

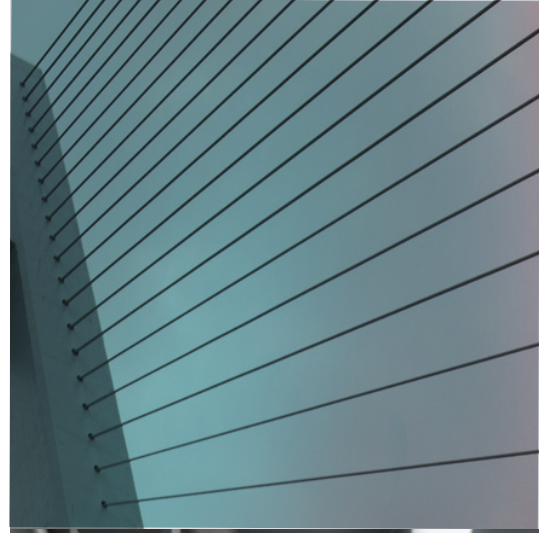


PEOPLE RESULTS

Solutions For Your Workforce

2025 Midyear Labor Activity in Manufacturing Report

(January–June)



About This Report

People Results provides industry subject matter expertise and relevant and timely information about labor activity. People Results' 2025 Midyear Labor Activity in Manufacturing Report includes 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,

So far in 2025, manufacturing has seen continued union activity, driven largely by efforts from the International Brotherhood of Teamsters (IBT), the United Steelworkers (USW), and the United Auto Workers (UAW). Of note, in the first 6 months of the year, there have been 24 manufacturing strikes that resulted in the idling of 9,329 workers.

While traditional manufacturing sectors like automotive, aerospace, and textiles have been a hotspot for activity, emerging industries have become a target for unions, too. Recently, UAW has shown an increased interest in new electric vehicle (EV) battery plants—particularly in the South—including the Ultium Cells battery manufacturing joint venture in Tennessee and the BlueOval SK battery plant in Kentucky. Organizing drives continue to emphasize issues like wages and inflation, job protection and security, workload and safety protections, and health and retirement benefits. Notably, employees are forecasted to see the largest increase in health insurance premiums in over a decade, with costs rising 8 percent²—a factor that may add fuel to future organizing drives.

In People Results' most recent Labor Activity in Manufacturing 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.

At People Results, we understand the unique labor and employee relations challenges the manufacturing industry is facing, and we are dedicated to helping manufacturers of all sizes create specific, tailored employee engagement strategies that address the root causes and tackle these issues effectively. We hope you find the up-to-date information enclosed in this report helpful as we close out the year, and we look forward to supporting you in 2026 and beyond.

Sincerely,



Robert Moll
Managing Director
People Results

² [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^{3,4}

During 2024, 241 representation petitions were filed in manufacturing. In the first 6 months of 2025, there were 102 representation petitions filed, and unions were elected as a result of 65 percent of the 60 representation elections held.

The International Brotherhood of Teamsters (IBT) remains the most active union in the manufacturing industry, accounting for 27 percent of representation petitions filed and 48 percent of elections held in the first 6 months of 2025. The United Steelworkers (USW) is the next most active union, accounting for 10 percent of petitions filed and 12 percent of elections held during that same period.

Also in the first half of 2025, there have been 24 manufacturing strikes that resulted in the idling of 9,329 workers. New York has seen the most strike activity in the industry in the last decade.



³ 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.

⁴ 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

- Representation petitions filed
- Comparison of manufacturing versus all non-manufacturing representation election results
- Comparison of manufacturing versus all non-manufacturing decertification (RD) results
- Manufacturing industry – Union successes in representation elections

State summaries

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

Union summaries

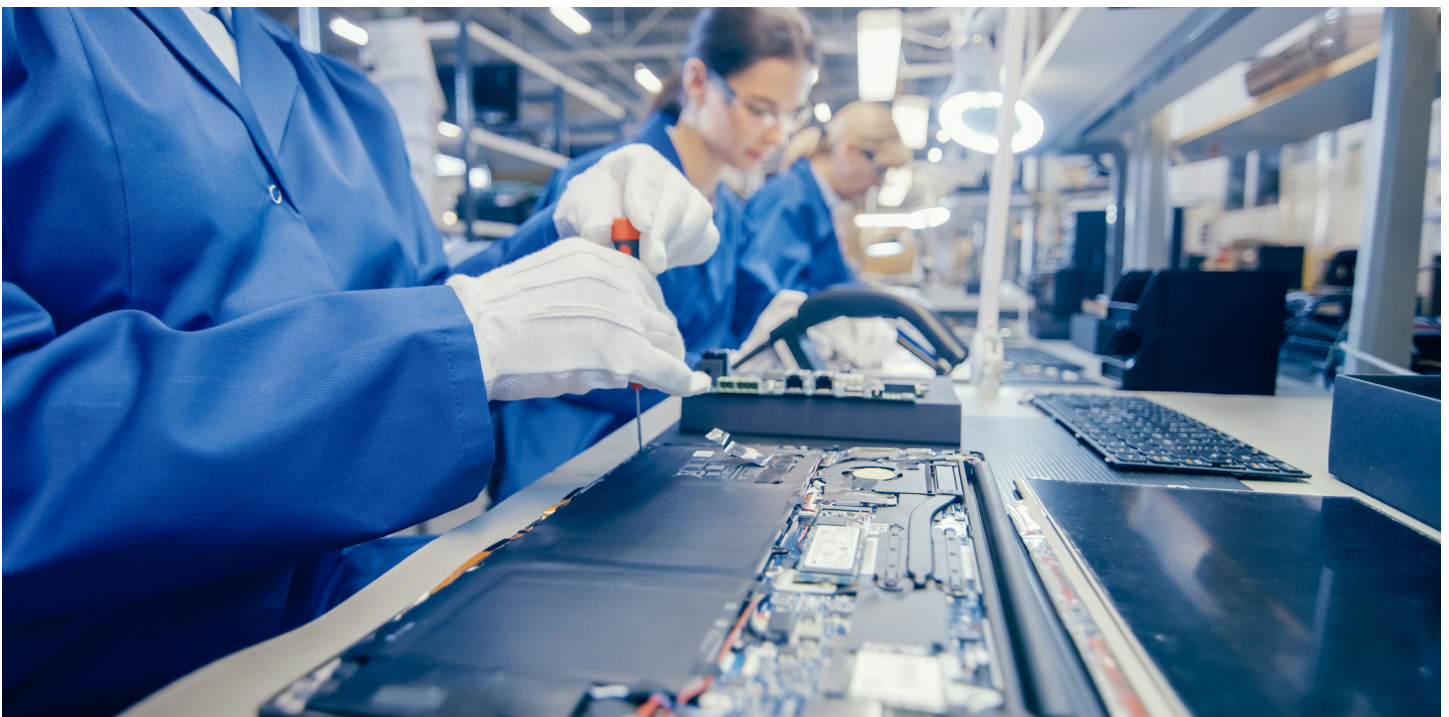
- Most active unions – representation petitions filed
- Most active unions – representation elections held
- Union success rates – representation election results

Regional summaries

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

Strikes in manufacturing

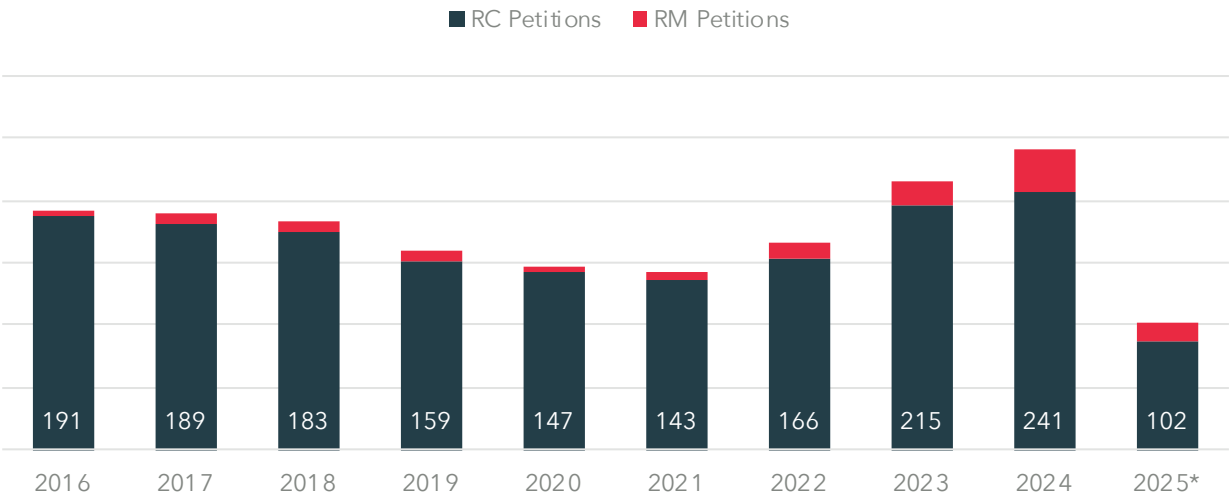
- Strikes held by year



National Summaries

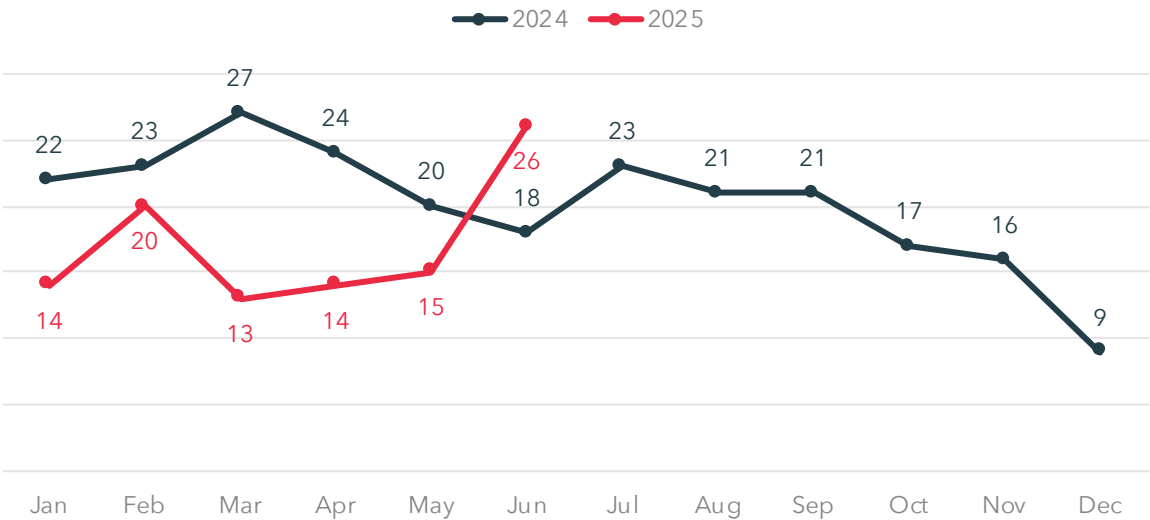
REPRESENTATION PETITIONS FILED

Unions filed 206 RC petitions in 2024. That plus the 35 employer-filed RM petitions resulted in 241 representation petitions filed in the year. This was the most representation petitions filed in the manufacturing industry in the last decade. Through the first 6 months of 2025, 102 representation petitions have been filed—86 RC and 16 RM petitions.



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

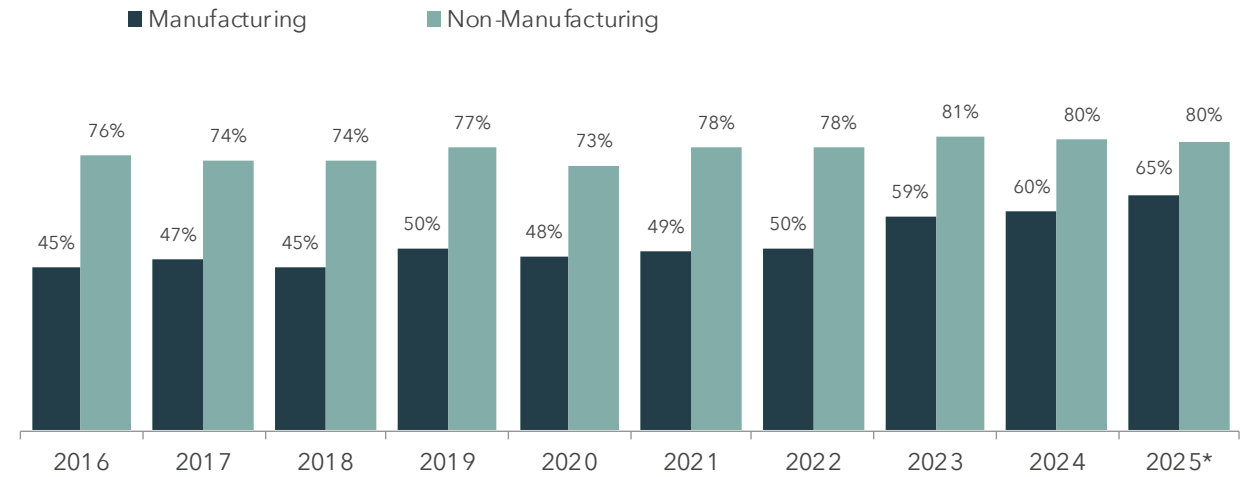
The chart below compares the number of petitions filed in each month in 2024 versus the number filed this year. So far in 2025, the most petitions were filed in June. In 2024, the most petitions were filed in March.



UNION WINS IN REPRESENTATION ELECTIONS

Despite steadily increasing over the past decade, union win rates in manufacturing continue to remain lower than in other industries. In the first 6 months of 2025, unions won 65 percent of representation elections held—which will represent a decade high if this rate holds for the rest of the year. In non-manufacturing industries, unions enjoyed an 80 percent win rate.

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

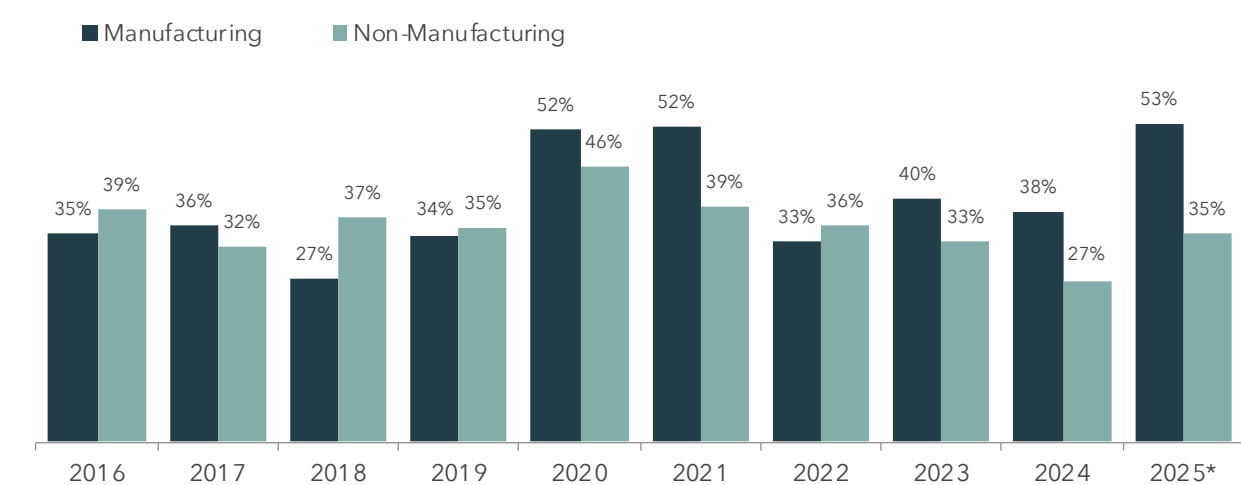


*This chart reflects 2025 data through the end of June only.

UNION WINS IN DECERTIFICATION ELECTIONS

There have been 19 decertification elections held in manufacturing in the first half of 2025—unions maintained recognition in 53 percent of them. Outside of manufacturing, unions maintained recognition in 35 percent of the 55 decertification elections held this year.

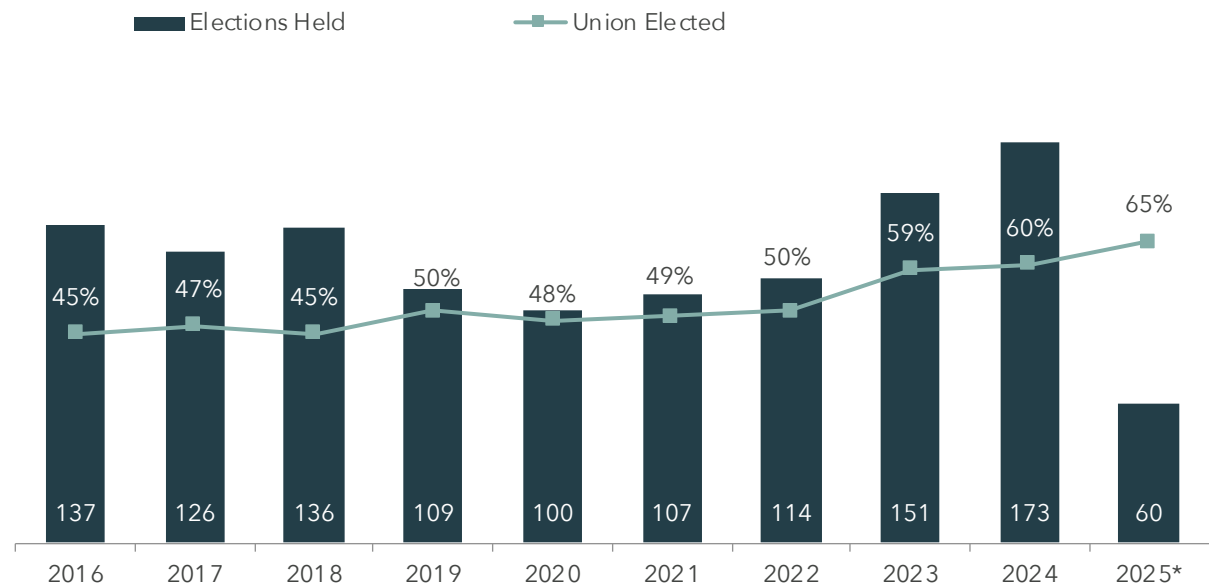
Manufacturing vs. Non-Manufacturing Industries (2016–June 30, 2025)



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

UNION SUCCESS IN REPRESENTATION ELECTIONS COMPARED TO NUMBER OF ELECTIONS

The chart below shows the union win rate compared to the number of elections held each year. In 2024, unions won 60 percent of 173 representation elections. So far in 2025, unions have won 65 percent of the 60 representation elections held.



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



State Summaries

ALL STATES – REPRESENTATION PETITIONS FILED IN MANUFACTURING

The table below details the number of representation petitions filed in each state in 2024 and in the first six months of 2025.

State*	2024	2025**	State*	2024	2025**	State*	2024	2025**
Alabama	2	3	Kentucky	3	5	Ohio	14	6
Arizona	1	-	Louisiana	3	1	Oklahoma	1	-
Arkansas	1	1	Maryland	2	1	Oregon	5	-
California	33	10	Massachusetts	5	-	Pennsylvania	13	3
Colorado	-	3	Michigan	18	13	Puerto Rico	1	-
Connecticut	5	4	Minnesota	4	3	Rhode Island	1	2
DC	4	-	Mississippi	2	-	South Carolina	1	-
Florida	8	2	Missouri	4	1	Tennessee	6	2
Georgia	5	2	Montana	2	-	Texas	8	-
Hawaii	2	-	Nevada	4	-	Virginia	3	3
Idaho	2	2	New Hampshire	2	-	Washington	4	7
Illinois	16	11	New Jersey	9	3	West Virginia	5	1
Indiana	10	2	New Mexico	2	-	Wisconsin	5	4
Iowa	1	1	New York	19	4	Wyoming		1
Kansas	3	1	North Carolina	2	-	TOTAL	241	102

*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 ELECTIONS HELD IN MANUFACTURING

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.

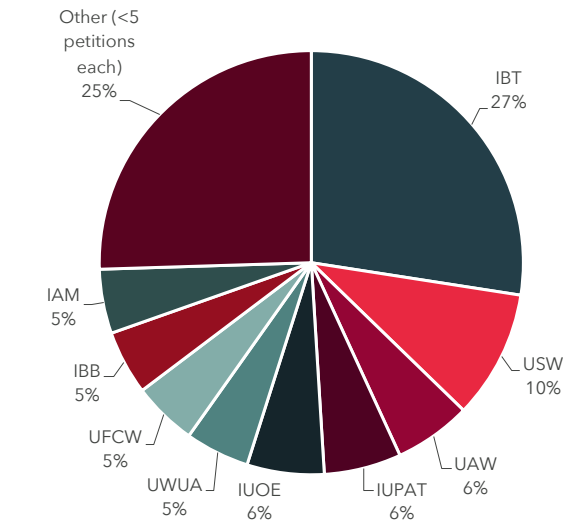
State*	2024					2025**				
	Total	Union Wins	% of Elections	Union Losses	% of Elections	Total	Union Wins	% of Elections	Union Losses	% of Elections
Alabama	2	2	100%		0%	2	2	100%		0%
Arizona	1	1	100%		0%	-	-	-	-	-
Arkansas	3		0%	3	100%	-	-	-	-	-
California	23	17	74%	6	26%	11	3	27%	8	73%
Colorado	-	-	-	-	-	1	0	0%	1	100%
Connecticut	5	5	100%	0	0%	3	3	100%	0	0%
Florida	5	5	100%	0	0%	1	1	100%	0	0%
Georgia	5	2	40%	3	60%	-	-	-	-	-
Hawaii	2	2	100%	0	0%	-	-	-	-	-
Idaho	2	1	50%	1	50%	-	-	-	-	-
Illinois	11	8	73%	3	27%	4	3	75%	1	25%
Indiana	8	4	50%	4	50%	2	2	100%	0	0%
Kansas	3	1	33%	2	67%	-	-	-	-	-
Kentucky	2	1	50%	1	50%	3	1	33%	2	67%
Louisiana	2	0	0%	2	100%	1	1	100%	0	0%
Massachusetts	2	2	100%	0	0%	-	-	-	-	-
Michigan	14	10	71%	4	29%	3	3	100%	0	0%
Minnesota	2	1	50%	1	50%	1	1	100%	0	0%
Mississippi	1	1	100%	0	0%	-	-	-	-	-
Missouri	1	0	0%	1	100%	2	2	100%	0	0%
Montana	1	0	0%	1	100%	-	-	-	-	-
Nevada	3	2	67%	1	33%	-	-	-	-	-
New Hampshire	1	0	0%	1	100%	-	-	-	-	-
New Jersey	6	2	33%	4	67%	1	1	100%	0	0%
New Mexico	2	2	100%	0	0%	-	-	-	-	-
New York	14	11	79%	3	21%	4	3	75%	1	25%
North Carolina	2	0	0%	2	100%	-	-	-	-	-
Ohio	11	4	36%	7	64%	5	3	60%	2	40%
Oklahoma	1	0	0%	1	100%	-	-	-	-	-
Oregon	5	1	20%	4	80%	-	-	-	-	-
Pennsylvania	9	5	56%	4	44%	4	1	25%	3	75%
Puerto Rico	1	1	100%	0	0%	-	-	-	-	-
Rhode Island	1	0	0%	1	100%	1	0	0%	1	100%
South Carolina	1	1	100%	0	0%	-	-	-	-	-
Tennessee	4	2	50%	2	50%	-	-	-	-	-
Texas	7	4	57%	3	43%	-	-	-	-	-
Virginia	3	2	67%	1	33%	2	2	100%	0	0%
Washington	3	2	67%	1	33%	3	3	100%	0	0%
West Virginia	1	0	0%	1	100%	2	2	100%	0	0%
Wisconsin	3	1	33%	2	67%	4	2	50%	2	50%
Total	173	103	60%	70	40%	60	39	65%	21	35%

* 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 MANUFACTURING SO FAR IN 2025



IBT continues to maintain the largest share of organizing activity in the manufacturing industry. There are a lot of active unions in the industry—14 separate unions have filed fewer than 5 petitions each.

The following table lists the most active unions in manufacturing.

Abbreviation	Union Name	RC Petitions Filed	
		2024	2025*
IBT	International Brotherhood of Teamsters	86	28
USW	United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union	22	10
UAW	International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America	16	6
IUPAT	International Union of Painters and Allied Trades	0	6
IUOE	International Union of Operating Engineers	14	6
UWUA	Utility Workers Union of America	0	5
UFCW	United Food and Commercial Workers International Union	26	5
IBB	International Brotherhood of Boilermakers	0	5
IAM	International Association of Machinists and Aerospace Workers	22	5

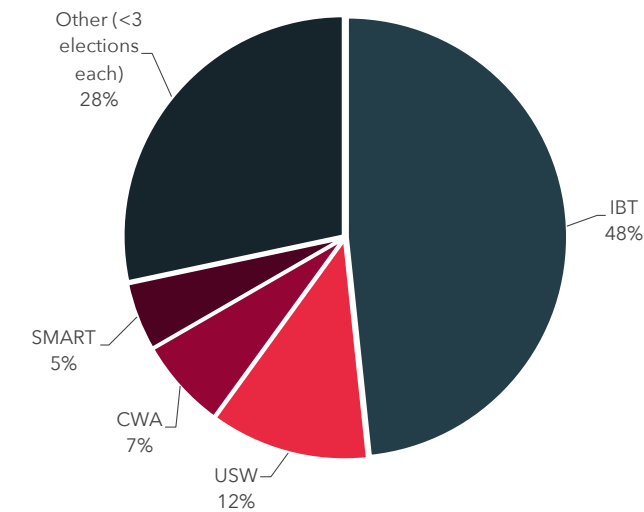
*This table reflects 2025 data through the end of June only.

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

Abbreviation	Union Name
AFSCME	American Federation of State, County and Municipal Employees
ATU	Amalgamated Transit Union
BCTGM	The Bakery, Confectionery, Tobacco Workers and Grain Millers International Union
CWA	Communication Workers of America
FCGOA	Federal Contract Guards of America
IATSE	The International Alliance of Theatrical State Employees
IBOTU	International Brotherhood of Trade Unions
IBEW	International Brotherhood of Electrical Workers
IUANPW	International Union of Allied, Novelty and Production Workers
IUJAT	International Union of Journeymen and Allied Trades
IUPAT	International Union of Painters and Allied Trades
IW	Iron Workers Union
IWW	International Workers of the World
LIUNA	Laborers' International Union of North America
MASH	Milwaukee Area Service and Hospitality Workers Union
NPWU	National Production Workers Union
OPCMIA	Operative Plasterers' and Cement Masons' International Association
OPEIU	Office and Professional Employees International Union
PPPWU	Printing Packaging & Production Workers Union of North America
SEIU	Service Employees International Union
SMART	International Association of Sheet Metal, Air, Rail and Transportation Workers
TWU	Transport Workers Union
UA	United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada
UBC	United Brotherhood of Carpenters and Joiners of America
UGSOA	United Government Security Officers of America
UNAP	United Nurses & Allied Professionals
UNITE HERE	UNITE HERE
UPSEU	United Public Service Employees Union

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

IBT 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 55 percent of them. USW was involved in 7 representation elections so far and won 57 percent of them.



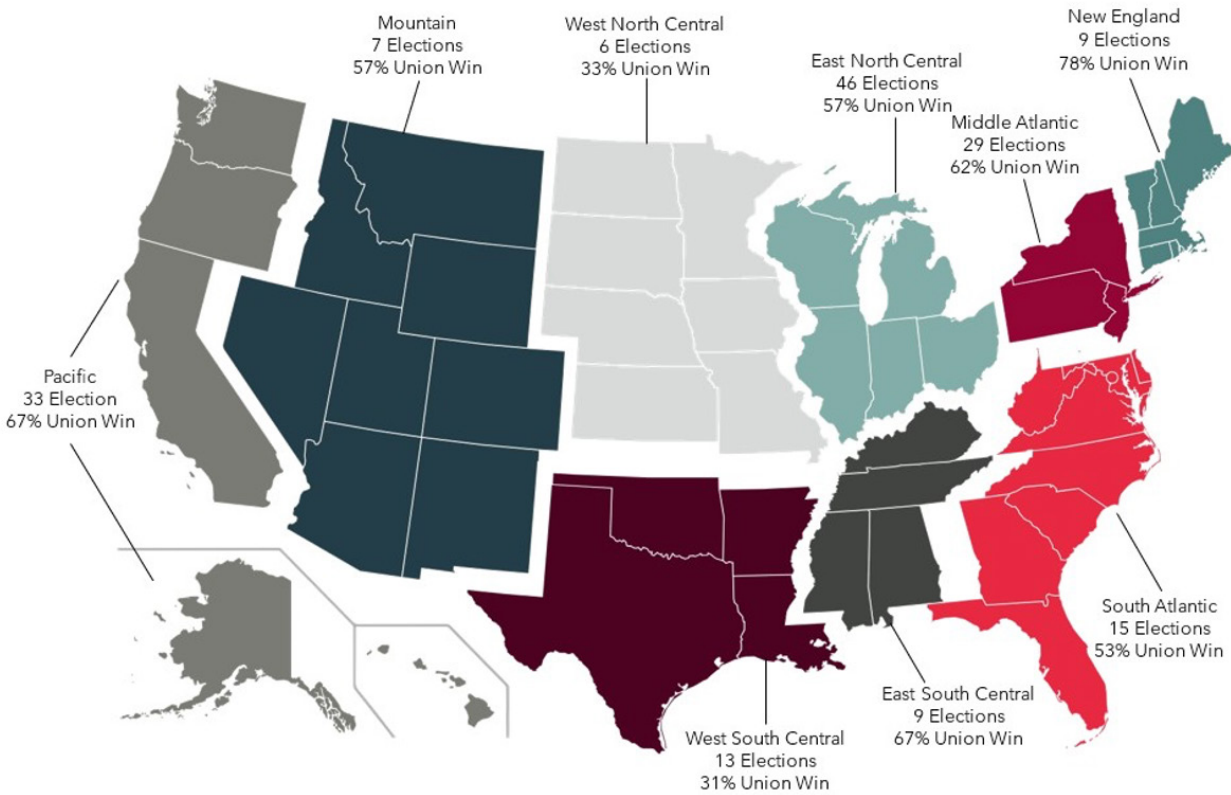
MOST ACTIVE UNIONS – REPRESENTATION ELECTION RESULTS IN MANUFACTURING SO FAR IN 2025

	2024			2025*		
	Total Elections	Union Elected %	Union Not Elected %	Total Elections	Union Elected %	Union Not Elected %
IBT	69	59%	41%	29	55%	45%
USW	18	22%	78%	7	57%	43%
CWA	2	100%	0%	4	100%	0%
SMART	2	50%	50%	3	0%	100%

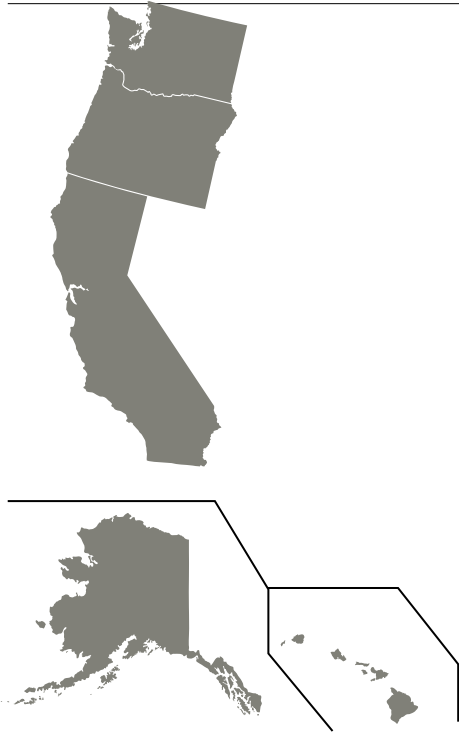
*This table reflects 2025 data through the end of June only.

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.

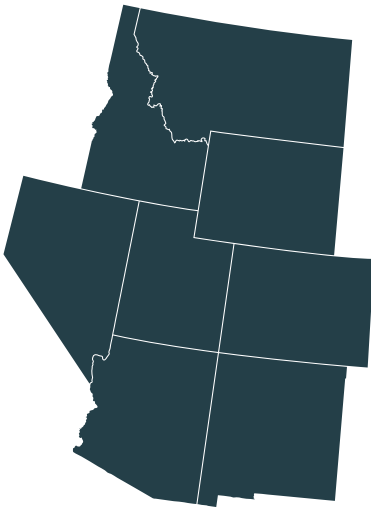


PACIFIC



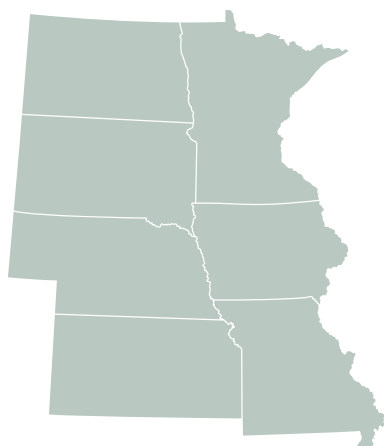
State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Alaska	-	-	-
California	33	23	74%
Hawaii	2	2	100%
Oregon	5	5	20%
Washington	4	3	67%
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Alaska	-	-	-
California	10	11	27%
Hawaii	-	-	-
Oregon	-	-	-
Washington	7	3	100%
Most Active Unions			
IBT, IAM, IUOE, USW, IBEW, Other, IW, BCTGM, UFCW, UWUA, SMART, IATSE			

MOUNTAIN



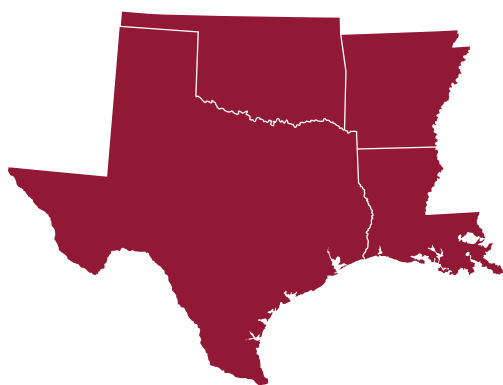
State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Arizona	1	1	100%
Colorado	-	-	-
Idaho	2	2	50%
Montana	2	1	0%
Nevada	4	3	67%
New Mexico	2	2	100%
Utah	-	-	-
Wyoming	-	-	-
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Arizona	-	-	-
Colorado	3	1	0%
Idaho	2	-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

WEST NORTH CENTRAL



State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Iowa	1	-	-
Kansas	3	3	33%
Minnesota	4	2	50%
Missouri	4	1	0%
North Dakota	-	-	-
South Dakota	-	-	-
South Dakota	0	0	-
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Iowa	1	-	-
Kansas	1	-	-
Minnesota	3	1	100%
Missouri	1	2	100%
North Dakota	-	-	-
South Dakota	-	-	-
South Dakota	0	0	-
Most Active Unions			
IBT, IAM, UBC, UAW, IUOE, USW, UA, NPWU, LIUNA			

WEST SOUTH CENTRAL



State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Arkansas	1	3	0%
Louisiana	3	2	0%
Oklahoma	1	1	0%
Texas	8	7	57%
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Arkansas	1	-	-
Louisiana	1	1	100%
Oklahoma	-	-	-
Texas	-	-	-
Most Active Unions			
UAW, USW, IBT, IAM, UFCW, SMART, IUOE, IUANPW, CWA, BCTGM			

EAST NORTH CENTRAL



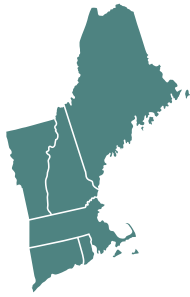
State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Illinois	16	11	73%
Indiana	10	8	50%
Michigan	18	14	71%
Ohio	14	11	36%
Wisconsin	5	3	33%
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Illinois	11	4	75%
Indiana	2	2	100%
Michigan	13	3	100%
Ohio	6	5	60%
Wisconsin	4	4	50%
Most Active Unions			
IBT, UAW, UFCW, USW, IAM, IUPAT, IUOE, UWUA, LIUNA, UA, MASH, CWA, SMART, BCTGM			

EAST SOUTH CENTRAL



State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Alabama	2	2	100%
Kentucky	3	2	50%
Mississippi	2	1	100%
Tennessee	3	3	0%
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Alabama	3	2	100%
Kentucky	5	3	33%
Mississippi	-	-	-
Tennessee	2	-	-
Most Active Unions			
USW, UFCW, UAW, UA, IBT, IBB, IAM, CWA, BCTGM			

NEW ENGLAND



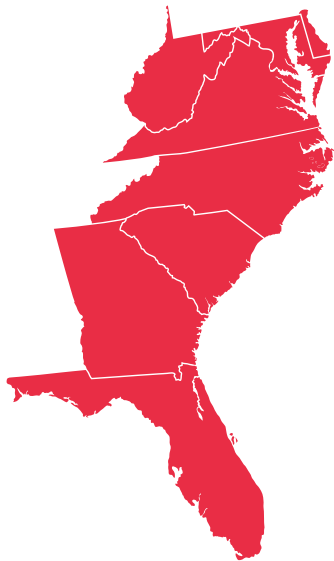
State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Connecticut	5	5	100%
Maine	-	-	-
Massachusetts	5	2	100%
New Hampshire	2	1	0%
Rhode Island	1	1	0%
Vermont	-	-	-
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Connecticut	4	3	100%
Maine	-	-	-
Massachusetts	-	-	-
New Hampshire	-	-	-
Rhode Island	2	1	0%
Vermont	-	-	-
Most Active Unions			
IBT, UFCW, IW, USW, UA, IBEW, CWA, BCTGM			

MIDDLE ATLANTIC



State	2024		
	Petitions Filed	Elections Held	Union Win Rate
New Jersey	9	6	33%
New York	19	14	79%
Pennsylvania	13	9	56%
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
New Jersey	3	1	100%
New York	4	4	75%
Pennsylvania	3	4	25%
Most Active Unions			
IBT, UFCW, IUOE, USW, IATSE, UA, Other, IW, CWA, UBC, UAW, SMART, PPPWU, Independent, IBOTU			

SOUTH ATLANTIC

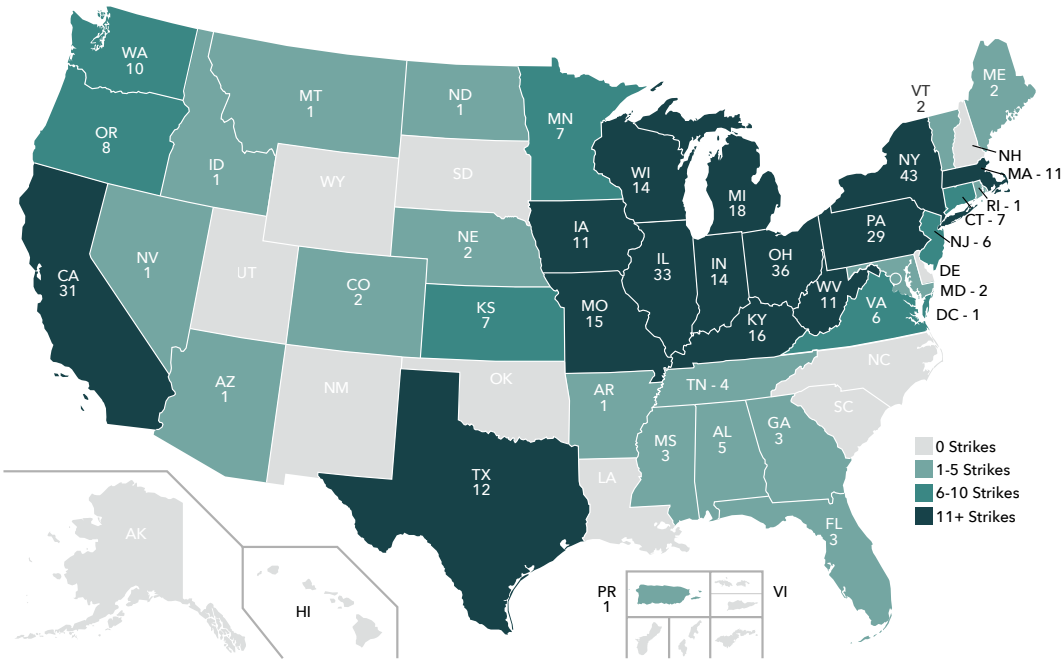


State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Delaware	-	-	-
District of Columbia	4	-	-
Florida	8	5	100%
Georgia	5	5	40%
Maryland	2	-	-
North Carolina	2	2	0%
South Carolina	1	1	100%
Virginia	3	3	67%
West Virginia	5	1	0%
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Delaware	-	-	-
District of Columbia	-	-	-
Florida	2	1	100%
Georgia	2	-	-
Maryland	1	-	-
North Carolina	-	-	-
South Carolina	-	-	-
Virginia	3	2	100%
West Virginia	1	2	100%
Most Active Unions			
IBT, USW, SEIU, IBB, IAM, PPPWU, LIUNA, IBEW, IATSE, FCGOA			

Strikes in Manufacturing

STRIKES IN MANUFACTURING BY STATE: 2016–2025*

The map below illustrates the number of strikes held in manufacturing since 2016.⁵ There have been strikes held in nearly every state, with the highest concentration of activity in the Midwest, California, and Texas.



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

Year	Number of Strikes	Workers Idled	Average Number of Workers per Strike
2025*	24	9,329	389
2024	61	47,764	783
2023	57	69,869	1,226
2022	56	13,284	237
2021	54	29,491	546
2020	28	8,042	287
2019	18	52,868	2,937
2018	36	4,676	130
2017	30	3,790	126
2016	24	4,897	204

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

⁵ 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 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.

Manufacturing – Summary of Petitions Filed and Elections Held (2016–2025*)										
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025*
Total Petitions	231	233	225	204	183	189	234	278	307	133
Total Representation Petitions	191	189	183	159	147	143	166	215	241	102
Total RC Petitions	187	181	175	152	142	136	153	196	206	86
Total RM Petitions	4	8	8	7	5	7	13	19	35	16
Union Not Elected	75	67	75	54	52	55	57	62	70	21
Union Elected	62	59	61	55	48	52	57	89	103	39
Total Decertification Petitions	40	44	42	45	36	46	68	63	66	31
Union Not Elected	17	16	19	21	12	11	24	25	26	9
Union Elected	9	9	7	11	13	12	12	17	16	10

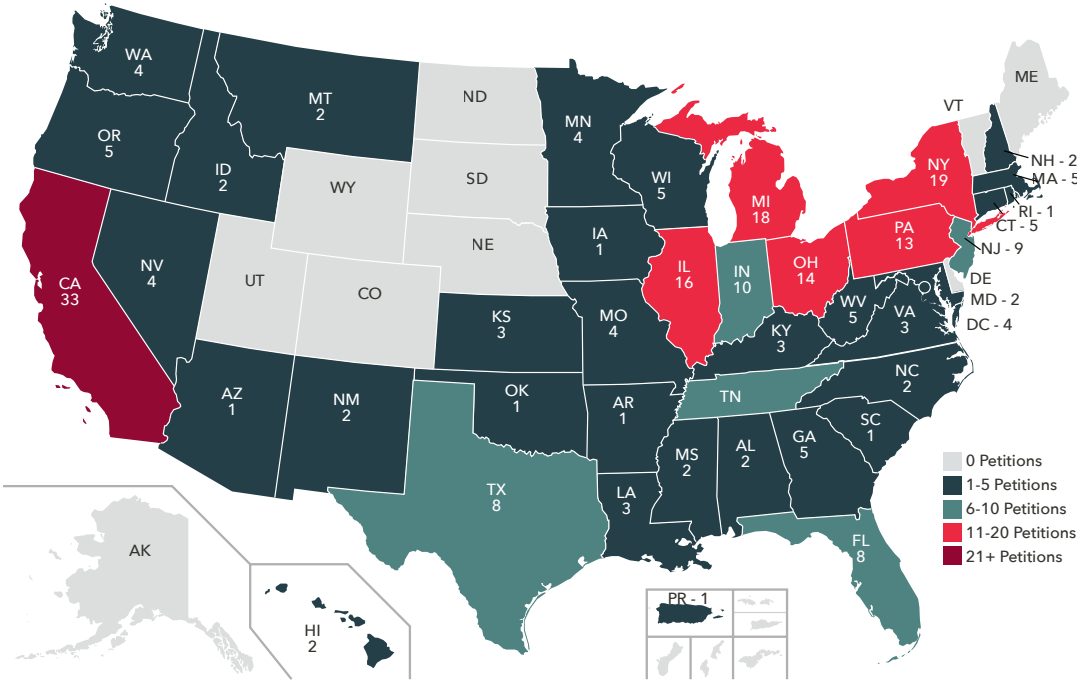
*This table reflects 2025 data through the end of June only.

All Non-Manufacturing Industries – Summary of Petitions Filed and Elections Held (2016–2025*)										
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025*
Total Petitions	2,050	2,041	1,677	1,829	1,369	1,494	2,266	2,397	2,802	1,209
Total Representation Petitions	1,779	1,748	1,390	1,615	1,205	1,269	2,019	2,146	2,552	1,091
Total RC Petitions	1,727	1,695	1,367	1,580	1,164	1,247	2,006	1,962	2,158	1,010
Total RM Petitions	52	53	23	35	41	22	13	184	394	81
Union Not Elected	296	328	266	253	206	196	330	303	377	156
Union Elected	914	933	769	870	557	688	1,164	1,253	1,486	609
Total Decertification Petitions	271	293	287	214	164	225	244	251	250	118
Union Not Elected	87	107	91	82	43	73	79	85	90	36
Union Elected	55	51	54	45	36	47	44	42	33	19

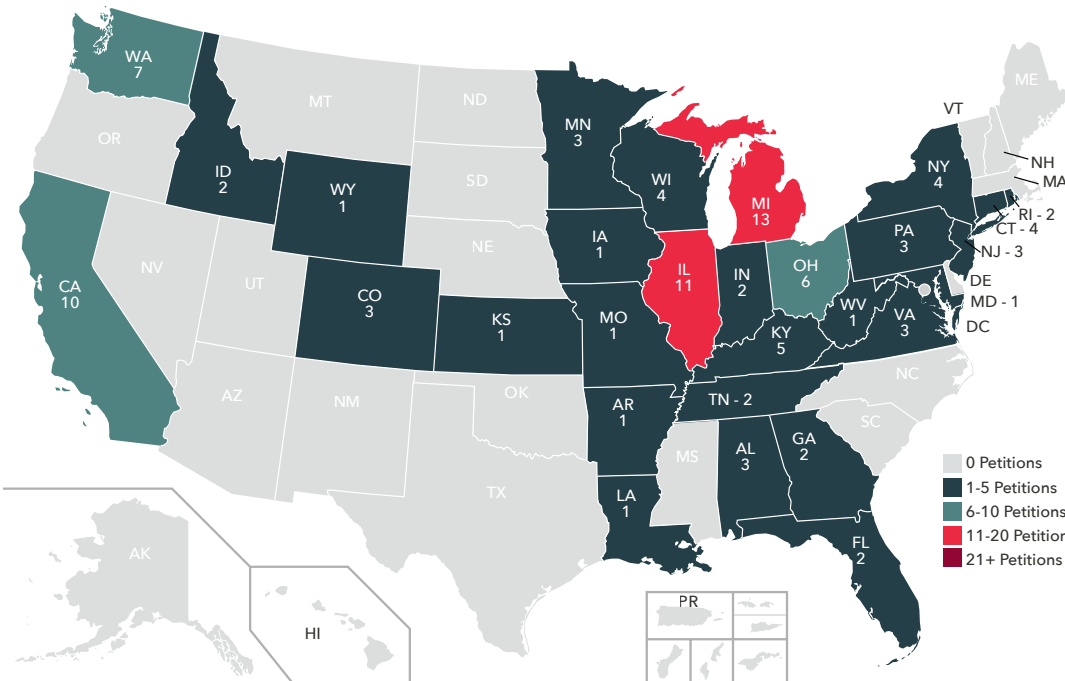
*This table reflects 2025 data through the end of June only.

Appendix B: Maps of Representation Petitions Filed in Manufacturing

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.