

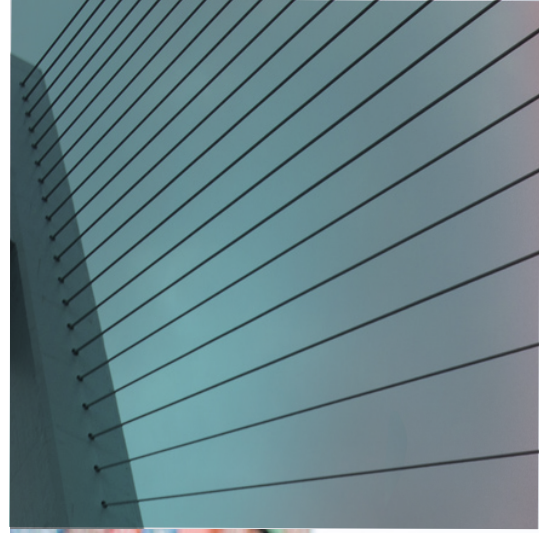


PEOPLE RESULTS

Solutions For Your Workforce

2025 Midyear Labor Activity in Transportation and Logistics Report

(January–June)



About This Report

People Results provides transportation industry subject matter expertise and relevant and timely information about labor activity.

People Results' 2025 Midyear Labor Activity in Transportation and Logistics 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 Leaders,

So far in 2025, we have seen continued union activity across the U.S. transportation and logistics sector. The International Brotherhood of Teamsters (IBT) remains the most active union in the industry, followed by the Amalgamated Transit Union (ATU)—together accounting for 60 percent of petitions filed and 45 percent of elections held. Of note, there have been 7 transportation strikes in the first 6 months of 2025 that resulted in the idling of 2,645 workers.

Moreover, there has been a widespread use of strikes, pickets, and public campaigns—most notably at Amazon, Santa Clara Valley Transportation Authority (VTA), and Costco. Unions are continuing to raise issues around wages and pay and health, safety, and working conditions. There is also an increased push for job protection and security, stemming from a rise in subcontracting and automation. Another factor likely to come into play in future organizing is an 8 percent forecasted increase in healthcare premiums, the largest in over a decade.² Organizing campaigns continue to affect private logistics operations like Amazon, UPS, and FedEx, as well as government or publicly-funded logistics operations like VTA and USPS.

In People Results' most recent Labor Activity in Transportation and Logistics 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:

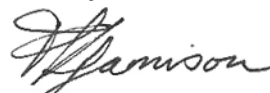
- Are your managers equipped to recognize and respond to early signs of workplace dissatisfaction?
- Do you have clear communication channels in place to ensure employees feel heard and valued?
- Do your leaders regularly recognize their employees' productivity and efforts on the job? Employees, and 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 transportation and logistics organizations
- 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

In summary, with union activity on the upswing, it's important to take the time to listen to employees and turn their concerns into meaningful change. People Results' expert labor relations and employee engagement consultants help transportation and logistics organizations achieve this by assessing vulnerabilities and labor readiness and developing and implementing preventative strategies. We look forward to helping your organization create a strong and engaged workforce in 2026 and in the years to come.

Sincerely,



Dr. Fiona Jamison
Vice President of Research & People Analytics
People Results

² [Business Group on Health. 2025 Employer Health Care Strategy Survey. August 20, 2024. Accessed February 7, 2025.](#)

Table of Contents

NLRB Petition and Election Results	6
National Summaries	7
State Summaries	10
Union Summaries	12
Regional Summaries	15
Strikes in Transportation	21
Appendix A: Summary of Petitions Filed and Elections Held	22
Appendix B: Maps of Representation Petitions Filed in Transportation	23
Appendix C: NLRB Definitions	24

Executive Summary

NLRB REPRESENTATION PETITIONS AND ELECTIONS^{3,4}

During 2024, 206 representation petitions were filed in transportation. In the first 6 months of 2025, there were 61 representation petitions filed, and unions were elected as a result of 79 percent of the 47 representation elections held.

The International Brotherhood of Teamsters (IBT) remains the most active union in the transportation industry, accounting for 49 percent of representation petitions filed and 30 percent of elections held in the first 6 months of 2025. The Amalgamated Transit Union (ATU) is the next most active union, accounting for 11 percent of petitions filed and 15 percent of elections held during that same period.

Also in the first half of 2025, there have been 7 transportation strikes that resulted in the idling of 2,645 workers. California 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 and RM cases are 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 transportation versus all non-transportation representation election results
- Comparison of transportation versus all non-transportation decertification (RD) results
- Transportation 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 transportation

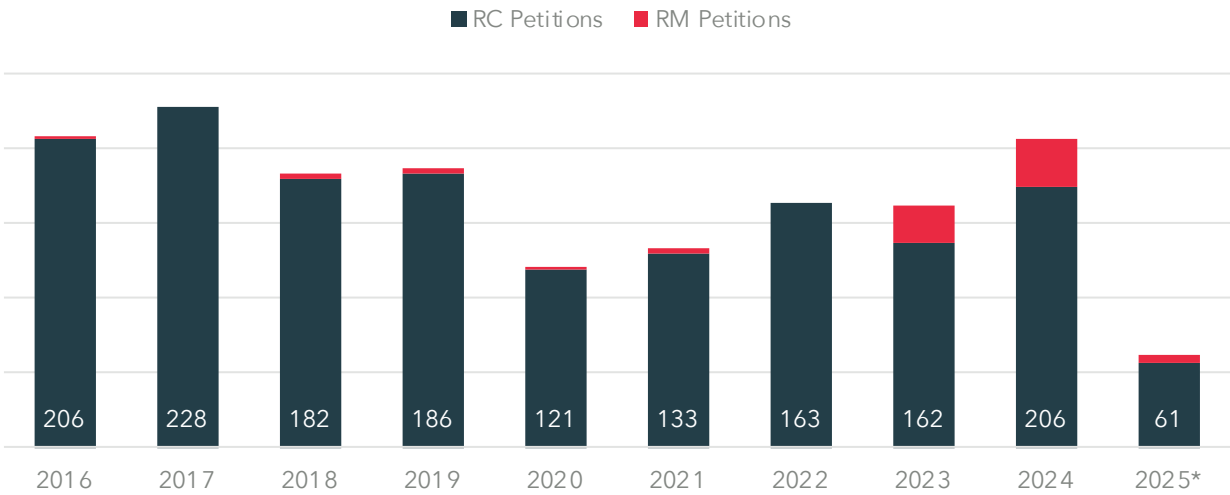
- Strikes held by year



National Summaries

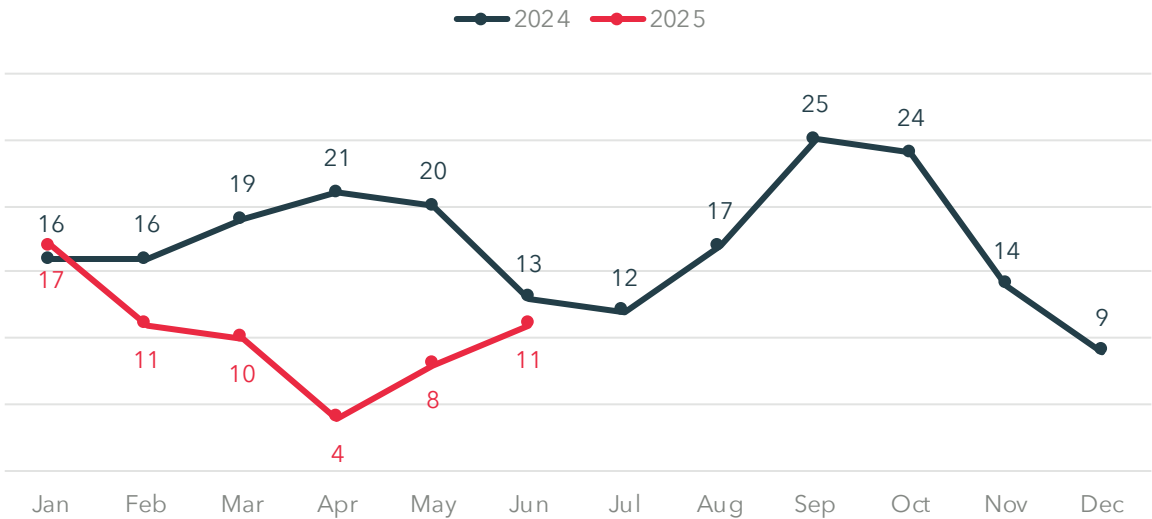
REPRESENTATION PETITIONS FILED

Unions filed 173 RC petitions in 2024. That plus the 33 employer-filed RM petitions resulted in 206 representation petitions filed in the year. This was the most representation petitions filed in the transportation industry since 2017. Through the first 6 months of 2025, just 61 representation petitions have been filed—57 RC and 4 RM. When it comes to representation petitions, 2025 is on track to be one of the least active years in the history of the transportation industry.



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

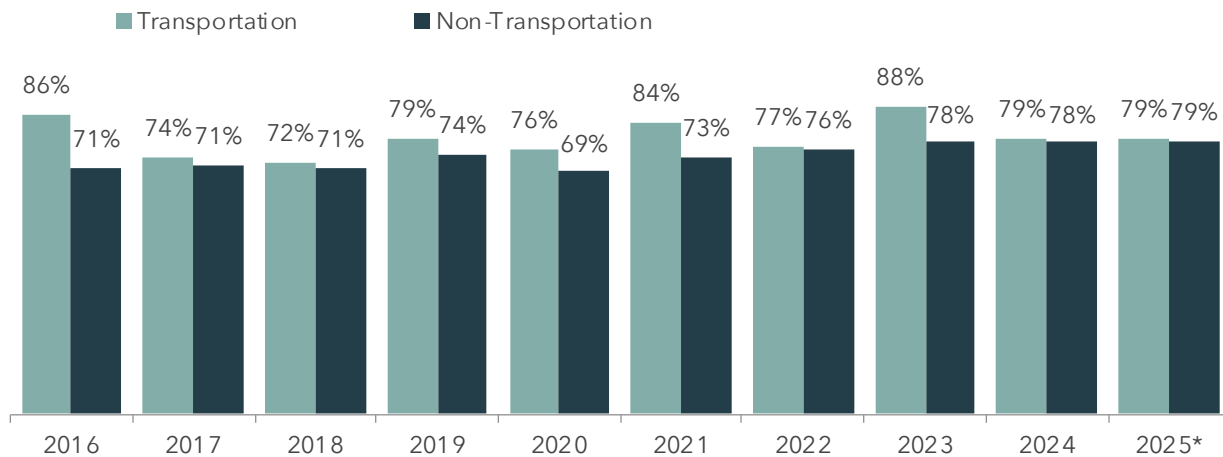
The chart below compares the number of petitions filed in each month in 2024 versus the number filed in 2025. Except for January, there have been fewer petitions filed in each month of this year than during the same month last year.



UNION WINS IN REPRESENTATION ELECTIONS

Union win rates in transportation have remained fairly consistent over the last decade. These win rates are similar to win rates in other industries. In the first 6 months of 2025, unions won 79 percent of representation elections held in both transportation and non-transportation industries.

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

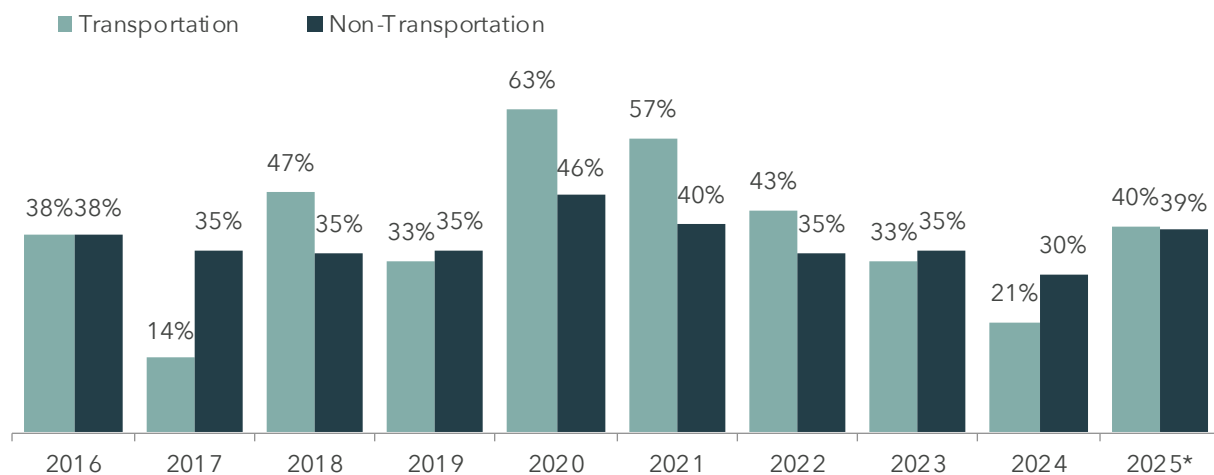


*This chart reflects 2025 data through the end of June only.

UNION WINS IN DECERTIFICATION ELECTIONS

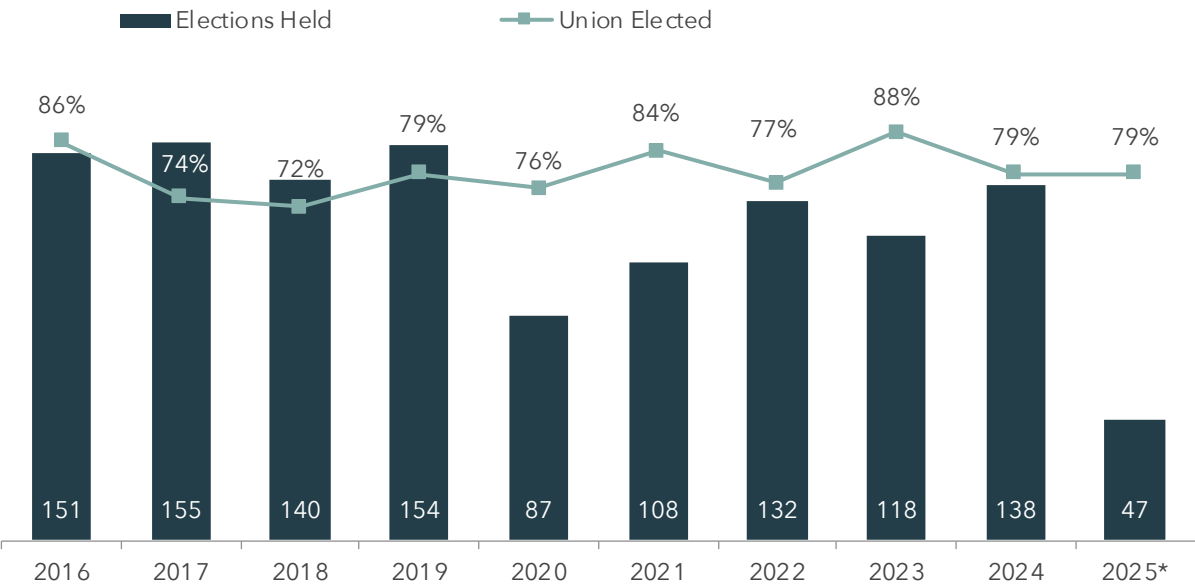
There have been just 5 decertification elections held in transportation in the first half of 2025—unions maintained recognition in 40 percent of them. Outside of transportation, unions maintained recognition in 39 percent of the 69 decertification elections held this year.

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

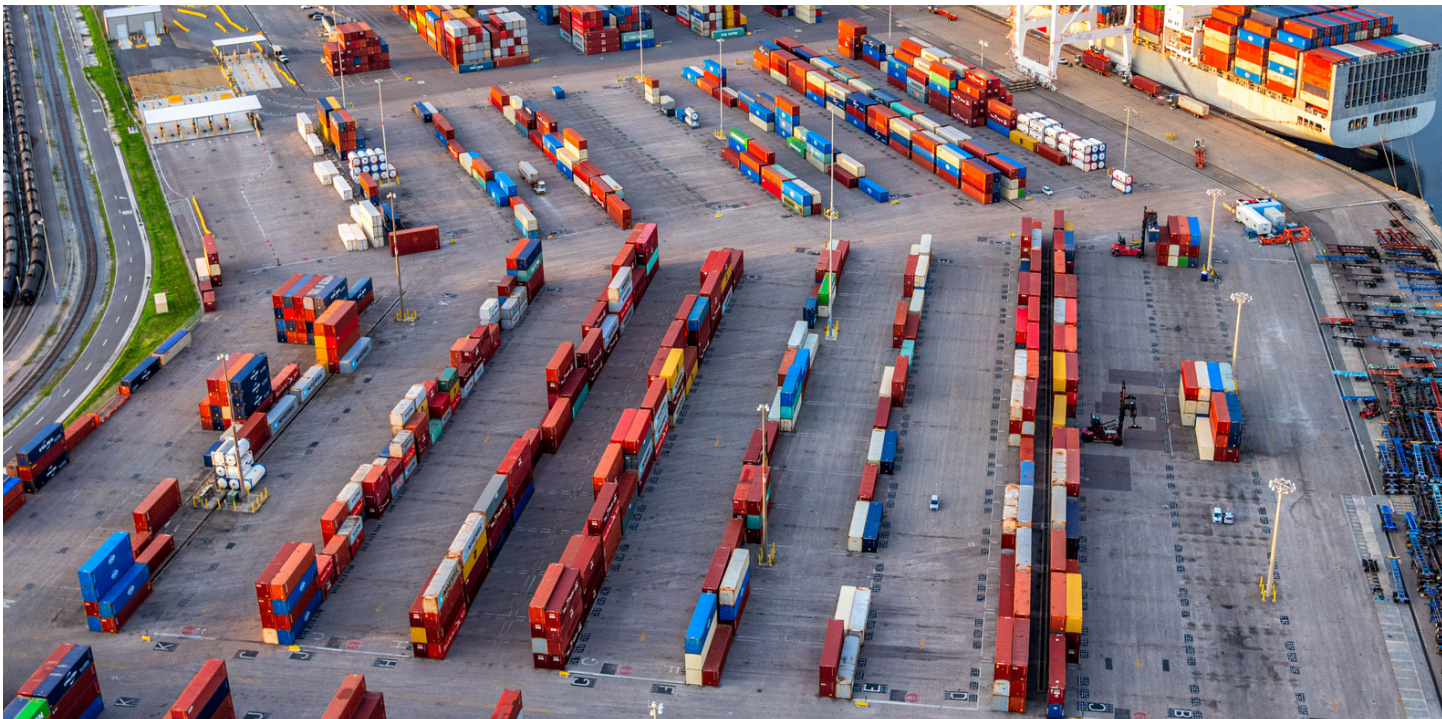


*This chart reflects 2025 data through the end of June only.

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



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



State Summaries

ALL STATES – REPRESENTATION PETITIONS FILED IN TRANSPORTATION

The table below details the number of representation petitions filed in each state in 2024 and in the first six months of 2025. California and New York have had the most union activity this year.

State*	2024	2025**	State*	2024	2025**	State*	2024	2025**
Alabama	1	1	Louisiana	4	1	Pennsylvania	8	1
Alaska	1	1	Maryland	4	1	Puerto Rico	2	
Arizona	3		Massachusetts	5	3	Rhode Island	2	
California	27	9	Michigan	9	5	Tennessee	3	
Colorado	3	1	Missouri	3	1	Texas	5	5
Connecticut	13	5	Nebraska	1		Utah	2	
Florida	11	1	Nevada	4	2	Vermont		1
Georgia	3	2	New Hampshire	1		Virginia	2	1
Idaho		1	New Jersey	8	1	Washington	11	
Illinois	21	1	New York	13	8	West Virginia		1
Indiana	3	1	North Carolina	3		Wisconsin	6	
Iowa	2		Ohio	8	5			
Kansas	3	1	Oklahoma	1				
Kentucky	5		Oregon	5	1	TOTAL	206	61

*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 TRANSPORTATION

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. The union win rate in the first six months of 2025 was the same as in 2024 (79 percent).

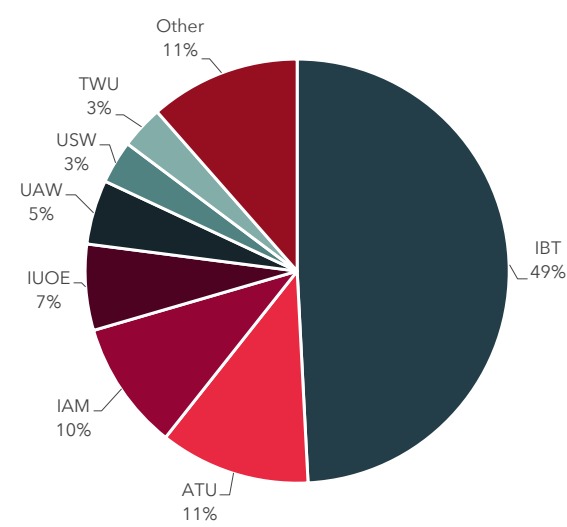
State*	2024					2025**				
	Total	Union Wins	% of Elections	Union Losses	% of Elections	Total	Union Wins	% of Elections	Union Losses	% of Elections
Alaska	1	0	0%	1	100%	1	1	100%	0	0%
Arizona	2	1	50%	1	50%	1	1	100%	0	0%
California	22	17	77%	5	23%	7	5	71%	2	29%
Colorado	4	4	100%	0	0%	-	-	-	-	-
Connecticut	9	9	100%	0	0%	3	3	100%	0	0%
Florida	9	6	67%	3	33%	2	2	100%	0	0%
Georgia	1	1	100%	0	0%	1	1	100%	0	0%
Idaho	1	1	100%	0	0%	-	-	-	-	-
Illinois	16	12	75%	4	25%	1	1	100%	0	0%
Indiana	3	2	67%	1	33%	1	1	100%	0	0%
Iowa	3	3	100%	0	0%	-	-	-	-	-
Kansas	3	2	67%	1	33%	-	-	-	-	-
Kentucky	2	1	50%	1	50%	-	-	-	-	-
Louisiana	2	2	100%	0	0%	1	0	0%	1	100%
Maryland	1	1	100%	0	0%	1	1	100%	0	0%
Massachusetts	3	3	100%	0	0%	1	1	100%	0	0%
Michigan	4	3	75%	1	25%	4	3	75%	1	25%
Missouri	3	3	100%	0	0%	-	-	-	-	-
Nevada	1	1	100%	0	0%	1	0	0%	1	100%
New Hampshire	1	1	100%	0	0%	-	-	-	-	-
New Jersey	2	2	100%	0	0%	1	1	100%	0	0%
New York	6	5	83%	1	17%	7	4	57%	3	43%
North Carolina	1	1	100%	0	0%	-	-	-	-	-
Ohio	5	1	20%	4	80%	3	2	67%	1	33%
Oregon	4	4	100%	0	0%	1	1	100%	0	0%
Pennsylvania	1	1	100%	0	0%	6	5	83%	1	17%
Puerto Rico	1	1	100%	0	0%	1	1	100%	0	0%
Rhode Island	2	1	50%	1	50%	-	-	-	-	-
Tennessee	2	2	100%	0	0%	-	-	-	-	-
Texas	5	4	80%	1	20%	2	2	100%	0	0%
Utah	2	2	100%	0	0%	-	-	-	-	-
Virginia	2	2	100%	0	0%	1	1	100%	0	0%
Washington	9	5	56%	4	44%	-	-	-	-	-
Wisconsin	5	5	100%	0	0%	-	-	-	-	-
Total	138	109	79%	29	21%	47	37	79%	10	21%

* 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 TRANSPORTATION SO FAR IN 2025



The International Brotherhood of Teamsters (IBT) continues to dominate organizing activity in the transportation industry, accounting for nearly half of petitions filed in the first half of the year. The Amalgamated Transit Union (ATU) was the next most active, accounting for 11 percent of petitions filed.

The following table lists the most active unions in transportation.

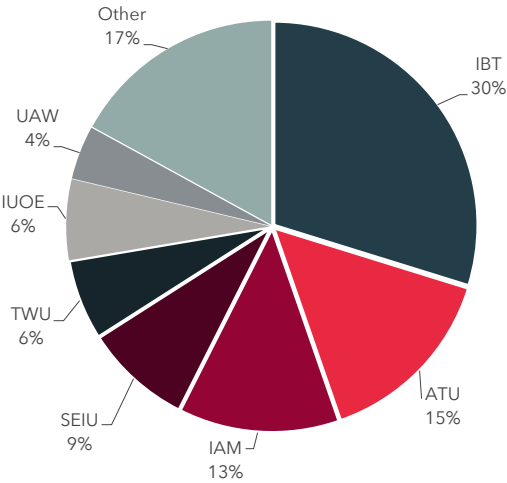
Abbreviation	Union Name	RC Petitions Filed	
		2024	2025*
IBT	International Brotherhood of Teamsters	97	30
ATU	Amalgamated Transit Union	23	7
IAM	International Association of Machinists and Aerospace Workers	17	6
IUOE	International Union of Operating Engineers	7	4
UAW	United Automobile, Aerospace and Agricultural Implement Workers of America	7	3
USW	United Steelworkers	4	2
TWU	Transport Workers Union of America	10	2

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

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

Abbreviation	Union Name
AFSCME	American Federation of State, County and Municipal Employees
AFT	American Federation of Teachers
AIU	American Industrial Union
ATDA	American Train Dispatchers Association
IAFF	International Association of Fire Fighters
IBB	International Brotherhood of Boilermakers
ILA	International Longshoremen's Association
ILWU	International Longshore and Warehouse Union
IUANPW	International Union of Allied, Novelty and Production Workers
IUJAT	International Union of Journeymen and Allied Trades
LIUNA	Laborers' International Union of North America
NATCA	National Air Traffic Controllers Association
SEIU	Service Employees International Union
SIUNA	Seafarers International Union of North America
SMART	International Association of Sheet Metal, Air, Rail and Transportation Workers
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
UFCW	United Food and Commercial Workers International Union
UMWA	United Mine Workers of America

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



IBT accounted for 30 percent of representation elections held in the first half of the year, and it was elected as a result of 64 percent of them. ATU was involved in 7 representation elections so far and won all of them.

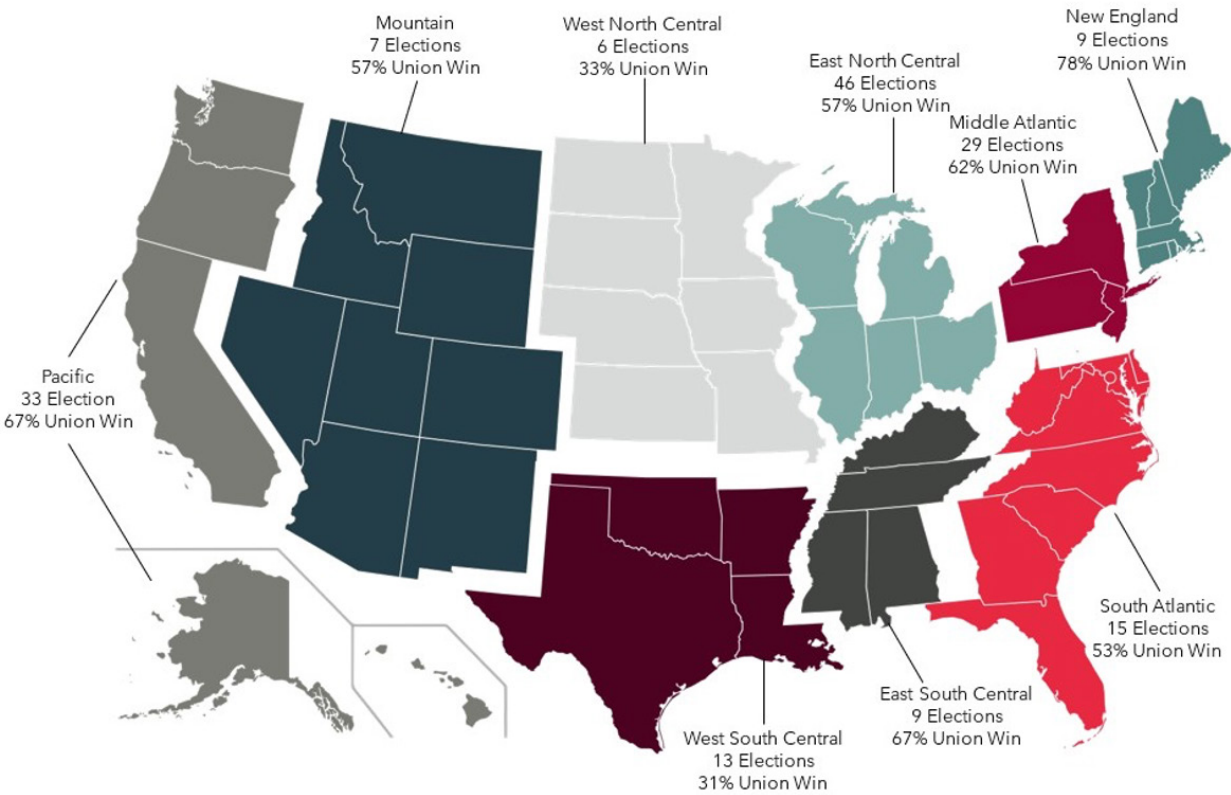
MOST ACTIVE UNIONS – REPRESENTATION ELECTION RESULTS IN TRANSPORTATION SO FAR IN 2025

	2024			2025*		
	Total Elections	Union Elected %	Union Not Elected %	Total Elections	Union Elected %	Union Not Elected %
IBT	71	72%	28%	14	64%	36%
ATU	16	100%	0%	7	100%	0%
IAM	7	100%	0%	6	83%	17%
SEIU	-	-	-	4	75%	25%
TWU	5	80%	20%	3	100%	0%
IUOE	3	100%	0%	3	100%	0%
UAW	5	80%	20%	2	50%	50%

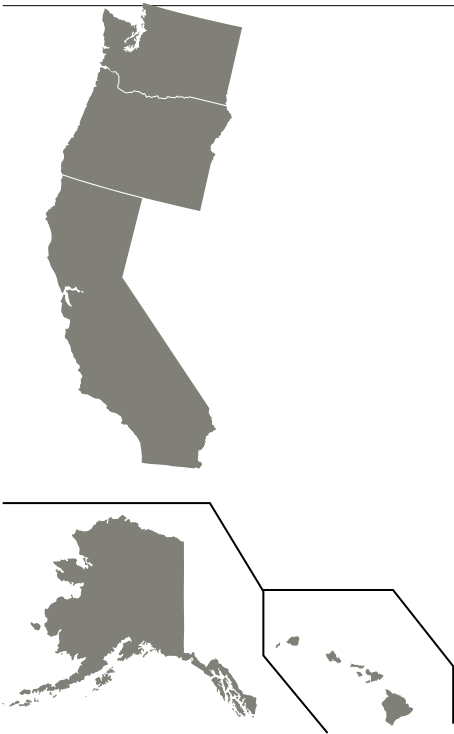
* This table reflects 2025 data through the end of June only.

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.

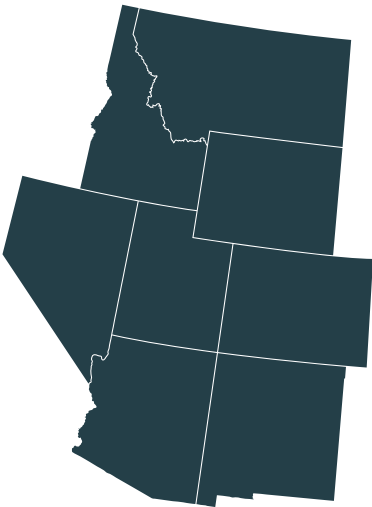


PACIFIC



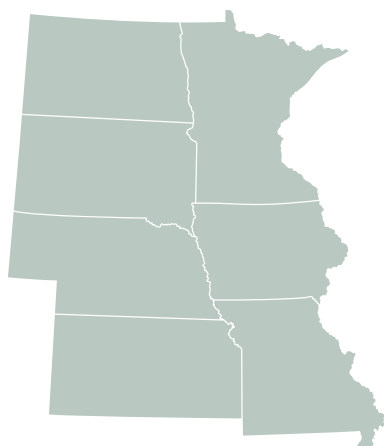
State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Alaska	1	1	0%
California	27	22	77%
Hawaii	-	-	-
Oregon	5	4	100%
Washington	11	9	56%
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Alaska	1	1	100%
California	9	7	71%
Hawaii	-	-	-
Oregon	1	1	100%
Washington	11	-	-
Most Active Unions			
IBT; IAM; USW; ATU; TWU; UBC; UA; NATCA; LIUNA; IUOE; ILWU; ILA			

MOUNTAIN



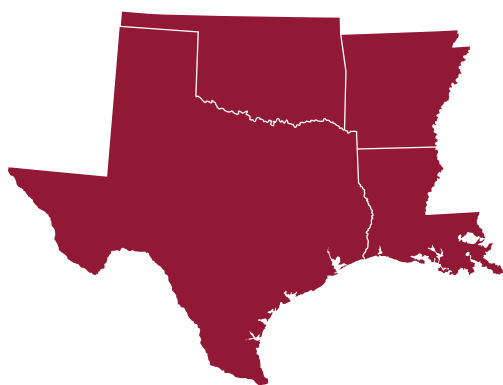
State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Arizona	3	2	50%
Colorado	3	4	100%
Idaho	-	1	100%
Montana	-	-	-
Nevada	4	1	100%
New Mexico	-	-	-
Utah	2	2	100%
Wyoming	-	-	-
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Arizona	-	1	100%
Colorado	1	-	-
Idaho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

WEST NORTH CENTRAL



State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Iowa	2	3	100%
Kansas	3	3	67%
Minnesota	-	-	-
Missouri	3	3	100%
Nebraska	1		
North Dakota	-	-	-
South Dakota	-	-	-
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Iowa	-	-	-
Kansas	1	-	-
Minnesota	-	-	-
Missouri	1	-	-
Nebraska	-	-	-
North Dakota	-	-	-
South Dakota	-	-	-
Most Active Unions			
IBT; NATCA; UAW; LIUNA; IUOE			

WEST SOUTH CENTRAL



State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Arkansas	-	3	0%
Louisiana	4	2	100%
Oklahoma	1	-	-
Texas	5	5	80%
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Arkansas	-	-	-
Louisiana	1	1	0%
Oklahoma	-	-	-
Texas	5	2	100%
Most Active Unions			
IBT; ATU; SIUNA; IUOE; IAM; ATDA; AIU			

EAST NORTH CENTRAL



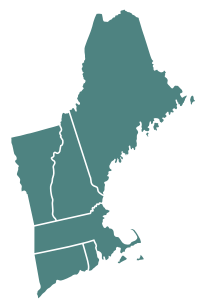
State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Illinois	21	16	75%
Indiana	3	3	67%
Michigan	9	4	75%
Ohio	8	5	20%
Wisconsin	6	5	100%
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Illinois	1	1	100%
Indiana	1	1	100%
Michigan	5	4	75%
Ohio	5	3	67%
Wisconsin	-	-	-
Most Active Unions			
IBT; UAW; IAM; ATU; TWU; AFSCME; NATCA; UFCW			

EAST SOUTH CENTRAL



State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Alabama	1	-	-
Kentucky	5	2	50%
Mississippi	3	-	-
Tennessee	-	2	50%
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Alabama	1	-	-
Kentucky	-	-	-
Mississippi	-	-	-
Tennessee	-	-	-
Most Active Unions			
IBT; USW; UFCW; ATU			

NEW ENGLAND



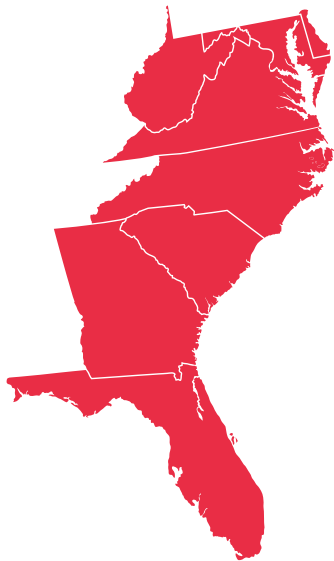
State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Connecticut	13	9	100%
Maine	-	-	-
Massachusetts	5	3	100%
New Hampshire	1	1	100%
Rhode Island	2	2	50%
Vermont	-	-	-
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Connecticut	5	3	100%
Maine	-	-	-
Massachusetts	3	1	100%
New Hampshire	-	-	-
Rhode Island	-	-	-
Vermont	1	-	-
Most Active Unions			
IBT; ATU; TWU; UAW; NATCA; IUJAT; IAFF; AFT			

MIDDLE ATLANTIC



State	2024		
	Petitions Filed	Elections Held	Union Win Rate
New Jersey	8	2	100%
New York	13	6	83%
Pennsylvania	8	1	100%
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
New Jersey	1	1	100%
New York	8	7	57%
Pennsylvania	1	6	83%
Most Active Unions			
IUANPW; IBB; ATU			

SOUTH ATLANTIC

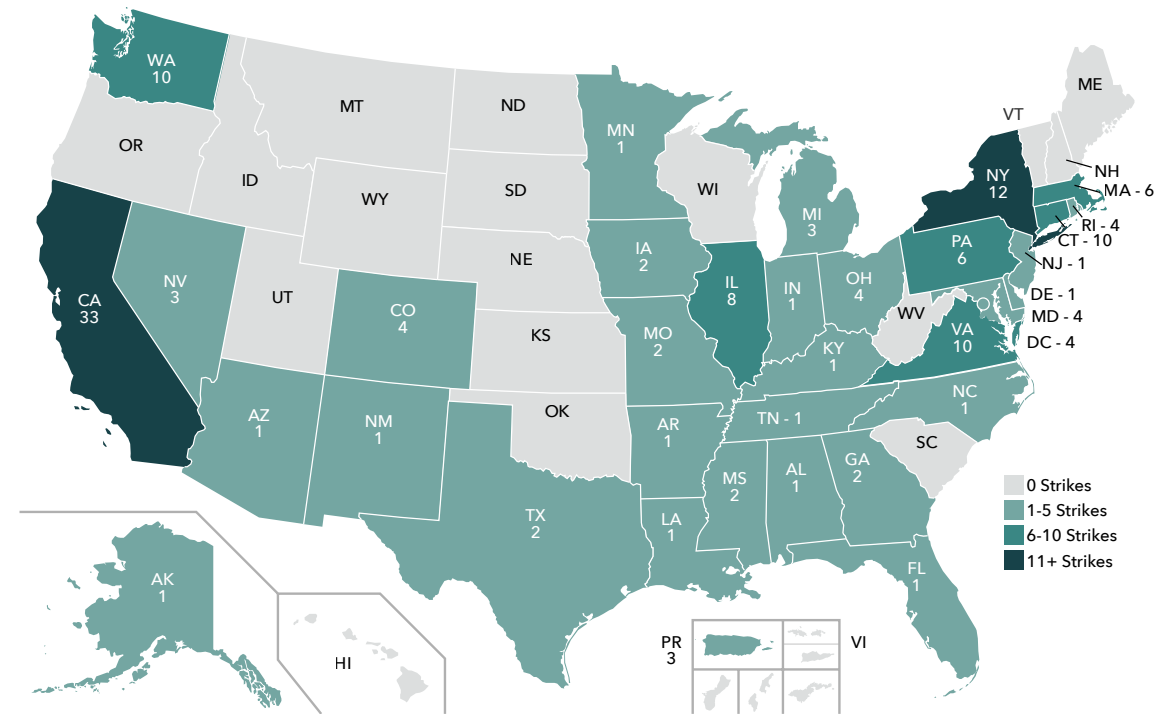


State	2024		
	Petitions Filed	Elections Held	Union Win Rate
Delaware	-	-	-
District of Columbia	-	-	-
Florida	11	9	67%
Georgia	3	1	100%
Maryland	4	1	100%
North Carolina	3	1	100%
South Carolina	-	-	-
Virginia	2	2	100%
West Virginia	-	-	-
State	First Six Months of 2025		
	Petitions Filed	Elections Held	Union Win Rate
Delaware	-	-	-
District of Columbia	-	-	-
Florida	1	2	100%
Georgia	2	1	100%
Maryland	1	1	100%
North Carolina	-	-	-
South Carolina	-	-	-
Virginia	1	1	100%
West Virginia	1	-	-
Most Active Unions			
IBT; ATU; UFCW; TWU; SMART; SEIU; Other; IAM			

Strikes in Transportation

STRIKES IN TRANSPORTATION BY STATE: 2016–2025*

The map below illustrates the number of strikes held in transportation since 2016.⁵ California and New York have experienced the most strikes over the past 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*	7	2,645	378
2024	17	47,820	2,813
2023	37	6,764	183
2022	15	3,472	231
2021	17	1,707	100
2020	8	2,488	311
2019	13	8,225	633
2018	10	3,440	344
2017	12	2,331	194
2016	12	8,580	715

*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.

Transportation – Summary of Petitions Filed and Elections Held (2016–2025*)

	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025*
Total Petitions	245	268	221	215	144	145	183	185	233	70
Total Representation Petitions	206	228	182	186	121	133	163	162	206	61
Total RC Petitions	205	228	180	183	118	130	163	137	173	57
Total RM Petitions	1	-	2	3	3	3	-	25	33	4
Union Not Elected	21	40	39	32	21	17	31	14	29	10
Union Elected	130	115	101	122	66	91	101	104	109	37
Total Decertification Petitions	39	40	39	29	23	12	20	23	27	9
Union Not Elected	13	18	8	8	3	3	4	10	11	3
Union Elected	8	3	7	4	5	4	3	5	3	2

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

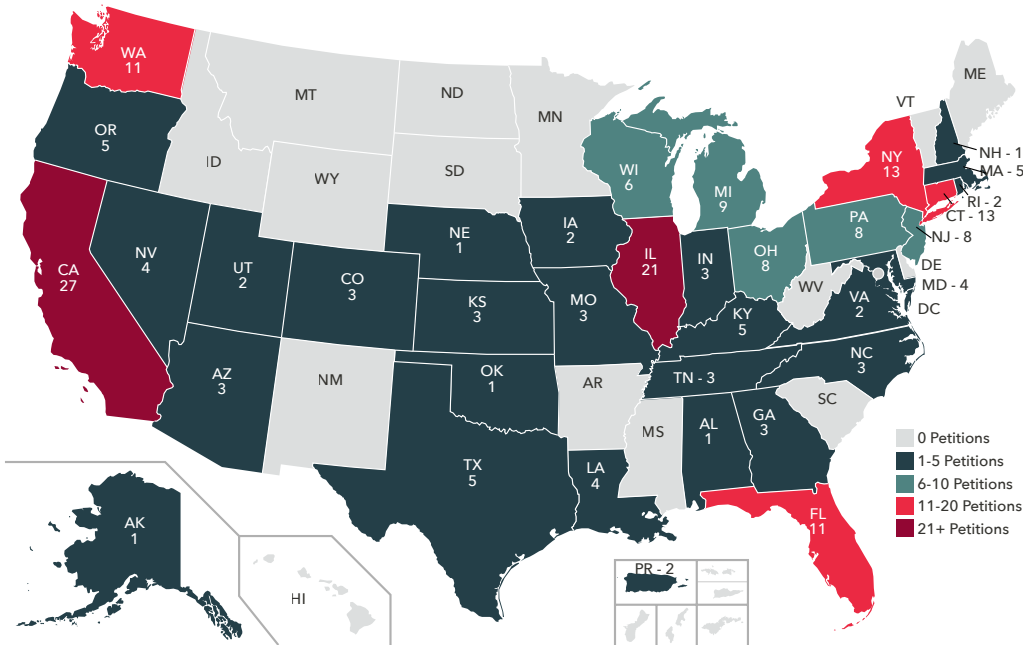
All Non-Transportation Industries – Summary of Petitions Filed and Elections Held (2016–2025*)

	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025*
Total Petitions	2,036	2,006	1,681	1,818	1,408	1,538	2,317	2,490	2,876	1,272
Total Representation Petitions	1,764	1,709	1,391	1,588	1,231	1,279	2,022	2,199	2,587	1,132
Total RC Petitions	1,709	1,648	1,362	1,549	1,188	1,253	1,996	2,021	2,191	1,039
Total RM Petitions	55	61	29	39	43	26	26	178	396	93
Union Not Elected	350	355	302	275	237	234	356	351	418	167
Union Elected	846	877	729	803	539	649	1,120	1,238	1,480	611
Total Decertification Petitions	272	297	290	230	177	259	292	291	289	140
Union Not Elected	91	105	102	95	52	81	99	100	105	42
Union Elected	56	57	54	52	44	55	53	54	46	27

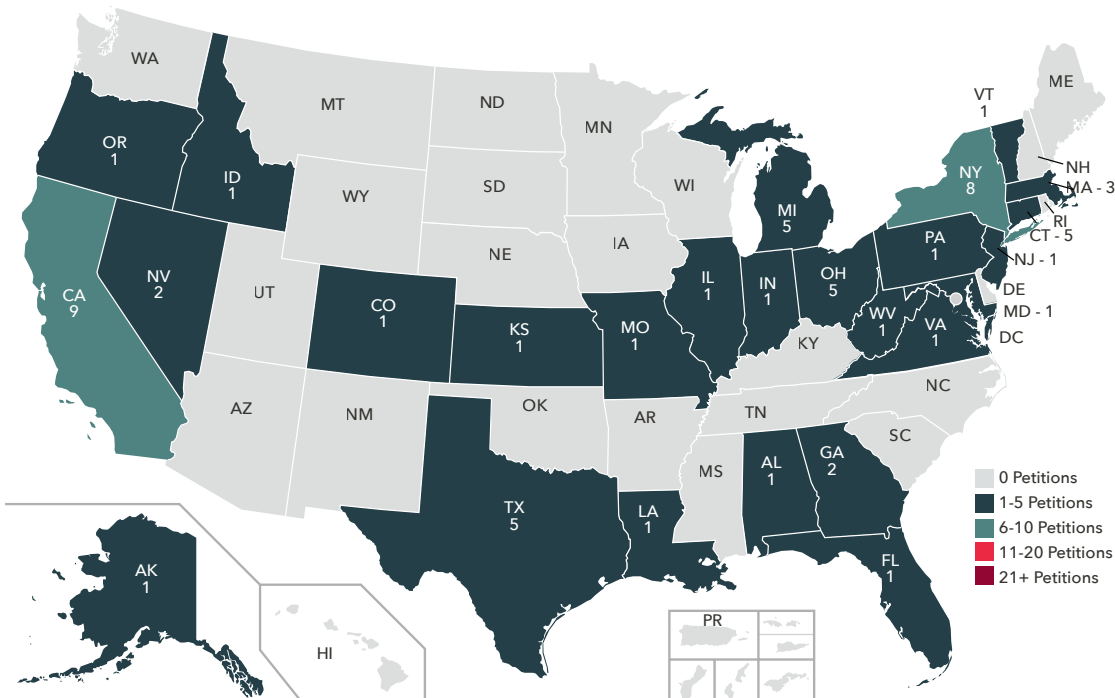
*This table reflects 2025 data through the end of June only.

Appendix B: Maps of Representation Petitions Filed in Transportation

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.

If you’d like more information or need a customized report for your industry, region, or competitors, please reach out to us by emailing fjamison@peopleresults.com or visiting our website www.peopleresults.com.