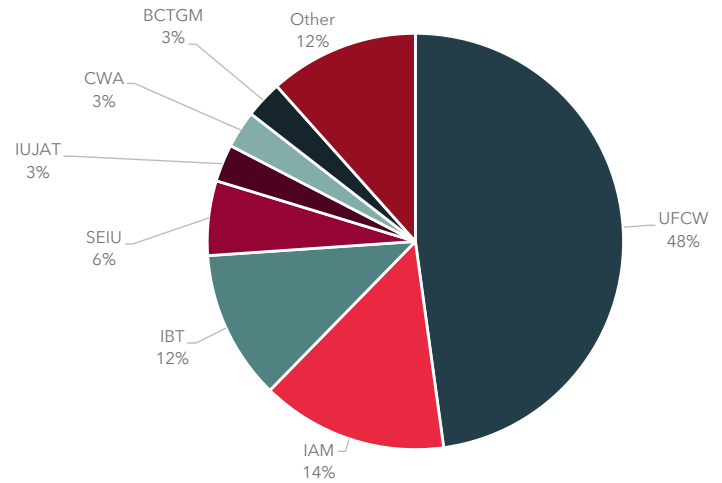
*States are not included in the table if no petitions were filed in 2024 or in the first six months of 2025.

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

Union Summaries

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

UFCW continues to dominate retail with the largest share of representation petitions filed. IAM follows with 10 representation petitions filed in the first 6 months of 2025.



THE FOLLOWING TABLE LISTS THE MOST ACTIVE UNIONS IN RETAIL.

Abbreviation	Union Name	Petitions Filed	
		2024	2025*
UFCW	United Food and Commercial Workers	97	33
IAM	International Association of Machinists and Aerospace Workers	19	10
IBT	International Brotherhood of Teamsters	44	8
SEIU	Service Employees International Union	5	4
IUJAT	International Union of Journeymen and Allied Trades	0	4
CWA	Communication Workers of America	2	2
BCTGM	Bakery, Confectionery, Tobacco Workers and Grain Millers International Union	2	2

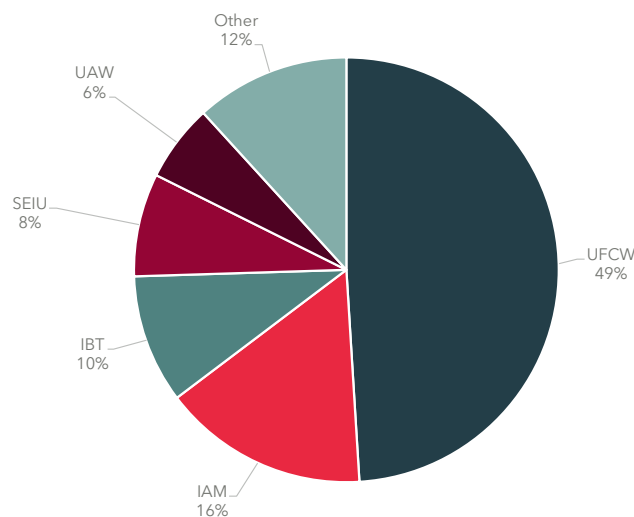
* This table reflects 2025 data through the end of June only.

The following table lists other unions that are active in retail and referenced in this report.

Abbreviation	Union Name
AFSCME	American Federation of State, County and Municipal Employees
AFT	American Federation of Teachers
ATU	Amalgamated Transit Union
CAUSE	Carolina Amazonians United For Solidarity & Empowerment
IATSE	International Alliance of Theatrical Stage Employees
IBB	International Brotherhood of Boilermakers
IUANPW	International Union of Allied, Novelty and Production Workers
IUOE	International Union of Operating Engineers
SPFPA	The International Union, Security, Police and Fire Professionals of America
UNITE HERE	UNITE HERE
USW	United Steelworkers

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

UFCW accounted for nearly half of the representation elections held in the first half of the year, and it was elected as a result of just 56 percent of them. IAM has been involved in 8 representation elections so far and has won 75 percent of them.



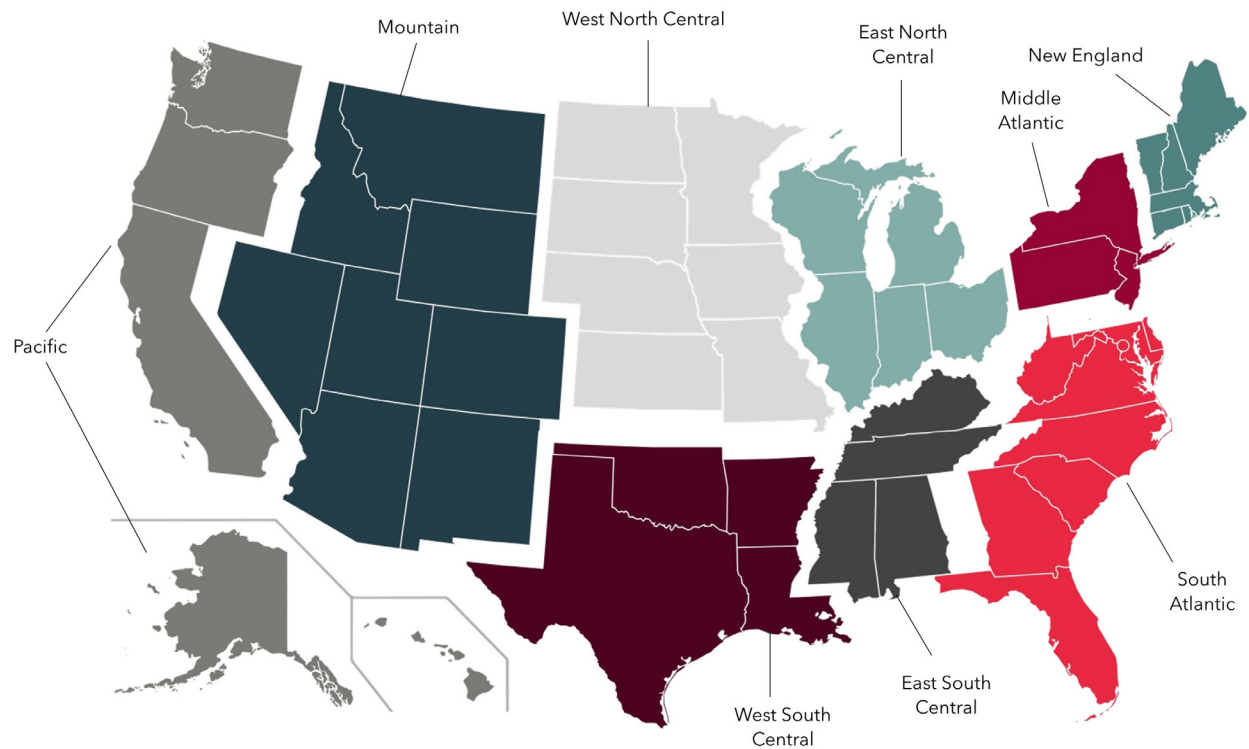
MOST ACTIVE UNIONS – REPRESENTATION ELECTION RESULTS IN RETAIL SO FAR IN 2025

	2024			2025*		
	Total Elections	Union Elected %	Union Not Elected %	Total Elections	Union Elected %	Union Not Elected %
UFCW	71	68%	32%	25	56%	44%
IAM	15	80%	20%	8	75%	25%
IBT	30	77%	23%	5	40%	60%
SEIU	4	100%	0%	4	100%	0%
UAW	4	50%	50%	3	33%	67%

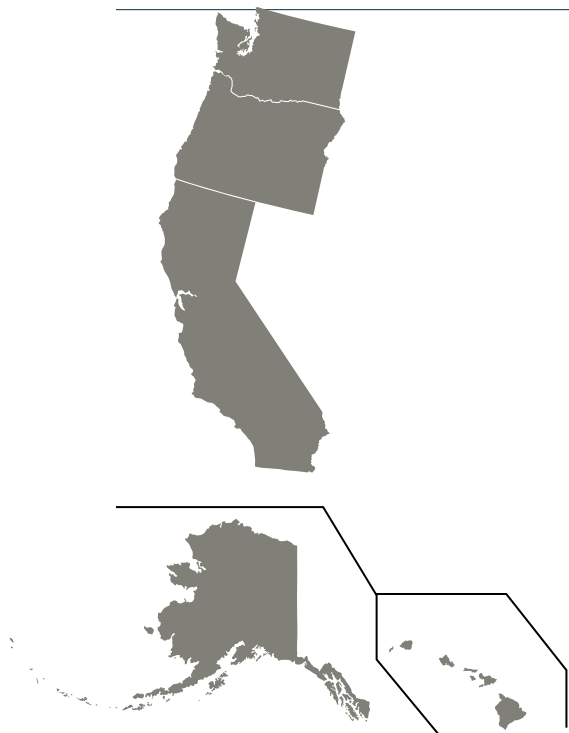
* This table reflects 2025 data through the end of June only.

Regional Summaries

For the purposes of 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.

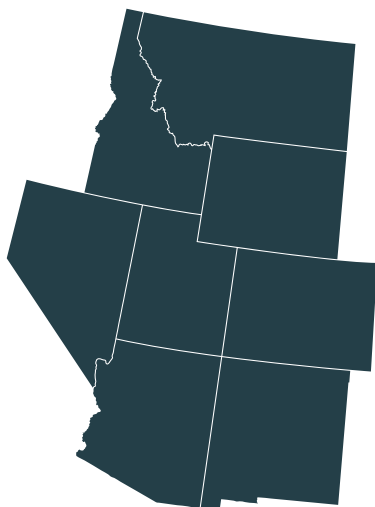


PACIFIC



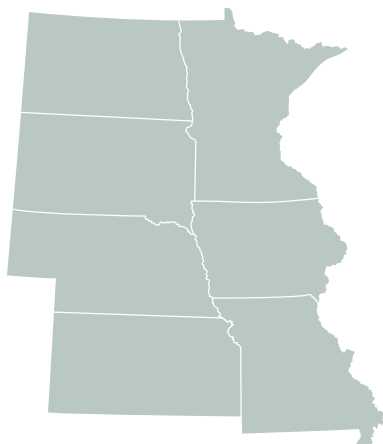
State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Alaska	2	-	-
California	27	22	68%
Hawaii	1	1	100%
Oregon	7	5	80%
Washington	11	10	90%
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Alaska	-	1	0%
California	6	6	67%
Hawaii	-	-	-
Oregon	1	-	-
Washington	5	3	33%
Most Active Unions			
UFCW; IBT; IAM; SEIU; IBB; UNITE HERE; CWA; AFSCME			

MOUNTAIN



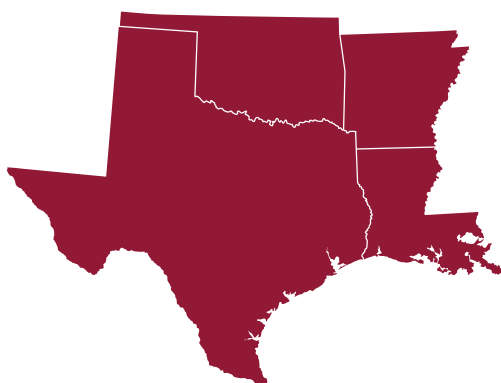
State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Arizona	3	2	50%
Colorado	2	2	0%
Idaho	3	3	67%
Montana	-	-	-
Nevada	6	2	100%
New Mexico	2	1	0%
Utah	-	-	-
Wyoming	-	-	-
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Arizona	4	3	67%
Colorado	2	1	100%
Idaho	-	-	-
Montana	4	1	100%
Nevada	1	2	50%
New Mexico	-	-	-
Utah	1	1	100%
Wyoming	-	-	-
Most Active Unions			
UFCW; IBT; IAM; BCTGM; USW; CWA			

WEST NORTH CENTRAL



State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Iowa	-	-	-
Kansas	-	-	-
Minnesota	2	1	100%
Missouri	8	6	67%
Nebraska	1	-	-
North Dakota	-	-	-
South Dakota	-	-	-
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Iowa	-	-	-
Kansas	-	-	-
Minnesota	2	1	0%
Missouri	4	3	33%
Nebraska	-	-	-
North Dakota	-	-	-
South Dakota	-	-	-
Most Active Unions			
UFCW; IBT; IAM			

WEST SOUTH CENTRAL



State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Arkansas	-	-	-
Louisiana	-	-	-
Oklahoma	2	2	100%
Texas	4	3	0%
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Arkansas	-	-	-
Louisiana	-	-	-
Oklahoma	-	-	-
Texas	-	1	100%
Most Active Unions			
UFCW			

EAST NORTH CENTRAL



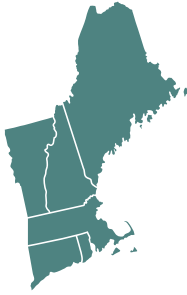
State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Illinois	15	13	54%
Indiana	6	3	67%
Michigan	8	4	75%
Ohio	8	6	50%
Wisconsin	3	2	0%
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Illinois	8	5	80%
Indiana	2	2	0%
Michigan	3	2	0%
Ohio	4	3	67%
Wisconsin	-	-	-
Most Active Unions			
UFCW; IBT; IAM; UAW; SEIU; Independent; CWA			

EAST SOUTH CENTRAL



State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Alabama	-	-	-
Kentucky	2	2	75%
Mississippi	-	-	-
Tennessee	-	-	-
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Alabama	-	-	-
Kentucky	-	-	-
Mississippi	-	-	-
Tennessee	2	-	-
Most Active Unions			
IBT; Other; IATSE			

NEW ENGLAND



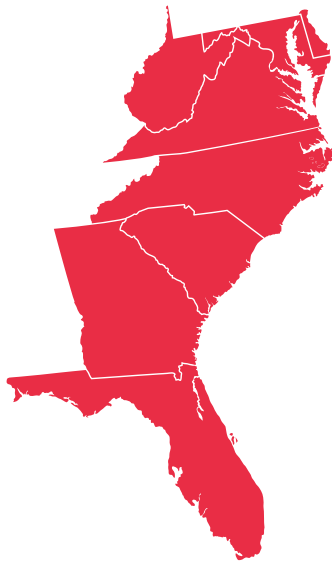
State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Connecticut	2	1	100%
Maine	1	1	0%
Massachusetts	10	5	60%
New Hampshire	-	-	-
Rhode Island	7	6	100%
Vermont	-	-	-
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Connecticut	3	2	100%
Maine	-	-	-
Massachusetts	-	1	100%
New Hampshire	-	-	-
Rhode Island	1	2	50%
Vermont	-	1	100%
Most Active Unions			
UFCW; IAM; IBT; UAW; IUOE			

MIDDLE ATLANTIC



State	2024		
	Petitions Filed	Elections Held	Union Win Rate
New Jersey	6	4	100%
New York	17	13	85%
Pennsylvania	7	3	67%
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
New Jersey	8	4	50%
New York	3	1	100%
Pennsylvania	2	1	100%
Most Active Unions			
UFCW; IBT; SEIU; IUJAT; UAW; IAM; SPFPA; IUANPW; CWA; ATU; AFT			

SOUTH ATLANTIC

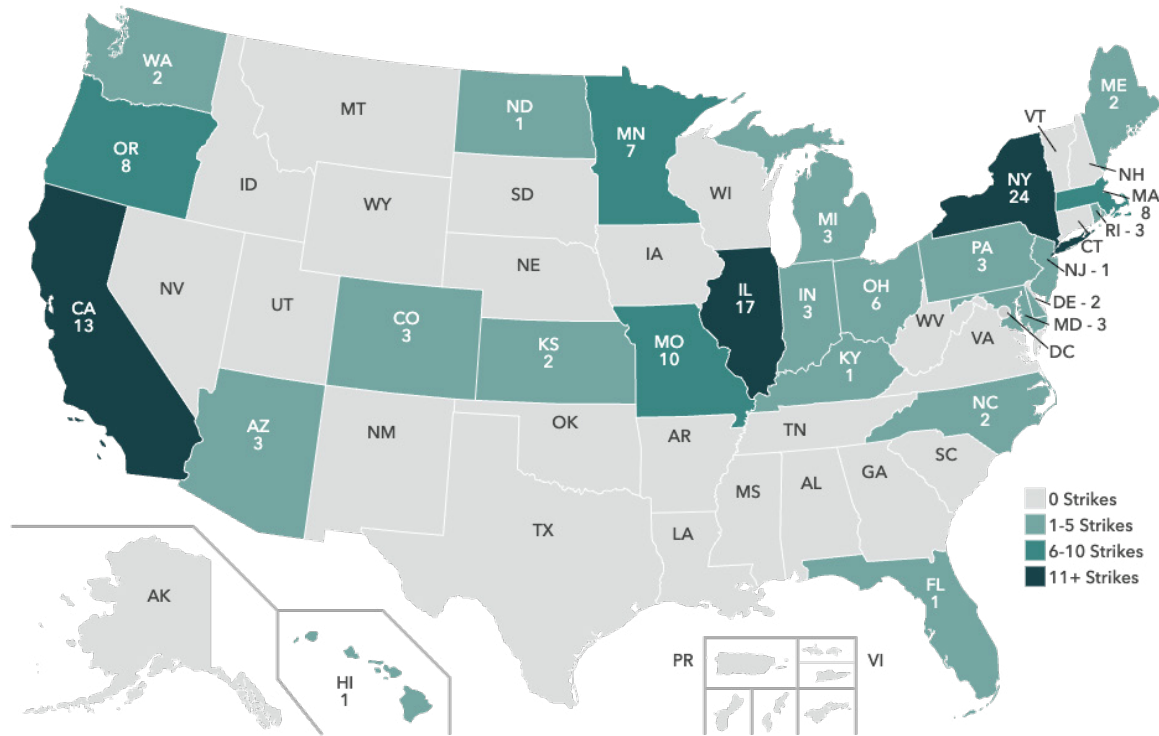


State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Delaware	-	-	-
District of Columbia	-	-	-
Florida	-	-	-
Georgia	-	-	-
Maryland	9	8	100%
North Carolina	2	1	100%
South Carolina	-	-	-
Virginia	-	-	-
West Virginia	1	1	100%
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Delaware	-	-	-
District of Columbia	-	-	-
Florida	1	1	0%
Georgia	-	-	-
Maryland	1	1	100%
North Carolina	-	1	0%
South Carolina	-	-	-
Virginia	1	1	100%
West Virginia	1	-	-
Most Active Unions			
UFCW; SEIU; IBT; IAM; CAUSE			

Strikes in Retail

STRIKES IN RETAIL BY STATE: 2016–2025*

The map below illustrates the number of strikes held in retail since 2016.⁴ New York, Illinois, and California have experienced the most strikes in the industry over the last decade.



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

Year	Number of Strikes	Workers Idled	Average Number of Workers per Strike
2025*	9	21,367	2,374
2024	31	25,975	838
2023	29	2,086	72
2022	13	10,447	804
2021	12	9,766	814
2020	9	1,144	127
2019	10	33,157	3,316
2018	3	297	99
2017	11	2,531	230
2016	3	100	33

* 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	1,342
Total Representation Petitions	1,970	1,937	1,573	1,774	1,352	1,412	2,185	2,361	2,793	1,193
Total RC Petitions	1,914	1,876	1,542	1,732	1,306	1,383	2,159	2,158	2,364	1,096
Total RM Petitions	56	61	31	42	46	29	26	203	429	97
Union Not Elected	371	395	341	307	258	251	387	365	447	177
Union Elected	976	992	830	925	605	740	1,221	1,342	1,589	648
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.

Retail – Summary of Petitions Filed and Elections Held (2016–2025*)										
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025*
Total Petitions	139	124	107	115	92	160	241	166	210	83
Total Representation Petitions	110	96	85	98	80	142	224	143	185	69
Total RC Petitions	105	89	81	92	76	135	222	129	155	59
Total RM Petitions	5	7	4	6	4	7	2	14	30	10
Union Not Elected	37	20	34	27	13	28	41	44	39	21
Union Elected	37	39	30	32	28	58	119	81	96	30
Total Decertification (RD) Petitions	29	28	22	17	12	18	17	23	25	14
Union Not Elected	5	9	7	7	4	5	7	5	8	2
Union Elected	3	1	5	3	2	4	4	5	5	3

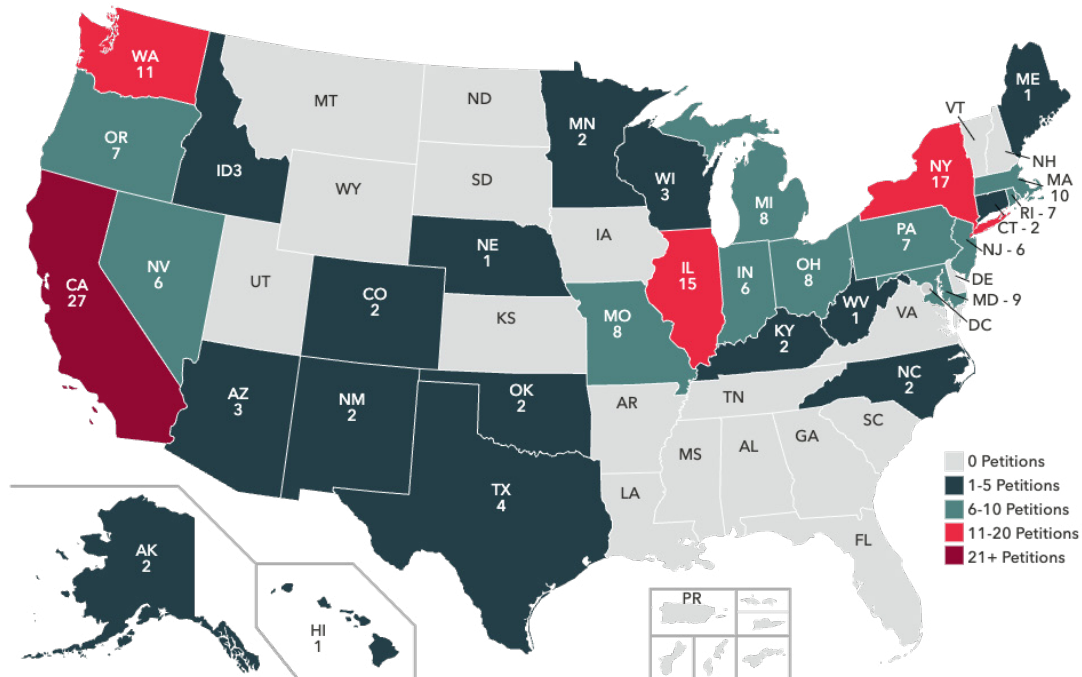
* This table reflects 2025 data through the end of June only.

All Non-Retail Industries – Summary of Petitions Filed and Elections Held (2016–2025*)										
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025*
Total Petitions	2,142	2,150	1,795	1,918	1,460	1,523	2,259	2,509	2,899	1,259
Total Representation Petitions	1,860	1,841	1,488	1,676	1,272	1,270	1,961	2,218	2,608	1,124
Total RC Petitions	1,809	1,787	1,461	1,640	1,230	1,248	1,937	2,029	2,209	1,037
Total RM Petitions	51	54	27	36	42	22	24	189	399	87
Union Not Elected	334	375	307	280	245	223	346	321	408	156
Union Elected	939	953	800	893	577	682	1,102	1,261	1,493	618
Total Decertification (RD) Petitions	282	309	307	242	188	253	295	291	291	135
Union Not Elected	99	114	103	96	51	79	96	105	108	43
Union Elected	61	59	56	53	47	55	52	54	44	26

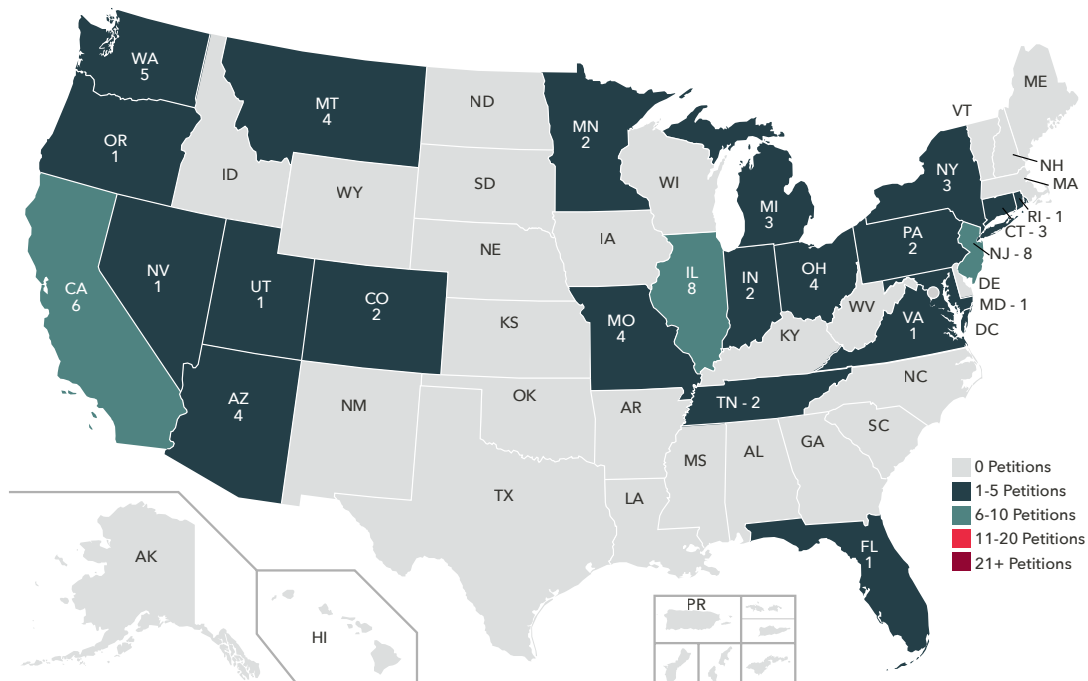
* This table reflects 2025 data through the end of June only.

Appendix B: Maps of Representation Petitions Filed in Retail

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.