



PEOPLE RESULTS

Solutions For Your Workforce

2026

*Semi-Annual
Labor Activity
in Healthcare
Report
(January–June)*

An analysis of labor activity for 2025 and the first six months of 2026 and insights from subject matter experts on current labor and employee relations issues



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Inside this report

People Results' 2026 Semi-Annual Labor Activity in Healthcare Report provides healthcare industry subject matter expertise and timely information about labor activity. The report contains an analysis of national, regional, and state representation and decertification petitions and elections (RC, RM, and RD)¹ as reported by the National Labor Relations Board (NLRB) during 2025 and the first half of 2026² and analyzed by People Results' Research & People Analytics team.



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

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

A message from our labor practice leadership

Healthcare employers entered the second half of 2026 watching closely for changes at the National Labor Relations Board (NLRB). With the Board back in action and now under Republican control, we expect it to work through its backlog and potentially reconsider some labor policies and decisions from recent years.

In healthcare, the issues driving labor activity remain familiar. Staffing and workplace violence continue to be major concerns for nurses, and unions continue to push these issues at the bargaining table and in state legislatures. In the Mid-Atlantic, we are starting to see some employers agree to staffing language in labor contracts, although most provisions stop short of additional compensation for nurses working short-staffed shifts.

We are also seeing union activity in places where employers may not have traditionally expected it, including parts of the South and Southwest and more progressive communities within traditionally Republican-leaning states.

At the same time, ongoing changes across healthcare continue to create workforce challenges. As systems merge and align their pay, benefits, and policies, we continue to see organizations struggle to communicate these changes effectively. That can contribute to employee distrust, particularly as younger generations—who demand greater transparency from leadership and want to understand the “why” behind organizational decisions—make up more of the workforce.

Residents and fellows also remain active on the organizing front. Looking ahead, we expect physician organizing to become a bigger issue over the next three to five years as unionized residents and fellows move into employed physician roles.

Key developments healthcare leaders should be watching and preparing for include:

Staffing and AI at the Bargaining Table

Staffing and AI usage are becoming bargaining and legislative/regulatory issues, making it important for employers to understand what employees are experiencing and what unions are saying about them.

New Organizing Hotspots

Union activity is moving into less traditional markets, reinforcing the need for organizations to understand labor risk at the local and facility level.

Growing Physician Organizing

While the post-Covid blitz of resident and fellow unionizing has tapered, there has been an uptick in physician and APP unionizing, a trend we expect to continue for the next few years.

Communication During Change

Mergers and organizational changes can quickly create uncertainty when employees do not understand what is happening or why. Strong change management and communication remain critical.

The enclosed Semi-Annual Labor Activity in Healthcare Report provides the latest data on union organizing nationwide.

We hope you find the report helpful as you consider the challenges and opportunities ahead. We value the relationships we’ve built with healthcare leaders across the country and appreciate the trust you place in our team.

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About research & people analytics

People Results' Research & People Analytics (R&PA) team analyzed the NLRB and other data presented throughout this report. R&PA is an integral part of our firm's work and is embedded across our services to help clients' leaders make smarter, faster, and more data-driven decisions.

The R&PA team develops insights for leaders related to labor and employee relations analytics, workforce and engagement

research, predictive risk modeling, and executive-level reporting. By combining advanced analytics with deep labor expertise, People Results helps employers identify emerging risk, define proactive employee relations strategies, and support labor relations with credible, evidence-based insight that strengthens strategy and outcomes.

Dr. Fiona Jamison leads our R&PA team of researchers, analysts, and developers. To learn more about People Results' R&PA services, contact Fiona at: fjamison@peoplereults.com.

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Summary of analysis

During the first 6 months of 2026, 190 representation petitions³ were filed in the healthcare industry, pacing slightly below the 390 petitions filed during all of 2025.

Unions were elected in 87 percent of the 155 representation elections held, maintaining the same win rate recorded in 2025 and exceeding the non-healthcare win rate by 12 percentage points.

Activity remained concentrated in key states: California and New York led with 37 petitions each, followed by Washington with 22 and Oregon with 14.

The Service Employees International Union remained the most active union, accounting for 39 percent of healthcare representation petitions filed in the first half of 2026 and participating in 54 elections.

Regional differences in petition volume, election outcomes, and active unions are detailed throughout the report. Healthcare strike activity also remained significant with 20 strikes occurring, which idled 58,735 workers during the first half of 2026.⁴



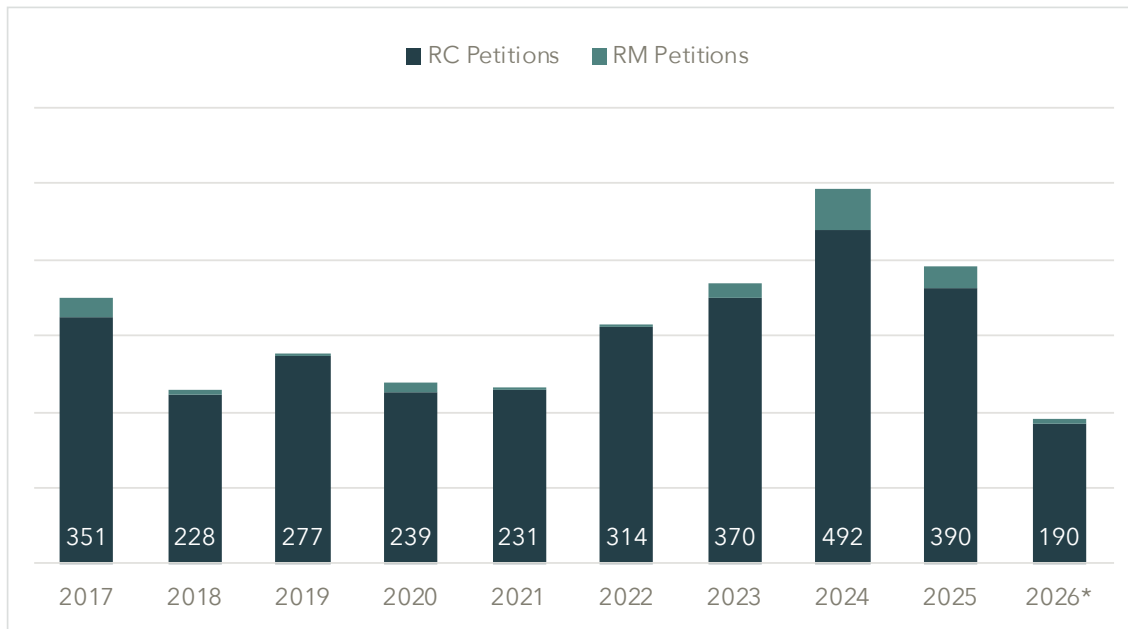
³ Throughout this report, unless otherwise noted, a combination of RC (Certification of Representative) and RM (Employer Petition) cases is used anytime we discuss representation petitions and elections.

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

National summaries

REPRESENTATION PETITIONS FILED

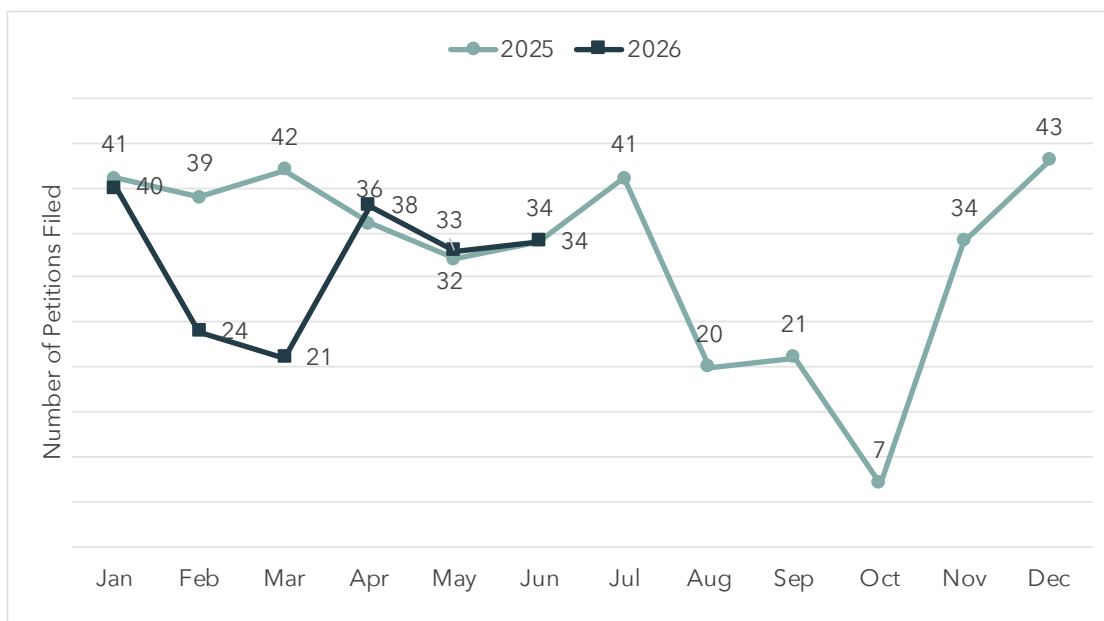
During the first 6 months of 2026, 185 RC petitions and 5 employer-filed RM petitions were filed. At the midyear point, filings were pacing slightly below the 390 petitions recorded in 2025.



*This chart reflects 2026 data through the end of June only.

REPRESENTATION PETITIONS FILED BY MONTH

The following chart compares the number of petitions filed in each month of 2025 to the number filed during the same month of 2026. For the first part of 2026, petition activity tracked below 2025 levels. Because the government shutdown (October 1–November 12, 2025) caused the pronounced dip in fall 2025, we expect steadier numbers for the second half of this year, when compared to last year.



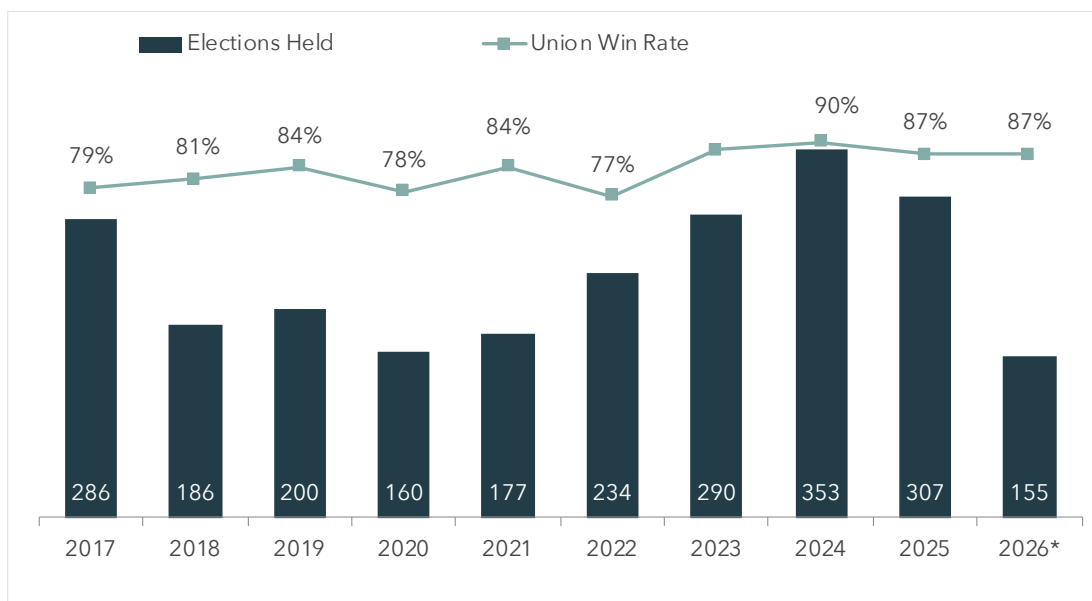
*This chart reflects 2026 data through the end of June only.

National summaries

UNION WINS IN REPRESENTATION ELECTIONS

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

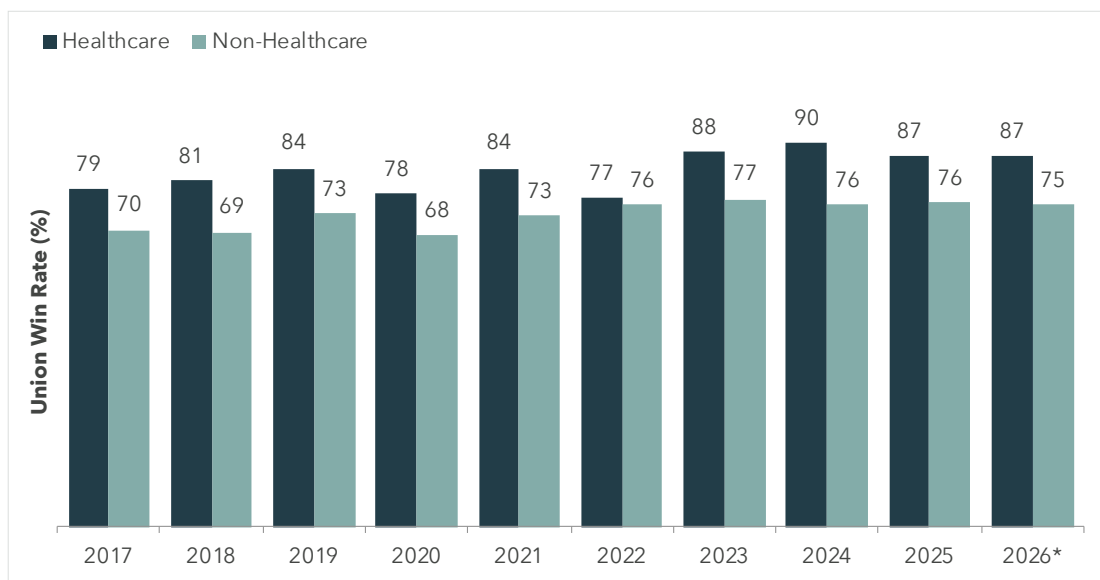
The chart below shows the union win rate compared to the number of elections held each year. Unions continue to achieve a very high win rate in the healthcare industry, highlighting the importance of preventive work.



*This chart reflects 2026 data through the end of June only.

HEALTHCARE VS. NON-HEALTHCARE INDUSTRIES

In representation elections, unions in healthcare consistently outperform unions in non-healthcare industries. In the first 6 months of 2026, there was a 12-percentage point gap between the union win rate in healthcare versus the union win rate in non-healthcare industries.



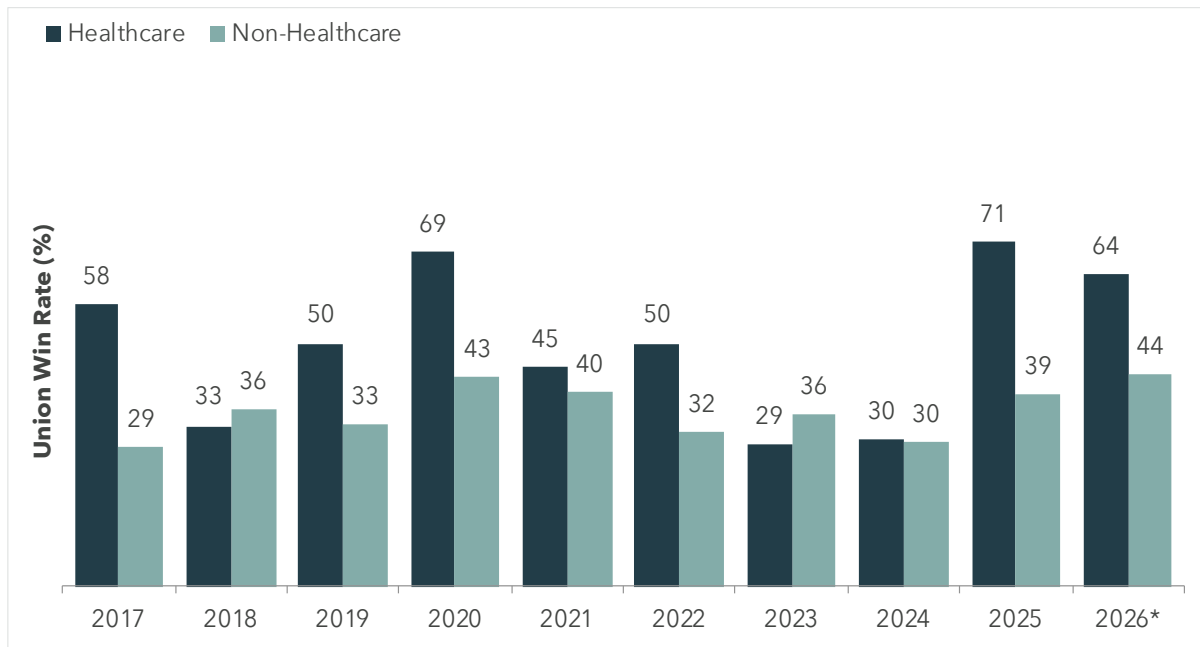
*This chart reflects 2026 data through the end of June only.

National summaries

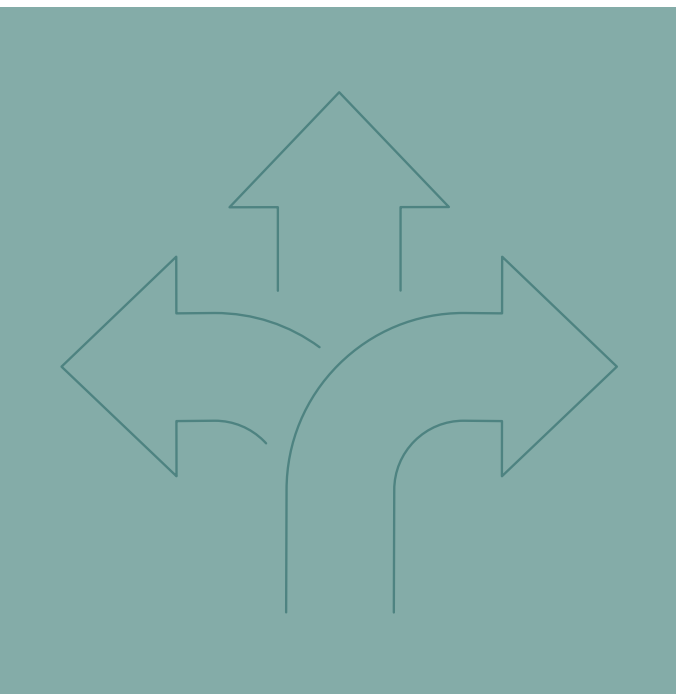
UNION WINS IN DECERTIFICATION ELECTIONS

HEALTHCARE VS. NON-HEALTHCARE INDUSTRIES

Though unions in the healthcare industry perform slightly better in decertification elections than unions in other industries, decertification win rates are still materially lower than representation win rates in most years. In the first 6 months of 2026, unions maintained recognition in 64 percent of decertification elections.



*This chart reflects 2026 data through the end of June only.



State summaries

REPRESENTATION PETITIONS FILED IN HEALTHCARE

Healthcare representation petition filings totaled 190 in the first half of 2026, compared to the 390 filed throughout all of 2025. California and New York led activity with 37 petitions each, followed by Washington with 22 and Oregon with 14. As of June 30, 2026, New York had already exceeded its 2025 total, while activity in California, Washington, and Oregon came in under 50 percent of their prior-year totals.

State	2025	2026*	State	2025	2026*	State	2025	2026*
Alabama	4	0	Louisiana	-	-	Oklahoma	-	-
Alaska	1	1	Maine	-	-	Oregon	39	14
Arizona	0	1	Maryland	5	3	Pennsylvania	22	7
Arkansas	-	-	Massachusetts	11	6	Puerto Rico	2	0
California	79	37	Michigan	13	7	Rhode Island	2	0
Colorado	1	1	Minnesota	21	8	South Carolina	1	0
Connecticut	4	5	Mississippi	-	-	South Dakota	0	1
Delaware	-	-	Missouri	4	1	Tennessee	-	-
District of Columbia	2	5	Montana	8	2	Texas	1	0
Florida	1	1	Nebraska	-	-	Virgin Islands	-	-
Georgia	2	0	Nevada	2	0	Utah	1	0
Hawaii	5	0	New Hampshire	2	0	Vermont	15	3
Idaho	-	-	New Jersey	19	8	Virginia	2	0
Illinois	11	4	New Mexico	5	3	Washington	53	22
Indiana	5	0	New York	31	37	West Virginia	0	1
Iowa	3	3	North Carolina	1	0	Wisconsin	3	4
Kansas	0	1	North Dakota	-	-	Wyoming	-	-
Kentucky	-	-	Ohio	9	4			
TOTAL							390	190

*This table reflects 2026 data through the end of June only.



State summaries

REPRESENTATION ELECTION RESULTS IN HEALTHCARE

Healthcare unions maintained an 87 percent win rate in the first half of 2026 across 155 elections, matching their 2025 win rate across 307 elections. California recorded the most elections (31), followed by New York (25) and Washington (21). Unions achieved a 100 percent win rate in Washington, while the win rate in California declined from 85 to 77 percent.

State	2025		First Half of 2026		State	2025		First Half of 2026	
	# of Elections	Union Win Rate	# of Elections	Union Win Rate		# of Elections	Union Win Rate	# of Elections	Union Win Rate
Alabama	2	50%	0	-	Nebraska	-	-	-	-
Alaska	1	100%	1	100%	Nevada	4	75%	0	-
Arizona	-	-	-	-	New Hampshire	2	50%	0	-
Arkansas	-	-	-	-	New Jersey	8	88%	9	89%
California	65	85%	31	77%	New Mexico	2	100%	5	60%
Colorado	1	100%	1	100%	New York	20	95%	25	92%
Connecticut	4	100%	4	100%	North Carolina	-	-	-	-
Delaware	1	100%	0	-	North Dakota	-	-	-	-
District of Columbia	1	100%	2	100%	Ohio	2	100%	1	100%
Florida	1	100%	0	-	Oklahoma	-	-	-	-
Georgia	1	0%	0	-	Oregon	34	97%	12	92%
Hawaii	5	60%	0	-	Pennsylvania	17	82%	7	86%
Idaho	-	-	-	-	Puerto Rico	2	50%	0	-
Illinois	13	92%	4	100%	Rhode Island	6	100%	0	-
Indiana	4	25%	1	100%	South Carolina	1	0%	0	-
Iowa	1	100%	2	100%	South Dakota	0	-	1	0%
Kansas	1	100%	1	100%	Tennessee	-	-	-	-
Kentucky	-	-	-	-	Texas	1	100%	0	-
Louisiana	-	-	-	-	Virgin Islands	-	-	-	-
Maine	-	-	-	-	Utah	-	-	-	-
Maryland	4	75%	2	50%	Vermont	11	91%	3	100%
Massachusetts	11	91%	3	67%	Virginia	1	100%	0	-
Michigan	8	50%	4	50%	Washington	45	91%	21	100%
Minnesota	19	95%	7	100%	West Virginia	1	0%	1	100%
Mississippi	-	-	-	-	Wisconsin	1	100%	4	100%
Missouri	0	-	1	100%	Wyoming	-	-	-	-
Montana	6	100%	2	50%					
TOTAL						307	87%	155	87%

*This table reflects 2026 data through the end of June only.

Union summaries

MOST ACTIVE UNIONS – REPRESENTATION PETITIONS FILED IN HEALTHCARE

Though the Service Employees International Union (SEIU) has consistently led representation petition activity in the industry over the last 10 years, its share has been trending downward in recent years. In contrast, the American Federation of Teachers (AFT) has shown the clearest upward trajectory—despite a dip in the first part of this year—emerging as one of the most active unions in healthcare.

For the first 6 months of 2026, SEIU's share of activity led at 39 percent—up 5 percentage points from 2025—while the National Union of Healthcare Workers (NUHW) climbed sharply to 10 percent. Meanwhile, AFT fell from 15 percent to 7 percent and the American Federation of State, County and Municipal Employees (AFSCME) fell from 9 percent to 3 percent.

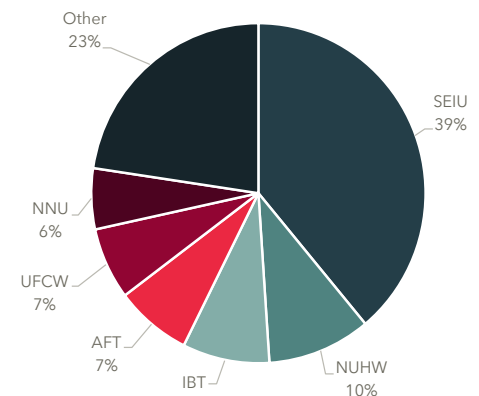
Union	2017	Δ Over Time	2026*
SEIU	44%		39%
UFCW	9%		7%
AFSCME	5%		3%
AFT	3%		7%
IBT	5%		8%
NNU	5%		6%
NUHW	12%		10%
IUOE	2%		2%
Others	16%		18%

*This table reflects 2026 data through the end of June only.

The following table lists the most active unions in healthcare.

Abbreviation	Union Name	Representation Petitions Filed	
		2025	2026*
SEIU	Service Employees International Union	131	74
NUHW	National Union of Healthcare Workers	15	19
IBT	International Brotherhood of Teamsters	30	16
AFT	American Federation of Teachers	57	14
UFCW	United Food and Commercial Workers	37	13
NNU	National Nurses United	12	11

*This table reflects 2026 data through the end of June only.



Union summaries

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

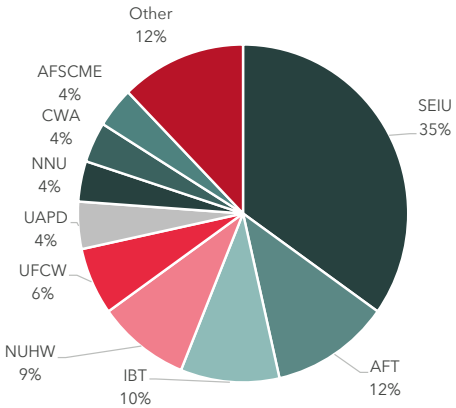
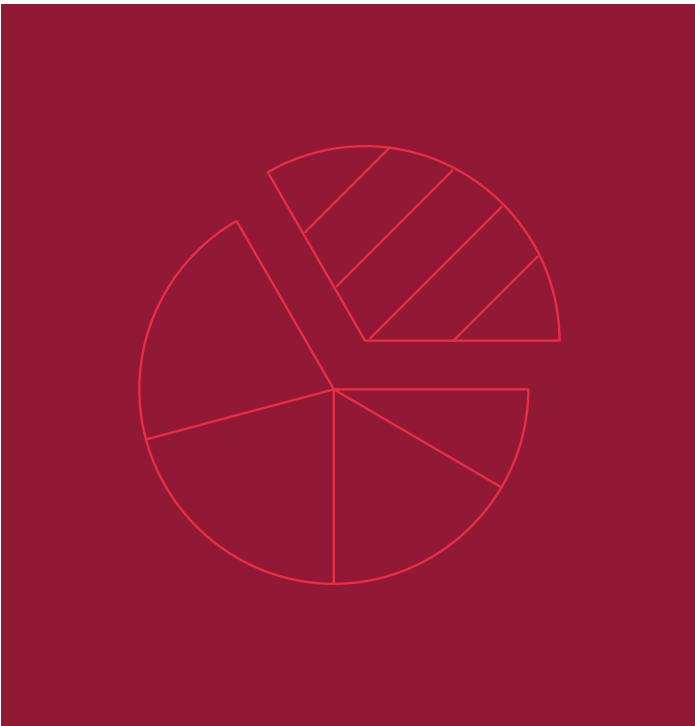
Abbreviation	Union Name
AFSCME	American Federation of State, County and Municipal Employees
CWA	Communications Workers of America
CRONA	Committee for Recognition of Nursing Achievement
FCGOA	Federal Contract Guards of America
IAM	International Association of Machinists and Aerospace Workers
IAFF	International Association of Fire Fighters
IBEW	International Brotherhood of Electrical Workers
IFPTE	International Federation of Professional and Technical Engineers
IUJAT	International Union of Journeymen and Allied Trades
IUOE	International Union of Operating Engineers
LIUNA	Laborers' International Union of North America
MNA (MA)	Massachusetts Nurses Association
NENA	Northeast 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
TWU	Transport Workers Union of America
UAPD	Union of American Physicians and Dentists
UAW	United Automobile, Aerospace and Agricultural Implement Workers of America Autoworkers (United Autoworkers)
UFLEOS-PBA	United Federation Law Enforcement Officers Security & Police Benevolent Association
UNAP	United Nurses & Allied Professionals
UPSEU	United Public Service Employees Union
USW	United Steelworkers

Union summaries

MOST ACTIVE UNIONS – REPRESENTATION ELECTIONS HELD IN HEALTHCARE

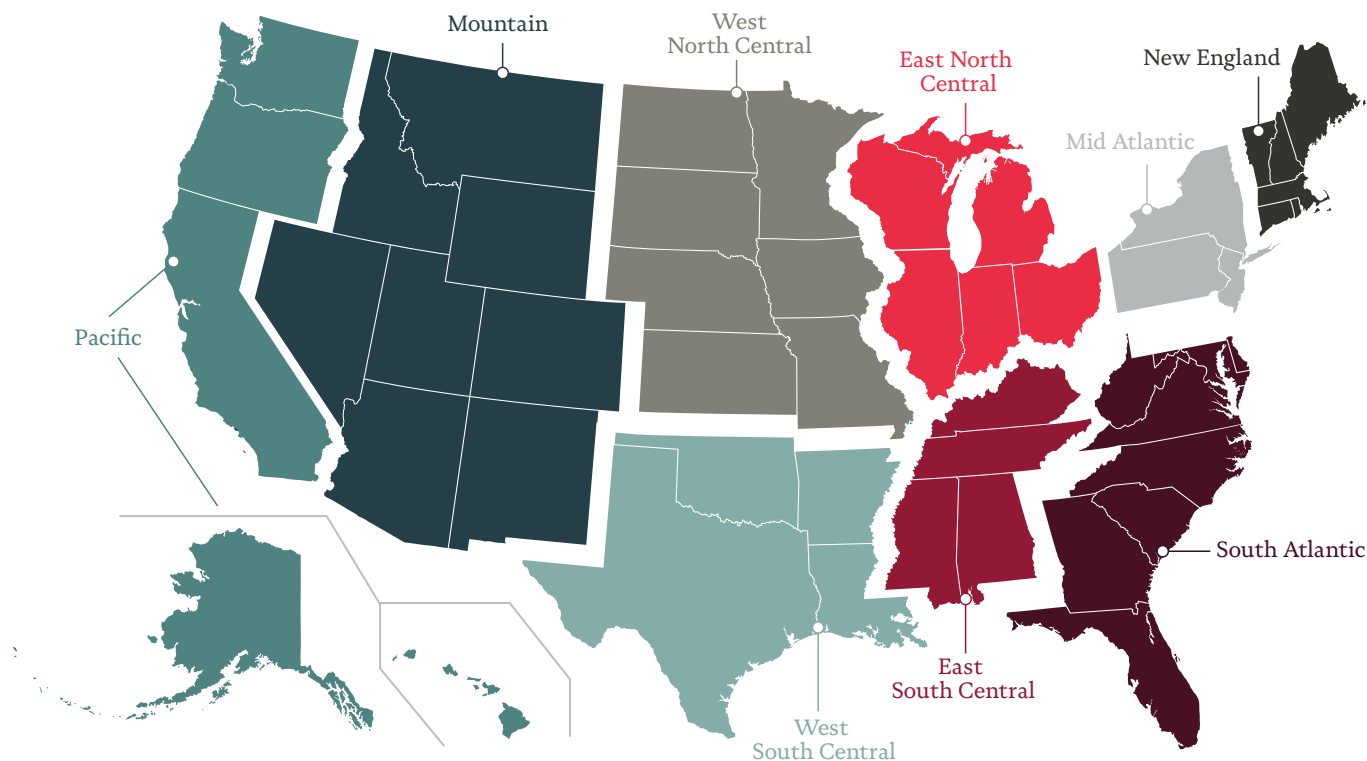
When it came to elections, SEIU remained the most active union in the first half of 2026, participating in 54 elections and improving its win rate from 88 percent to 91 percent. AFT’s win rate increased from 98 percent to 100 percent across 18 elections, while UFCW and NNU also won all of their elections. NUHW, UAPD, and CWA each recorded more elections in the first half of 2026 than in all of 2025.

	2025		First Half of 2026	
	# of Elections	Union Win Rate	# of Elections	Union Win Rate
SEIU	118	88%	54	91%
AFT	44	98%	18	100%
IBT	21	71%	15	73%
NUHW	11	91%	14	79%
UFCW	21	67%	10	100%
UAPD	3	100%	7	71%
NNU	11	91%	6	100%
CWA	4	75%	6	83%
AFSCME	30	90%	6	100%



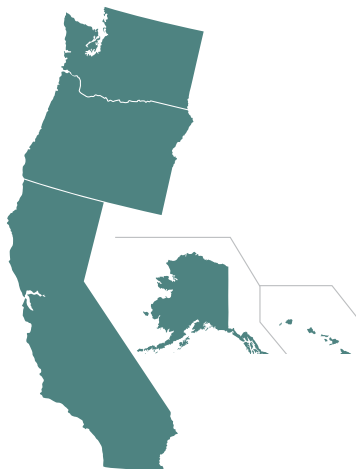
Regional summaries

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 2025 and the first half of 2026.



PACIFIC

Activity remained concentrated in California, Washington, and Oregon in the first half of 2026, with each state's petition count pacing below its full-year 2025 level. California's union win rate fell from 85 percent to 77 percent across 31 elections, while Washington's rose from 91 percent to 100 percent across 21; Oregon's union win rate remained high at 92 percent across 12 elections.



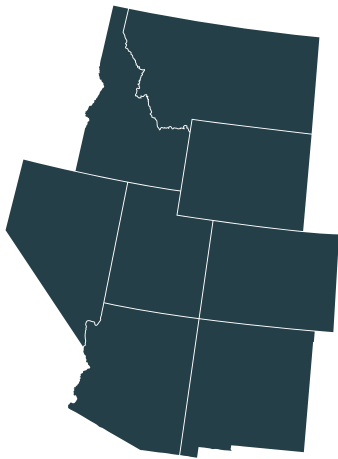
State	2025			First Half of 2026		
	Petitions Filed	Elections Held	Union Win Rate	Petitions Filed	Elections Held	Union Win Rate
Alaska	1	1	100%	1	1	100%
California	79	65	85%	37	31	77%
Hawaii	5	5	60%	-	-	-
Oregon	39	34	97%	14	12	92%
Washington	53	45	91%	22	21	100%
Active Unions	AFSCME, AFT, CRONA, IAM, IBT, IFPTE, IUOE, LIUNA, NNU, NUHW, OPEIU, SEIU, UAPD, UFCW, UFLEOS-PBA					

Regional summaries

MOUNTAIN

Activity shifted toward New Mexico in the first half of 2026—the number of elections held so far this year in New Mexico (5) has already exceeded the number held in all of 2025 (2). Additionally, the 3 petitions filed are already more than halfway to the prior-year total of 5.

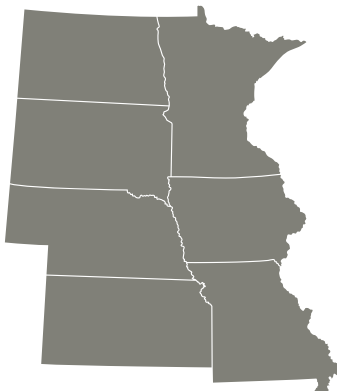
The region continues to experience very low activity, so New Mexico's 60 percent win rate across 5 elections, and Montana's 50 percent across 2 elections should be monitored cautiously rather than treated as broad regional changes.



State	2025			First Half of 2026		
	Petitions Filed	Elections Held	Union Win Rate	Petitions Filed	Elections Held	Union Win Rate
Arizona	-	-	-	1	-	-
Colorado	1	1	100%	1	1	100%
Idaho	-	-	-	-	-	-
Montana	8	6	100%	2	2	50%
Nevada	2	4	75%	-	-	-
New Mexico	5	2	100%	3	5	60%
Utah	1	-	-	-	-	-
Wyoming	-	-	-	-	-	-
Active Unions	AFSCME, AFT, CWA, IAM, IBT, NNU, NUHW, SEIU, SPFPA, UAPD, UFCW					

WEST NORTH CENTRAL

Minnesota remained the region's main center of activity for the first half of 2026, but its 8 petitions and 7 elections were pacing below the full-year 2025 totals of 21 and 19. In the first half of 2026, Iowa already matched its 3 petitions in 2025, while Kansas and South Dakota each recorded 1 petition after none in 2025.

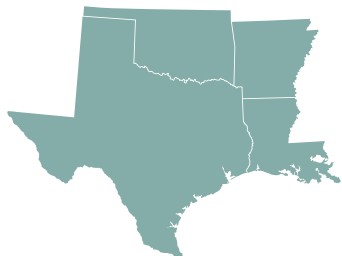


State	2025			First Half of 2026		
	Petitions Filed	Elections Held	Union Win Rate	Petitions Filed	Elections Held	Union Win Rate
Iowa	3	1	100%	3	2	100%
Kansas	0	1	100%	1	1	100%
Minnesota	21	19	95%	8	7	100%
Missouri	4	0	-	1	1	100%
Nebraska	-	-	-	-	-	-
North Dakota	-	-	-	-	-	-
South Dakota	-	-	-	1	1	0%
Active Unions	AFSCME, IBT, NNU, SEIU, SPFPA, UFCW, USW					

Regional summaries

WEST SOUTH CENTRAL

No petitions or elections were recorded in the first half of 2026. This region continues to experience very low activity.



State	2025			First Half of 2026		
	Petitions Filed	Elections Held	Union Win Rate	Petitions Filed	Elections Held	Union Win Rate
Arkansas	-	-	-	-	-	-
Louisiana	-	-	-	-	-	-
Oklahoma	-	-	-	-	-	-
Texas	1	1	100%	-	-	-
Active Unions	NNU					

EAST NORTH CENTRAL

In the first half of 2026, Michigan led the region with 7 petitions, and Wisconsin's 4 had already exceeded its 2025 total. Unions in the region improved their win rate from about 71 percent across 28 elections in 2025 to about 86 percent across 14 elections in the first half of 2026—a meaningful shift despite the shorter period.



State	2025			First Half of 2026		
	Petitions Filed	Elections Held	Union Win Rate	Petitions Filed	Elections Held	Union Win Rate
Illinois	11	13	92%	4	4	100%
Indiana	5	4	25%	0	1	100%
Michigan	13	8	50%	7	4	50%
Ohio	9	2	100%	4	1	100%
Wisconsin	3	1	100%	4	4	100%
Active Unions	AFSCME, IAM, IBT, IUOE, LIUNA, NNU, NUHW, OPEIU, SEIU, SPFP, UAW, UFCW					

EAST SOUTH CENTRAL

No petitions or elections were recorded in the first half of 2026. With full-year 2025 activity limited to 4 petitions and 2 elections in Alabama, the region remains low-volume.



State	2025			First Half of 2026		
	Petitions Filed	Elections Held	Union Win Rate	Petitions Filed	Elections Held	Union Win Rate
Alabama	4	2	50%	-	-	-
Kentucky	-	-	-	-	-	-
Mississippi	-	-	-	-	-	-
Tennessee	-	-	-	-	-	-
Active Unions	UFCW					

Regional summaries

NEW ENGLAND

Petition activity shifted modestly in the first half of 2026. Connecticut's 5 petitions already exceeded its full-year 2025 total of 4, while Vermont recorded just 3 petitions after recording 15 in 2025. Elections were pacing well below 2025 numbers across the region, and the overall win rate was broadly stable at 90 percent across 10 elections.



State	2025			First Half of 2026		
	Petitions Filed	Elections Held	Union Win Rate	Petitions Filed	Elections Held	Union Win Rate
Connecticut	4	4	100%	5	4	100%
Maine	-	-	-	-	-	-
Massachusetts	11	11	91%	6	3	67%
New Hampshire	2	2	50%	-	-	-
Rhode Island	2	6	100%	-	-	-
Vermont	15	11	91%	3	3	100%
Active Unions	AFSCME, AFT, IBT, MNA (MA), SEIU, UFCW, UNAP					

MIDDLE ATLANTIC

Activity became more concentrated in New York in the first half of 2026: its 37 petitions and 25 elections had already exceeded its full-year 2025 totals of 31 and 20 respectively. New Jersey held 9 elections, just above its 8 in 2025, while Pennsylvania was pacing lower. Union win rates remained broadly stable across all three states, ranging from 86 percent to 92 percent.

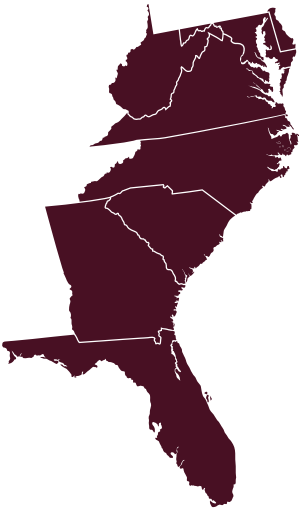


State	2025			First Half of 2026		
	Petitions Filed	Elections Held	Union Win Rate	Petitions Filed	Elections Held	Union Win Rate
New Jersey	19	8	88%	8	9	89%
New York	31	20	95%	37	25	92%
Pennsylvania	22	17	82%	7	7	86%
Active Unions	AFSCME, AFT, CWA, FCGOA, IAFF, IBEW, IBT, IUJAT, IUOE, NENA, NUHW, OPEIU, PASNAP, SEIU, SPFPA, TWU, UAW, UFCW, UPSEU, USW					

Regional summaries

SOUTH ATLANTIC

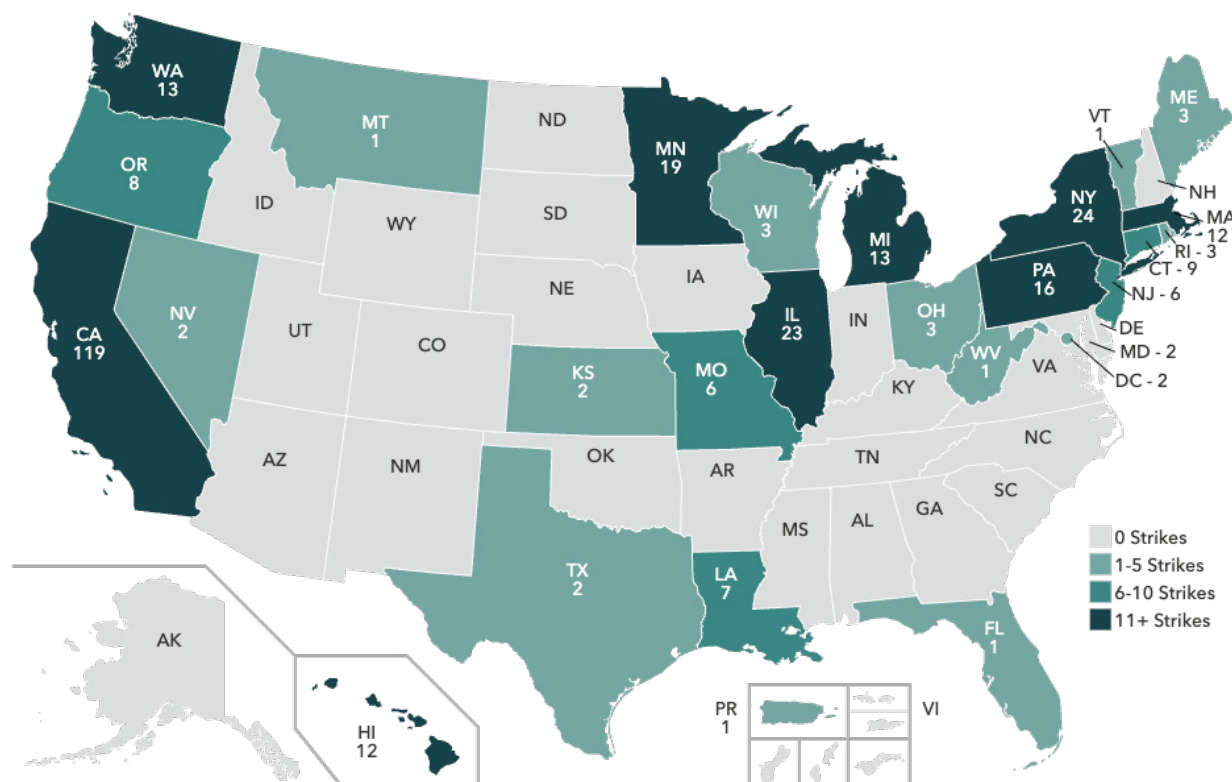
Petition activity shifted toward the District of Columbia in the first half of 2026, where five filings had already exceeded the two recorded in full-year 2025 and accounted for half of the region’s filings. Elections remained sparse and dispersed—two each in the District and Maryland and one in West Virginia.



State	2025			First Half of 2026		
	Petitions Filed	Elections Held	Union Win Rate	Petitions Filed	Elections Held	Union Win Rate
Delaware	-	1	100%	-	-	-
District of Columbia	2	1	100%	5	2	100%
Florida	1	1	100%	1	0	-
Georgia	2	1	0%	-	-	-
Maryland	5	4	75%	3	2	50%
North Carolina	1	-	-	-	-	-
South Carolina	1	1	0%	-	-	-
Virginia	2	1	100%	-	-	-
West Virginia	0	1	0%	1	1	100%
Active Unions	AFSCME, IAM, IBT, NNU, SEIU, UFCW, USW					



The map below illustrates the number of strikes held in healthcare since 2017.⁴ Strike activity continues to be highly concentrated in a handful of states, led by California (119 strikes), followed by New York (24), Illinois (23), Minnesota (19), and Pennsylvania (16). Strike activity is more common along the coast and through the Midwest.



Year	Number of Strikes	Workers Idled	Average Number of Workers per Strike
2026*	20	58,735	2,937
2025	51	292,388	5,733
2024	31	63,636	2,053
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	27	107,470	3,980
2018	27	104,056	3,854
2017	17	4,100	241

← 18 →

Summary of petitions filed and elections held

Appendix A

All Industries - Summary of Petitions Filed and Elections Held (2017–2026*)

	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026*
Total Petitions	2,274	1,902	2,033	1,552	1,683	2,500	2,675	3,108	2,447	1,253
Total Representation Petitions	1,937	1,573	1,774	1,352	1,412	2,185	2,361	2,793	2,150	1,095
Total RC Petitions	1,876	1,542	1,732	1,306	1,383	2,159	2,158	2,364	1,948	1,024
Total RM Petitions	61	31	42	46	29	26	203	429	202	71
Union Not Elected	395	340	307	258	251	387	363	446	329	181
Union Elected	989	830	925	605	740	1,221	1,343	1,586	1,170	629
Total Decertification (RD) Petitions	337	329	259	200	271	312	314	315	297	158
Union Not Elected	123	110	103	55	84	103	110	115	69	39
Union Elected	60	61	56	49	59	56	59	49	54	34

*This table reflects 2026 data through the end of June only.

Healthcare - Summary of Petitions Filed and Elections Held (2017–2026*)

	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026*
Total Petitions	410	291	318	271	297	370	408	535	428	220
Total Representation Petitions	351	228	277	239	231	314	370	492	390	190
Total RC Petitions	325	223	272	227	229	312	349	439	363	185
Total RM Petitions	26	5	5	12	2	2	21	53	27	5
Union Not Elected	61	35	32	36	29	53	34	36	41	20
Union Elected	225	151	168	124	148	181	256	317	266	135
Total Decertification (RD) Petitions	59	63	41	32	66	56	38	43	38	30
Union Not Elected	11	24	10	5	18	15	12	14	5	4
Union Elected	15	12	10	11	15	15	5	6	12	7

*This table reflects 2026 data through the end of June only.

All Non-Healthcare Industries - Summary of Petitions Filed and Elections Held (2017–2026*)

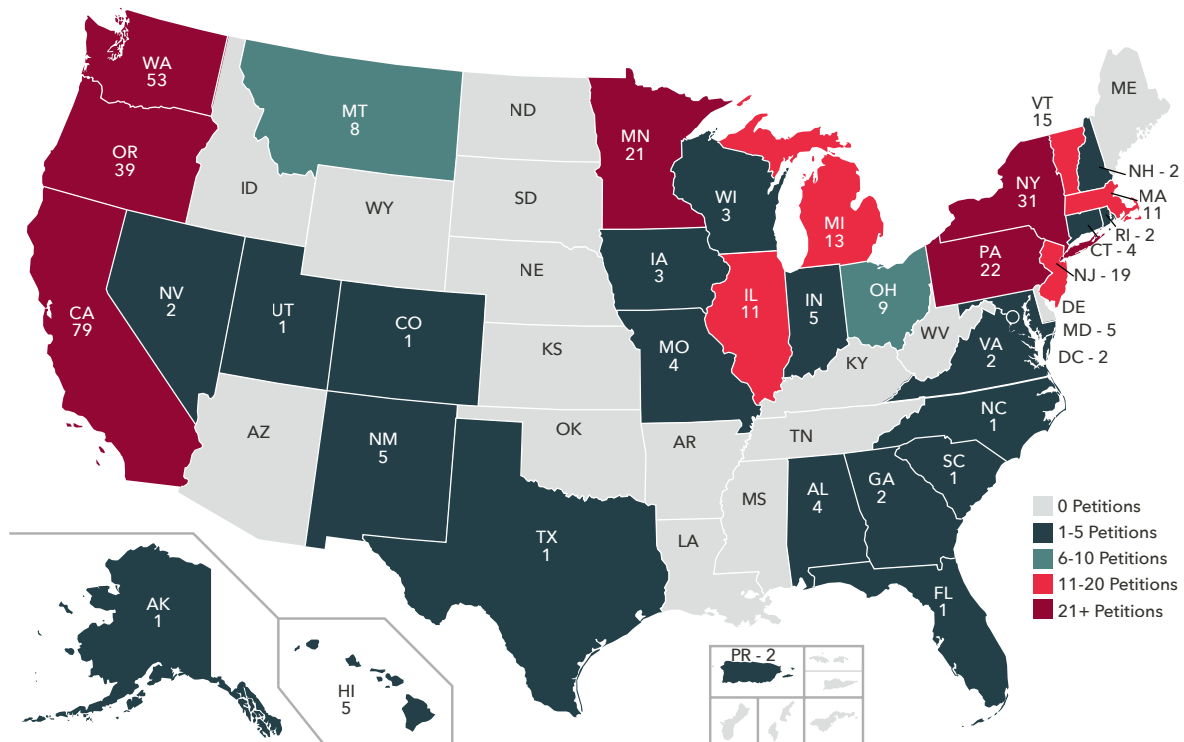
	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026*
Total Petitions	1,864	1,611	1,715	1,281	1,386	2,130	2,267	2,573	2,019	1,033
Total Representation Petitions	1,586	1,345	1,497	1,113	1,181	1,871	1,991	2,301	1,760	905
Total RC Petitions	1,551	1,319	1,460	1,079	1,154	1,847	1,809	1,925	1,585	839
Total RM Petitions	35	26	37	34	27	24	182	376	175	66
Union Not Elected	334	305	275	222	222	334	329	410	288	161
Union Elected	764	679	757	481	592	1,040	1,087	1,269	901	494
Total Decertification (RD) Petitions	278	266	218	168	205	256	276	272	259	128
Union Not Elected	112	86	93	50	66	88	98	101	65	35
Union Elected	45	49	46	38	44	41	54	43	42	27

*This table reflects 2026 data through the end of June only.

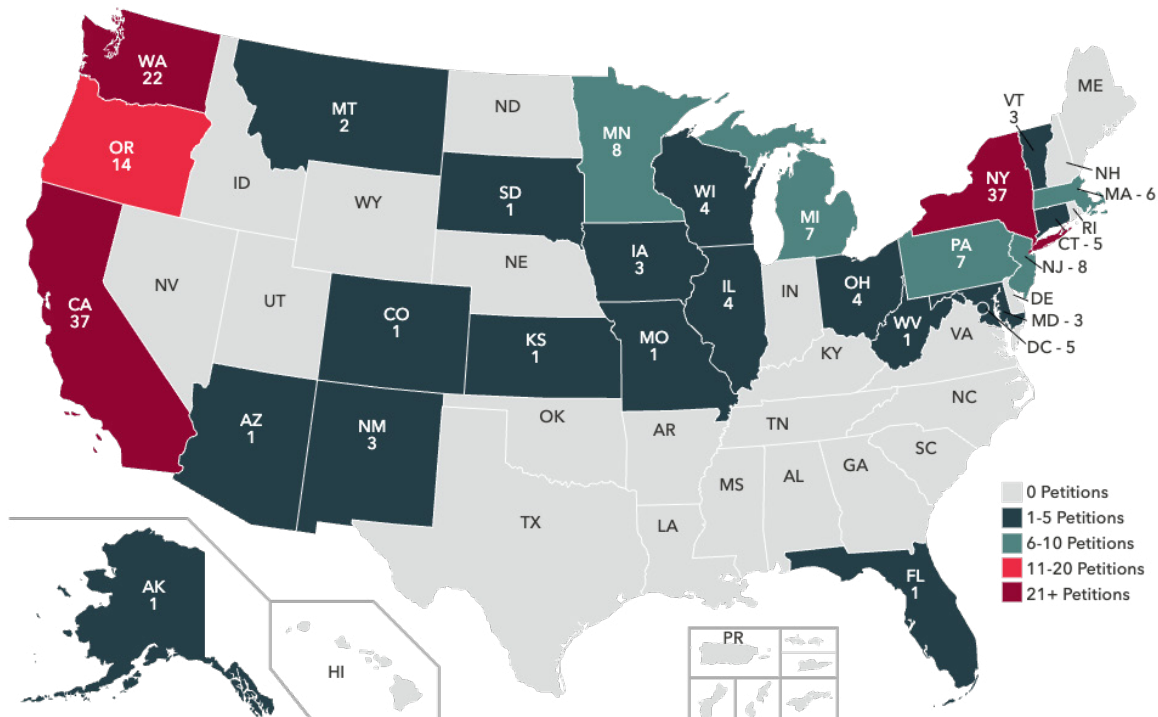
Maps of representation petitions filed in healthcare

Appendix B

2025



FIRST HALF OF 2026



National Labor Relations Board definitions

Appendix C

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.

Bargaining units for acute care hospitals

Appendix D

The following are employee categories for acute care hospitals (for the purposes of determining bargaining unit), as defined by the National Labor Relations Board.

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.

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