



PEOPLE RESULTS

Solutions For Your Workforce

2026

*Semi-Annual
Labor Activity in
Manufacturing
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 Manufacturing Report provides manufacturing 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

Manufacturing employers continue to face an active labor environment in 2026, but we're seeing organizing strategies start to shift. Though organizing activity has moderated after reaching a recent high in 2024, unions are regrouping and looking for new ways to gain traction with manufacturing workers.

We're seeing unions expand their focus into newer manufacturing markets, particularly across the South and Midwest. The United Auto Workers and United Steelworkers are among those targeting facilities tied to EV batteries, clean energy components, and semiconductor manufacturing—areas outside some of labor's traditional strongholds.

At the same time, unions are looking beyond the federal labor environment for ways to apply pressure. We're seeing unions turn to more community and corporate campaigns, pressure on supply chains, and efforts to strengthen labor protections at the state level. Digital organizing also continues to make union activity harder for employers to spot, and unions are increasingly relying on employees within organizations to help lead organizing efforts from the inside.

We're also seeing a shift toward smaller, more targeted bargaining units. Rather than organizing an entire manufacturing facility, unions may focus on specialized groups, such as maintenance technicians, electricians, or machinists. These smaller groups can be easier to organize and may have greater leverage because their skills are often difficult to replace.

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

New Organizing Hotspots

New manufacturing investment in the South and Midwest is creating opportunities for organizing, particularly across the automotive, battery, semiconductor, and clean energy sectors. Employers in areas that have traditionally seen less union activity should be prepared for the possibility of organizing.

Pressure on Joint Ventures

Joint ventures between legacy automakers and battery manufacturers are creating another area of labor pressure. We expect unions to continue pushing these employers on issues such as neutrality and organizing access.

Organizing Goes Digital

Organizing can increasingly happen online and through employees within the workplace. In these cases, employers may not see the traditional warning signs, making it even more important for leaders to understand what employees are experiencing.

AI and Workplace Changes

As manufacturers adopt AI and other new technologies, we expect unions to focus more attention on how those tools affect employees and workplace decision making. New state-level requirements, including pay transparency laws, are creating additional considerations for employers.

Waiting until organizing is underway or a petition is filed can leave employers playing catch-up. We continue to recommend focusing on preventive efforts, including leadership and labor training, recruiter and hiring manager training, and strong change management and communications.

The enclosed Semi-Annual Labor Activity in Manufacturing 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 manufacturing 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

In 2025, there were 199 representation petitions³ filed in manufacturing; and there were 113 filed in just the first half of 2026.

Unions achieved a 60 percent success rate in the 131 representation elections held in manufacturing in 2025. In the first half of 2026, unions achieved a 69 percent success rate across 97 elections.

Forty-four percent of petitions in 2025 were filed in just 5 states—California, Michigan, Illinois, Ohio, and Pennsylvania. In the first half of 2026, the 5 most active states—California, Missouri, Ohio, Michigan, and New York—accounted for 41 percent of petitions filed.

The International Brotherhood of Teamsters (IBT) remained the most active union in manufacturing. In 2025, IBT was involved in 45 elections and was elected in 56 percent of them. In the first half of 2026, IBT was involved in 36 elections and was elected in 78 percent.

Over the past decade, most strikes in manufacturing were held in Ohio, Illinois, California, and Pennsylvania. In 2025, there were 48 strikes in manufacturing, idling 14,791 workers; in the first half of 2026, 38 strikes idled 12,859 workers.⁴



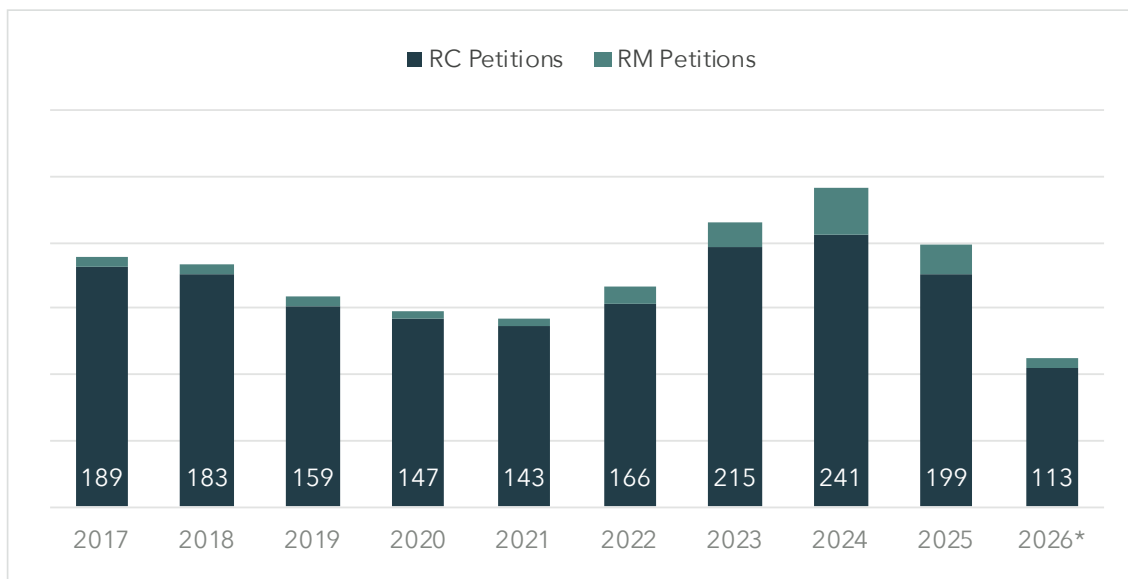
³ Throughout this report, unless otherwise noted, a combination of RC (Certification of Representative) and RM (Employer Petition) cases is used anytime we discuss representation petitions and elections.

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

National summaries

REPRESENTATION PETITIONS FILED

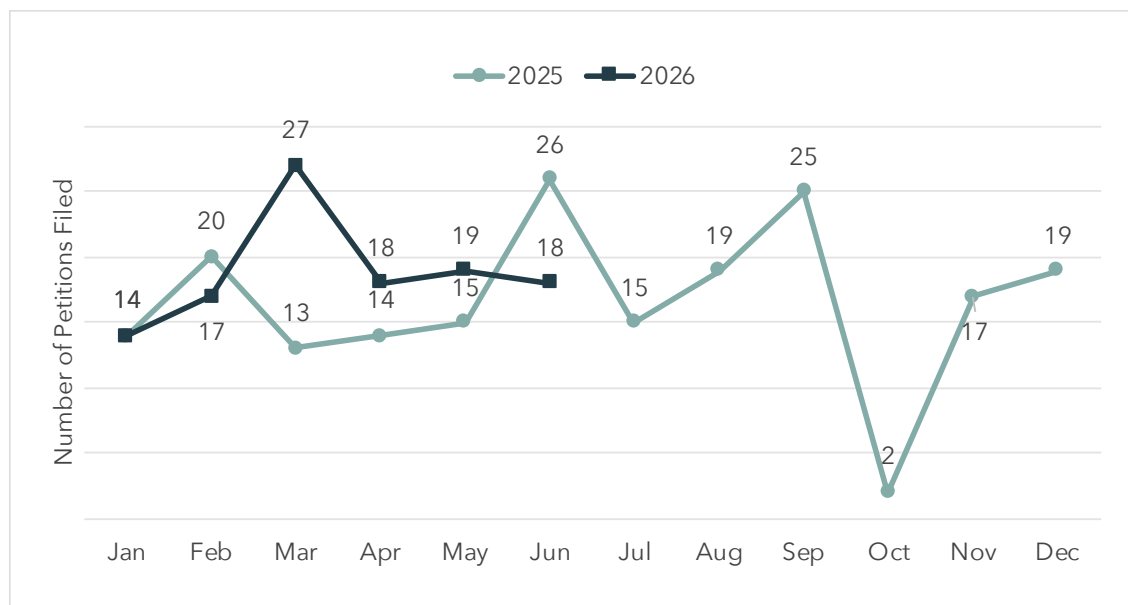
Unions filed 175 RC petitions in manufacturing in 2025. That, plus 24 RM petitions, resulted in 199 representation petitions during the year. In the first half of 2026, 105 RC and 8 RM petitions were filed, for a total of 113 representation petitions. Unions are on pace to file significantly more petitions this year than last.



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

REPRESENTATION PETITIONS FILED BY MONTH

The following chart compares monthly petition activity in 2025 with the first half of 2026. There was a spike in petition activity in March 2026 that exceeded the monthly numbers recorded for the last year and a half.



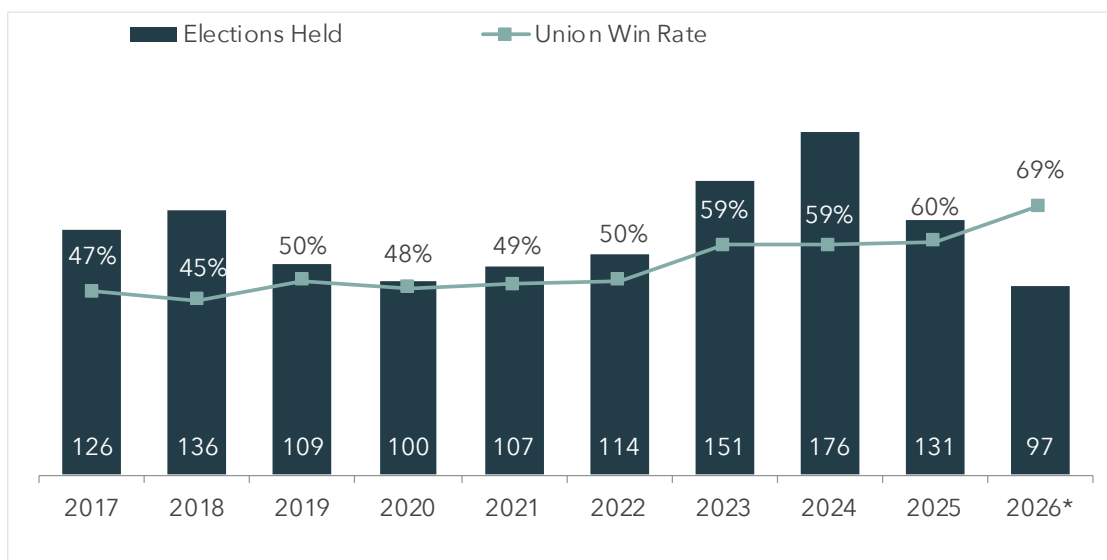
*This chart reflects 2026 data through the end of June only.

National summaries

UNION WINS IN REPRESENTATION ELECTIONS

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

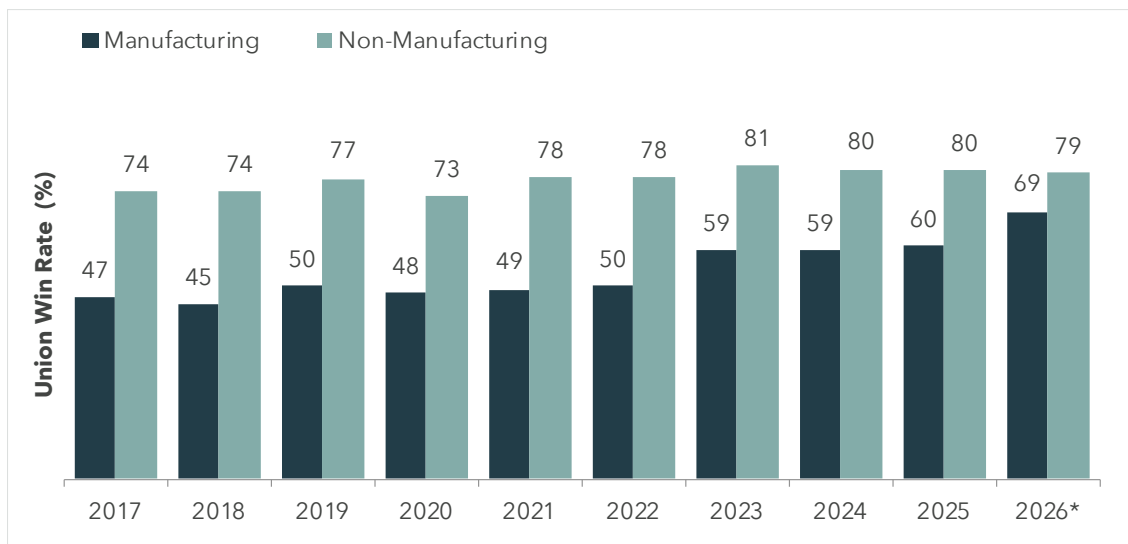
The chart below shows the union win rate compared to the number of elections held. In 2025, 131 representation elections were held and unions won 60 percent of them. In the first half of 2026, 97 elections were held and unions won 69 percent. Unions are on track to hold far more elections in 2026 than in 2025.



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

MANUFACTURING VS. NON-MANUFACTURING INDUSTRIES

Union win rates in manufacturing remained below those in non-manufacturing industries. In 2025, the manufacturing win rate was 60 percent, compared to 80 percent in non-manufacturing industries. In the first half of 2026, the manufacturing win rate was 69 percent and the non-manufacturing win rate was 79 percent.



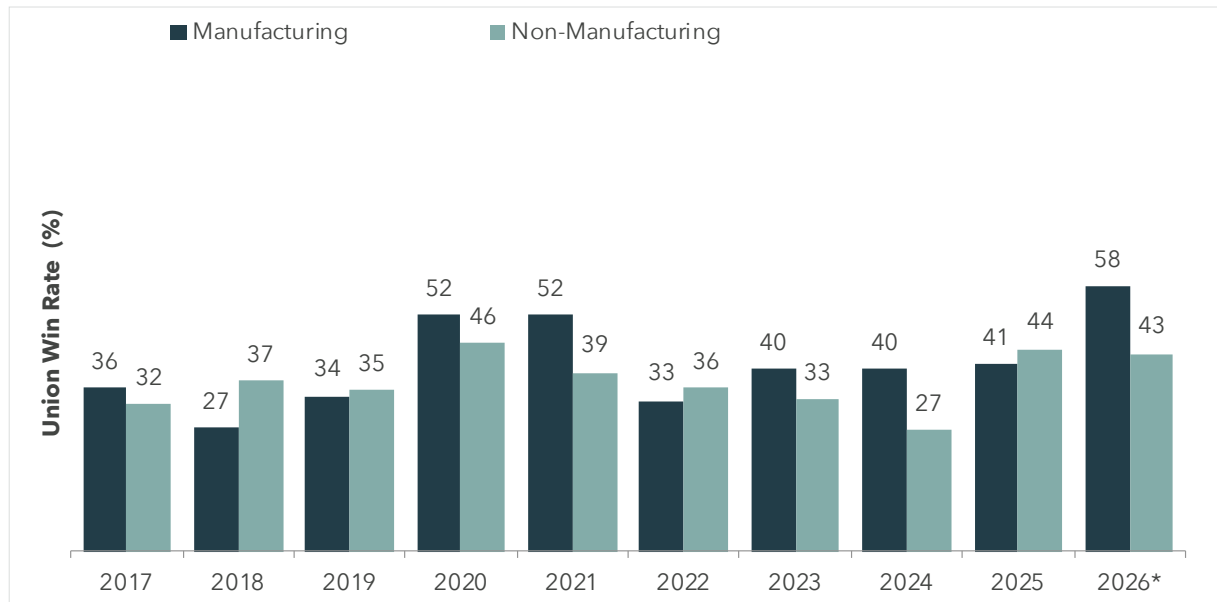
*This chart reflects 2026 data through the end of June only.

National summaries

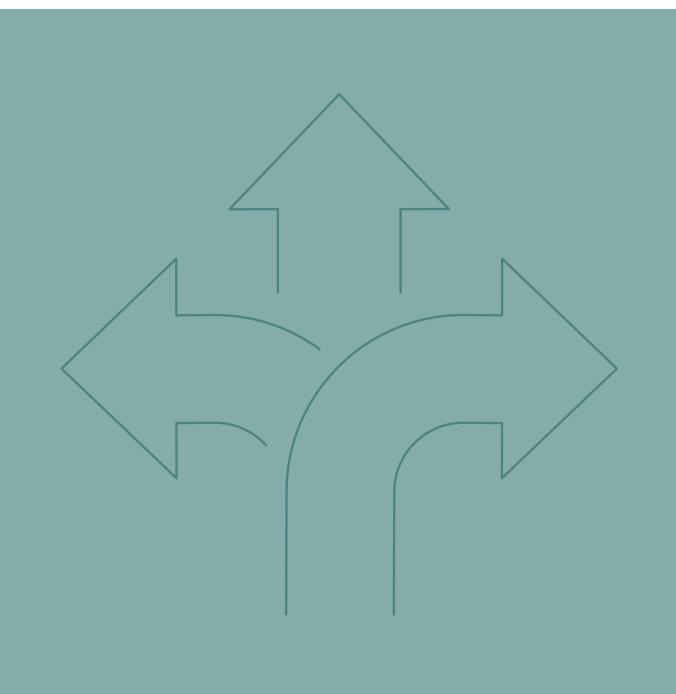
UNION WINS IN DECERTIFICATION ELECTIONS

MANUFACTURING VS. NON-MANUFACTURING INDUSTRIES

Union success in decertification elections remained below representation-election success. In 2025, unions maintained recognition in 41 percent of manufacturing decertification elections, compared to 44 percent in non-manufacturing industries. In the first half of 2026, the respective rates were 58 percent and 43 percent.



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



State summaries

REPRESENTATION PETITIONS FILED IN MANUFACTURING

Manufacturing representation petitions totaled 199 in 2025 and 113 in the first half of 2026. California recorded the most petitions in both periods; in the first half of 2026, Missouri ranked second, followed by Ohio, with Michigan and New York tied for fourth.

State	2025	2026*	State	2025	2026*	State	2025	2026*
Alabama	5	0	Louisiana	2	0	Oklahoma	-	-
Alaska	-	-	Maine	-	-	Oregon	2	2
Arizona	0	1	Maryland	1	1	Pennsylvania	11	4
Arkansas	2	2	Massachusetts	5	3	Puerto Rico	1	0
California	24	14	Michigan	20	7	Rhode Island	5	0
Colorado	3	0	Minnesota	3	2	South Carolina	-	-
Connecticut	5	0	Mississippi	0	1	South Dakota	0	1
Delaware	-	-	Missouri	9	10	Tennessee	4	2
District of Columbia	-	-	Montana	1	1	Texas	1	5
Florida	3	3	Nebraska	-	-	Virgin Islands	-	-
Georgia	4	4	Nevada	-	-	Utah	1	1
Hawaii	-	-	New Hampshire	-	-	Vermont	-	-
Idaho	2	0	New Jersey	5	5	Virginia	3	0
Illinois	18	5	New Mexico	1	2	Washington	8	5
Indiana	7	6	New York	7	7	West Virginia	2	2
Iowa	2	2	North Carolina	0	1	Wisconsin	7	1
Kansas	4	0	North Dakota	-	-	Wyoming	1	0
Kentucky	6	5	Ohio	14	8			
TOTAL							199	113

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



State summaries

REPRESENTATION ELECTION RESULTS IN MANUFACTURING

Manufacturing representation elections totaled 131 in 2025 and 97 in the first half of 2026; the union win rate rose from 60 percent to 69 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	4	50%	0	-	Nebraska	-	-	-	-
Alaska	-	-	-	-	Nevada	-	-	-	-
Arizona	-	-	-	-	New Hampshire	-	-	-	-
Arkansas	1	0%	2	0%	New Jersey	2	100%	5	40%
California	23	57%	11	73%	New Mexico	1	100%	1	100%
Colorado	1	0%	0	-	New York	5	60%	6	67%
Connecticut	5	100%	0	-	North Carolina	-	-	-	-
Delaware	-	-	-	-	North Dakota	-	-	-	-
District of Columbia	-	-	-	-	Ohio	8	63%	9	89%
Florida	3	33%	1	100%	Oklahoma	-	-	-	-
Georgia	1	100%	4	100%	Oregon	-	-	-	-
Hawaii	-	-	-	-	Pennsylvania	7	14%	4	75%
Idaho	-	-	-	-	Puerto Rico	1	100%	0	-
Illinois	12	58%	7	86%	Rhode Island	3	67%	0	-
Indiana	4	100%	4	25%	South Carolina	-	-	-	-
Iowa	1	100%	1	100%	South Dakota	-	-	-	-
Kansas	3	100%	1	100%	Tennessee	2	0%	1	100%
Kentucky	6	33%	4	100%	Texas	1	0%	3	67%
Louisiana	1	100%	1	0%	Virgin Islands	-	-	-	-
Maine	-	-	-	-	Utah	0	-	1	0%
Maryland	0	-	1	100%	Vermont	-	-	-	-
Massachusetts	2	50%	7	71%	Virginia	2	100%	0	-
Michigan	12	50%	2	100%	Washington	5	100%	3	67%
Minnesota	3	67%	2	50%	West Virginia	2	50%	3	33%
Mississippi	0	-	1	100%	Wisconsin	7	43%	1	0%
Missouri	4	100%	11	64%	Wyoming	-	-	-	-
Montana	1	100%	0	-					
TOTAL						131	60%	97	69%

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

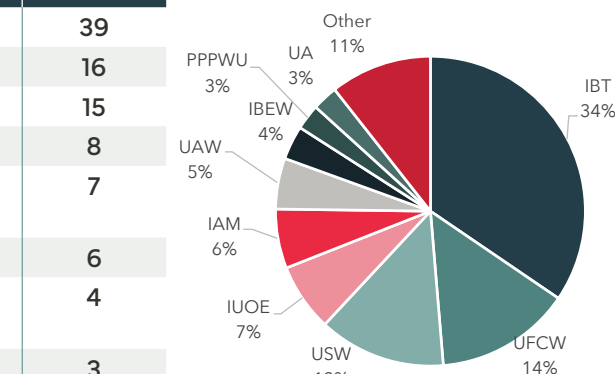
Union summaries

MOST ACTIVE UNIONS – REPRESENTATION PETITIONS FILED IN MANUFACTURING

The International Brotherhood of Teamsters (IBT) remained the most active union in manufacturing, with 63 representation petitions in 2025 and 39 in the first half of 2026. In 2025, the United Steelworkers (USW) followed with 19 petitions and the United Food and Commercial Workers (UFCW) with 17; in the first half of 2026, UFCW filed 16 petitions and USW filed 15.

The following table lists the most active unions in manufacturing.

Abbreviation	Union Name	Representation Petitions Filed	
		2025	2026*
IBT	International Brotherhood of Teamsters	63	39
UFCW	United Food and Commercial Workers	17	16
USW	United Steelworkers	19	15
IUOE	International Union of Operating Engineers	14	8
IAM	International Association of Machinists and Aerospace Workers	10	7
UAW	United Auto Workers	7	6
IBEW	International Brotherhood of Electrical Workers	5	4
PPPWU	Printing Packaging & Production Workers of North America	2	3
UA	United Association of Journeymen and Apprentices	5	3



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

Union summaries

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

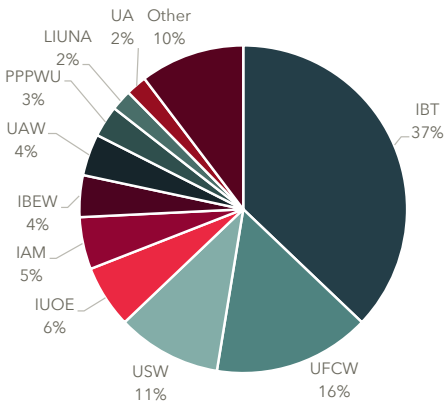
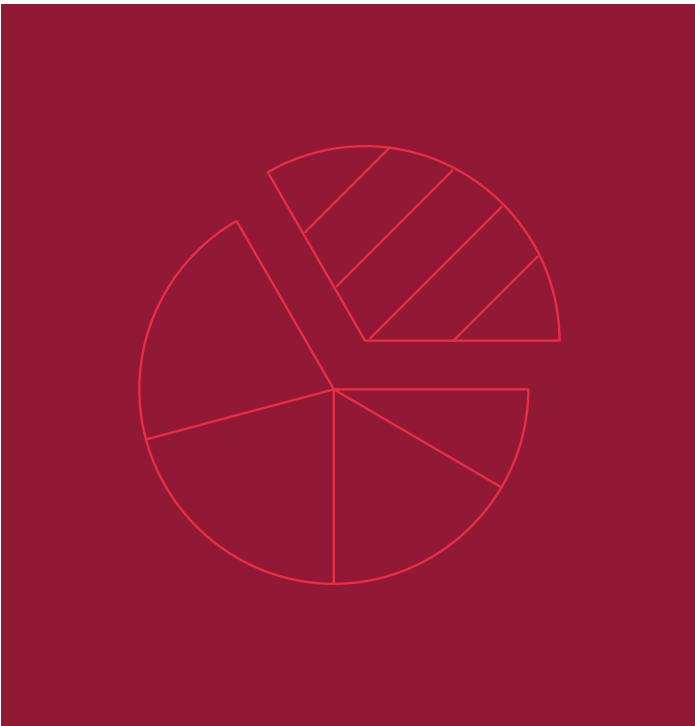
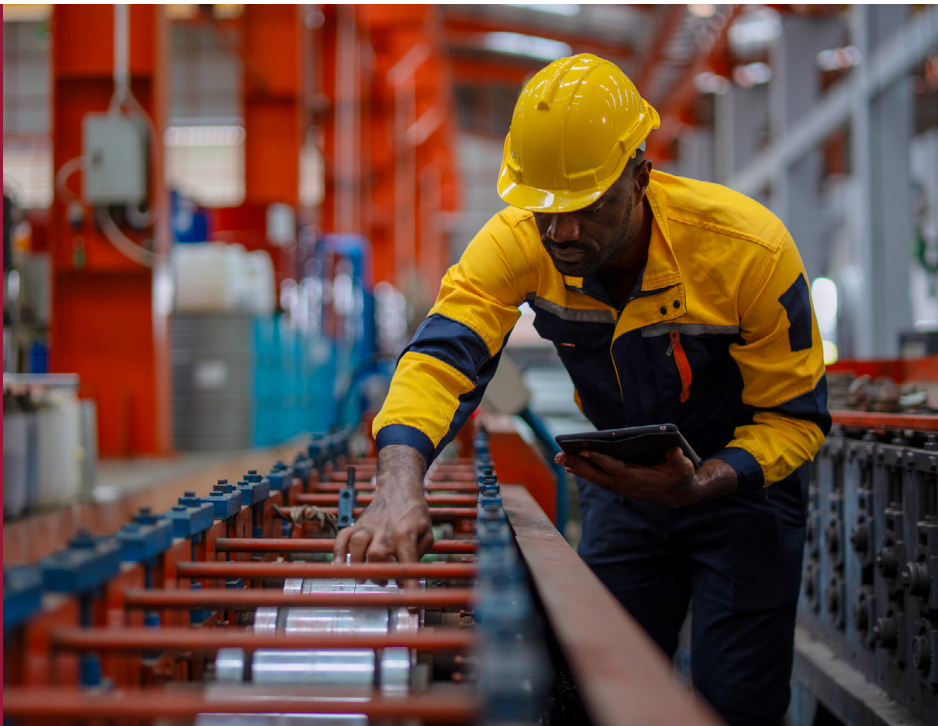
Abbreviation	Union Name
AFSCME	American Federation of State, County and Municipal Employees
BCTGM	Bakery, Confectionery, Tobacco Workers and Grain Millers International Union
CWA	Communications Workers of America
HFAIW	International Association of Heat and Frost Insulators and Allied Workers
IBB	International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
IBOTU	International Brotherhood of Trade Unions
ILWU	International Longshore and Warehouse Union
IUPAT	International Union of Painters and Allied Trades
IW	International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers
LIUNA	Laborers' International Union of North America
MASH	Milwaukee Area Service and Hospitality Workers Union
NPWU	National Production Workers Union
OPCMIA	Operative Plasterers' & Cement Masons' International Association
OPEIU	Office and Professional Employees International Union
SMART	International Association of Sheet Metal, Air, Rail and Transportation Workers
SEIU	Service Employees International Union
TWU	Transport Workers Union of America
UBC	United Brotherhood of Carpenters and Joiners of America
UE	United Electrical, Radio and Machine Workers of America
UNITE HERE	UNITE HERE
UWA	United Workers of America
UWUA	Utility Workers Union of America
WGA	Writers Guild of America

Union summaries

MOST ACTIVE UNIONS – REPRESENTATION ELECTIONS HELD IN MANUFACTURING

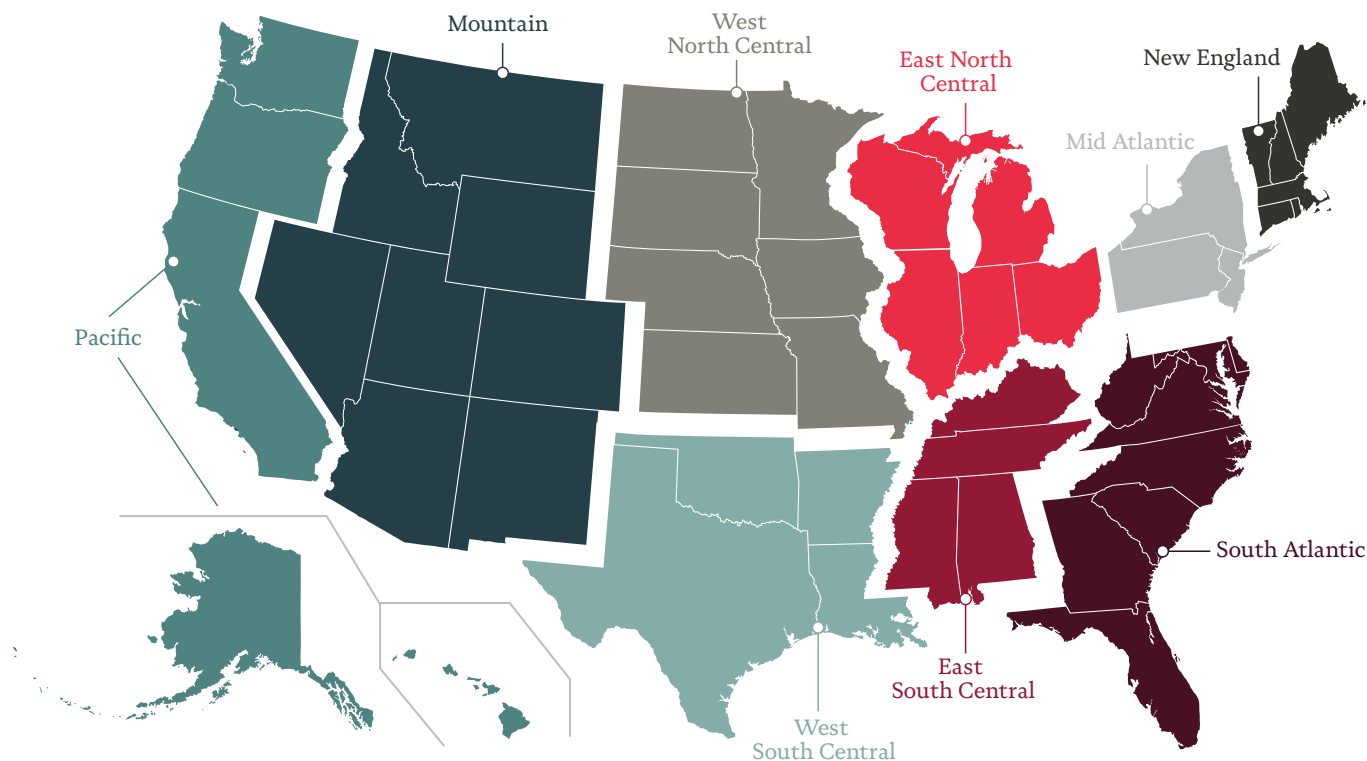
IBT accounted for 45 representation elections in 2025 and was elected in 56 percent of them. In the first half of 2026, IBT was involved in 36 elections and won 78 percent. UFCW won 67 percent of 12 elections in 2025 and 67 percent of 15 elections in the first half of 2026.

	2025		First Half of 2026	
	# of Elections	Union Win Rate	# of Elections	Union Win Rate
IBT	45	56%	36	78%
UFCW	12	67%	15	67%
USW	14	71%	10	80%
IUOE	10	70%	6	100%
IAM	6	50%	5	40%
IBEW	3	100%	4	25%
UAW	4	25%	4	100%
PPPWU	1	0%	3	0%
LIUNA	1	0%	2	100%
UA	5	80%	2	0%



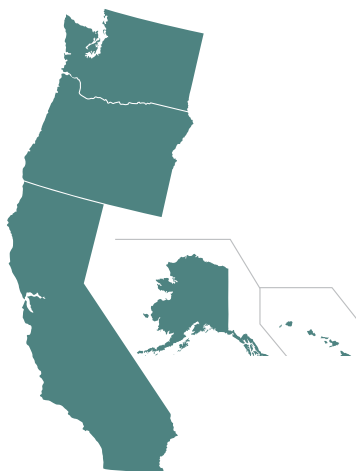
Regional summaries

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

Unions experienced a 64 percent win rate in the Pacific region in 2025 and a 71 percent win rate in the first half of 2026. California drove most of the region's activity in both periods, with 24 petitions in 2025 and 14 in the first half of 2026.

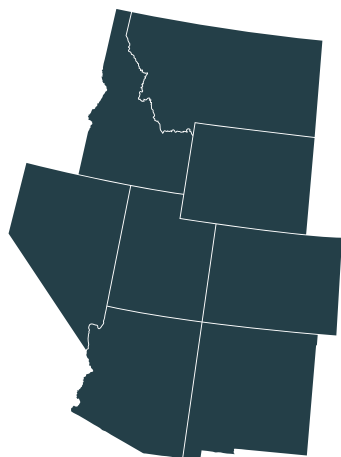


State	2025			First Half of 2026		
	Petitions Filed	Elections Held	Union Win Rate	Petitions Filed	Elections Held	Union Win Rate
Alaska	-	-	-	-	-	-
California	24	23	57%	14	11	73%
Hawaii	-	-	-	-	-	-
Oregon	2	-	-	2	-	-
Washington	8	5	100%	5	3	67%
Active Unions	IBT, UFCW, IUOE, USW, IAM, IBEW, CWA, IW, BCTGM, IBB, ILWU, SMART, UWUA					

Regional summaries

MOUNTAIN

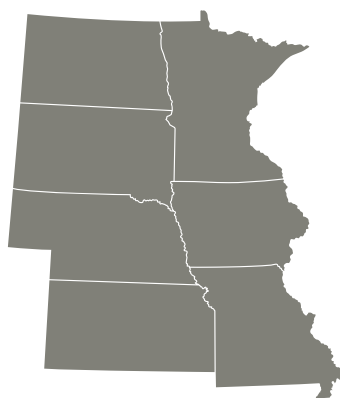
Unions experienced a 67 percent win rate in the Mountain region in 2025 and a 50 percent win rate in the first half of 2026. Activity remained limited in both periods, so these rates reflect only 3 elections in 2025 and 2 in the first half of 2026.



State	2025			First Half of 2026		
	Petitions Filed	Elections Held	Union Win Rate	Petitions Filed	Elections Held	Union Win Rate
Arizona	0	-	-	1	-	-
Colorado	3	1	0%	0	0	-
Idaho	2	-	-	0	-	-
Montana	1	1	100%	1	0	-
Nevada	-	-	-	-	-	-
New Mexico	1	1	100%	2	1	100%
Utah	1	0	-	1	1	0%
Wyoming	1	-	-	0	-	-
Active Unions	IBT, USW, SMART, BCTGM, IAM, IUOE, OPCMIA, UFCW					

WEST NORTH CENTRAL

Unions experienced a 91 percent win rate in the West North Central region in 2025 and 67 percent in the first half of 2026. Missouri was the most active state in both periods, with 9 petitions in 2025 and 10 in the first half of 2026.

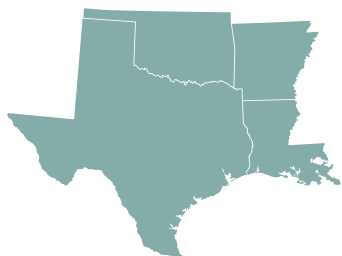


State	2025			First Half of 2026		
	Petitions Filed	Elections Held	Union Win Rate	Petitions Filed	Elections Held	Union Win Rate
Iowa	2	1	100%	2	1	100%
Kansas	4	3	100%	0	1	100%
Minnesota	3	3	67%	2	2	50%
Missouri	9	4	100%	10	11	64%
Nebraska	-	-	-	-	-	-
North Dakota	-	-	-	-	-	-
South Dakota	0	-	-	1	-	-
Active Unions	IAM, IBT, IUOE, UNITE HERE, UA, UFCW, HFIW, IBEW, NPWU, USW					

Regional summaries

WEST SOUTH CENTRAL

Unions experienced a 33 percent win rate in the West South Central region in both 2025 and the first half of 2026. Activity was limited to 3 elections in 2025 and 6 in the first half of 2026.



State	2025			First Half of 2026		
	Petitions Filed	Elections Held	Union Win Rate	Petitions Filed	Elections Held	Union Win Rate
Arkansas	2	1	0%	2	2	0%
Louisiana	2	1	100%	0	1	0%
Oklahoma	-	-	-	-	-	-
Texas	1	1	0%	5	3	67%
Active Unions	IUOE, UFCW, USW, BCTGM, CWA, PPPWU, UBC					

EAST NORTH CENTRAL

Unions experienced a 58 percent win rate in the East North Central region in 2025 and 74 percent in the first half of 2026. Michigan, Illinois, and Ohio led petition activity in 2025, and Ohio and Michigan remained among the most active states in the first half of 2026.



State	2025			First Half of 2026		
	Petitions Filed	Elections Held	Union Win Rate	Petitions Filed	Elections Held	Union Win Rate
Illinois	18	12	58%	5	7	86%
Indiana	7	4	100%	6	4	25%
Michigan	20	12	50%	7	2	100%
Ohio	14	8	63%	8	9	89%
Wisconsin	7	7	43%	1	1	0%
Active Unions	IBT, UFCW, USW, UAW, IUPAT, UWUA, IUOE, UA, IBB, IBEW, LIUNA, OPEIU, CWA, IAM, MASH, UWA					

EAST SOUTH CENTRAL

In 2025, unions experienced a 33 percent win rate in the East South Central region. In the first half of 2026, unions won all 6 elections held. Mississippi had no organizing activity in 2025 but recorded 1 petition and 1 union win in the first half of 2026.



State	2025			First Half of 2026		
	Petitions Filed	Elections Held	Union Win Rate	Petitions Filed	Elections Held	Union Win Rate
Alabama	5	4	50%	0	0	-
Kentucky	6	6	33%	5	4	100%
Mississippi	0	0	-	1	1	100%
Tennessee	4	2	0%	2	1	100%
Active Unions	IBT, USW, IBB, UFCW, UAW, BCTGM, IAM, UA					

Regional summaries

NEW ENGLAND

Unions experienced an 80 percent win rate in New England in 2025 (in the 10 elections held) and a 71 percent win rate (in the 7 elections held) in the first half of 2026.



State	2025			First Half of 2026		
	Petitions Filed	Elections Held	Union Win Rate	Petitions Filed	Elections Held	Union Win Rate
Connecticut	5	5	100%	0	0	-
Maine	-	-	-	-	-	-
Massachusetts	5	2	50%	3	7	71%
New Hampshire	-	-	-	-	-	-
Rhode Island	5	3	67%	0	0	-
Vermont	-	-	-	-	-	-
Active Unions	IBT, IBEW, IW, LIUNA, UE, UFCW, UNITE HERE, USW					

MIDDLE ATLANTIC

Unions experienced a 43 percent win rate in the Middle Atlantic region in 2025 and a 60 percent win rate in the first half of 2026. New York recorded 7 petitions in each period, while Pennsylvania's win rate rose from 14 percent in 2025 to 75 percent in the first half of 2026.

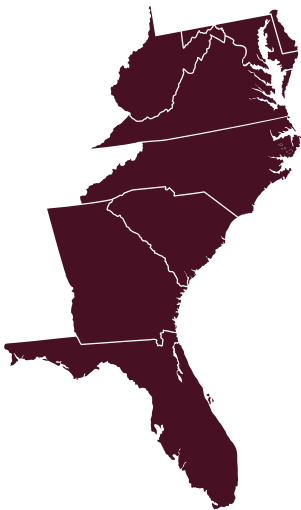


State	2025			First Half of 2026		
	Petitions Filed	Elections Held	Union Win Rate	Petitions Filed	Elections Held	Union Win Rate
New Jersey	5	2	100%	5	5	40%
New York	7	5	60%	7	6	67%
Pennsylvania	11	7	14%	4	4	75%
Active Unions	IBT, UFCW, PPPWU, SMART, IAM, IUOE, LIUNA, UA, CWA, IBOTU, SEIU, TWU, UBC, USW, WGA					

Regional summaries

SOUTH ATLANTIC

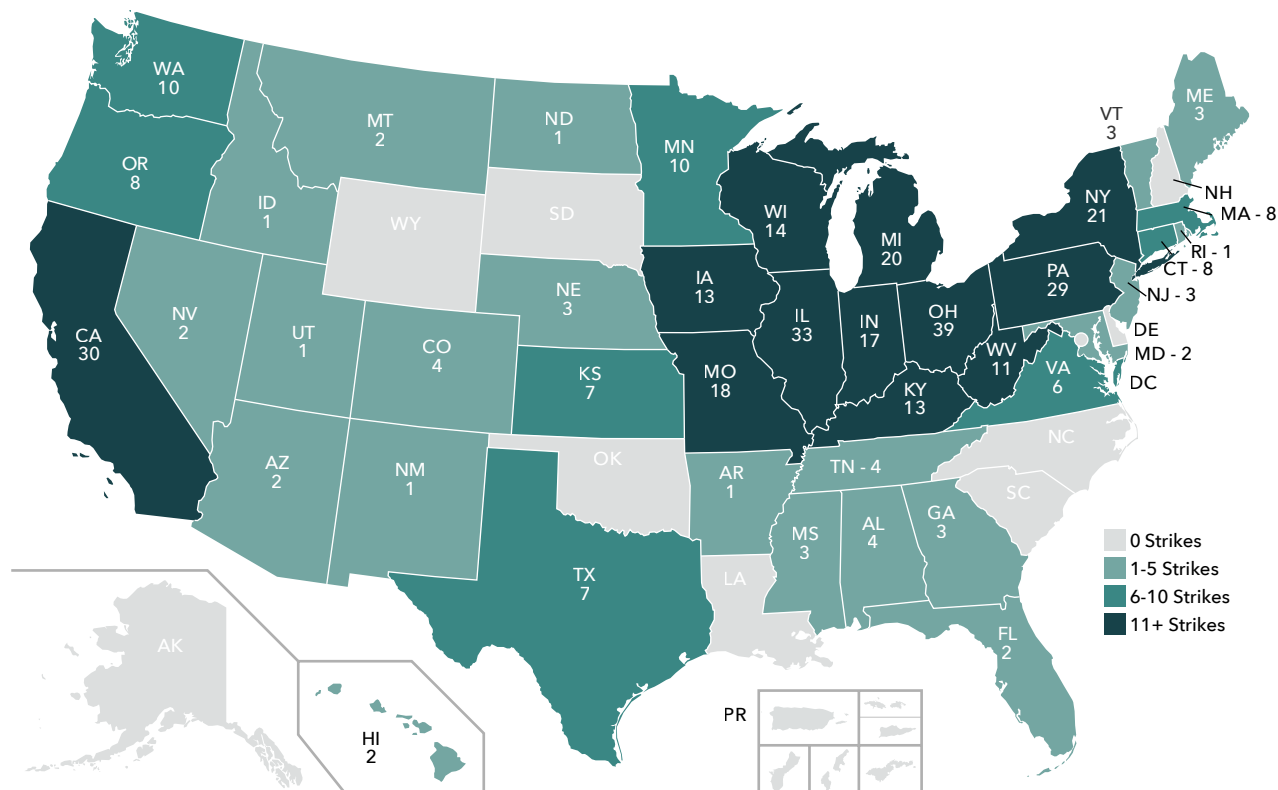
Unions experienced a 63 percent win rate in the South Atlantic region in 2025 and a 78 percent win rate in the first half of 2026. Most states saw activity in at least 1 period even though the 2026 figures cover only 6 months.



State	2025			First Half of 2026		
	Petitions Filed	Elections Held	Union Win Rate	Petitions Filed	Elections Held	Union Win Rate
Delaware	-	-	-	-	-	-
District of Columbia	-	-	-	-	-	-
Florida	3	3	33%	3	1	100%
Georgia	4	1	100%	4	4	100%
Maryland	1	0	-	1	1	100%
North Carolina	0	-	-	1	-	-
South Carolina	-	-	-	-	-	-
Virginia	3	2	100%	0	0	-
West Virginia	2	2	50%	2	3	33%
Active Unions	IBT, IBB, USW, IAM, IBEW, LIUNA, PPPWU, UAW, UFCW					



From 2017 through the first half of 2026, manufacturing strike activity was most prominent in the Midwest and California, although nearly every state experienced a manufacturing strike during this period. Ohio, Illinois, and California all recorded more than 30 strikes.



Year	Number of Strikes	Workers Idled	Average Number of Workers per Strike
2026*	38	12,859	338
2025	48	14,791	308
2024	42	44,865	1,068
2023	44	66,685	1,516
2022	45	10,839	241
2021	47	28,511	607
2020	27	7,953	295
2019	18	52,868	2,937
2018	34	4,560	134
2017	32	3,962	124

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

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	445	329	181
Union Elected	989	830	925	605	740	1,221	1,343	1,585	1,167	627
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	70	39
Union Elected	60	61	56	49	59	56	59	49	54	33

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

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

	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026*
Total Petitions	233	225	204	183	189	234	278	307	252	130
Total Representation Petitions	189	183	159	147	143	166	215	241	199	113
Total RC Petitions	181	175	152	142	136	153	196	206	175	105
Total RM Petitions	8	8	7	5	7	13	19	35	24	8
Union Not Elected	67	75	54	52	55	57	62	72	52	30
Union Elected	59	61	55	48	52	57	89	104	79	67
Total Decertification (RD) Petitions	44	42	45	36	46	68	63	66	53	17
Union Not Elected	16	19	21	12	11	24	25	24	16	5
Union Elected	9	7	11	13	12	12	17	16	11	7

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

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

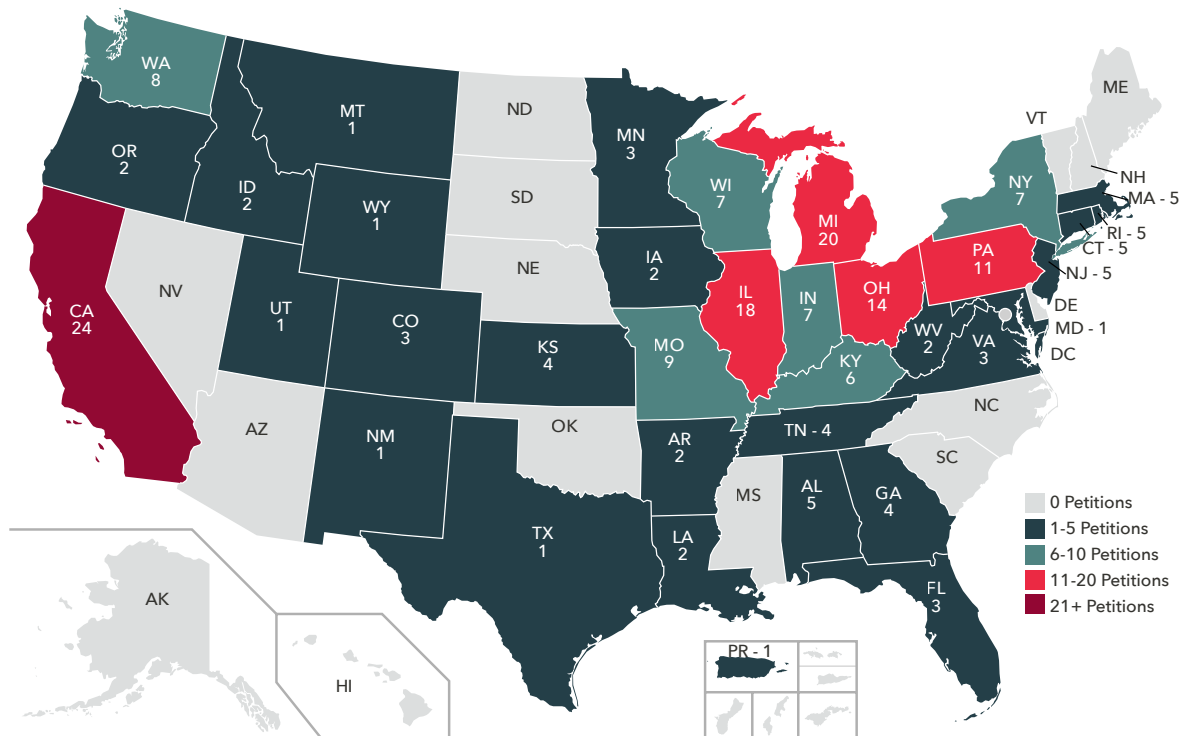
	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026*
Total Petitions	2,041	1,677	1,829	1,369	1,494	2,266	2,397	2,801	2,195	1,123
Total Representation Petitions	1,748	1,390	1,615	1,205	1,269	2,019	2,146	2,552	1,951	982
Total RC Petitions	1,695	1,367	1,580	1,164	1,247	2,006	1,962	2,158	1,773	919
Total RM Petitions	53	23	35	41	22	13	184	394	178	63
Union Not Elected	328	265	253	206	196	330	301	373	277	151
Union Elected	930	769	870	557	688	1,164	1,254	1,481	1,088	560
Total Decertification (RD) Petitions	293	287	214	164	225	244	251	249	244	141
Union Not Elected	107	91	82	43	73	79	85	91	54	34
Union Elected	51	54	45	36	47	44	42	33	43	26

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

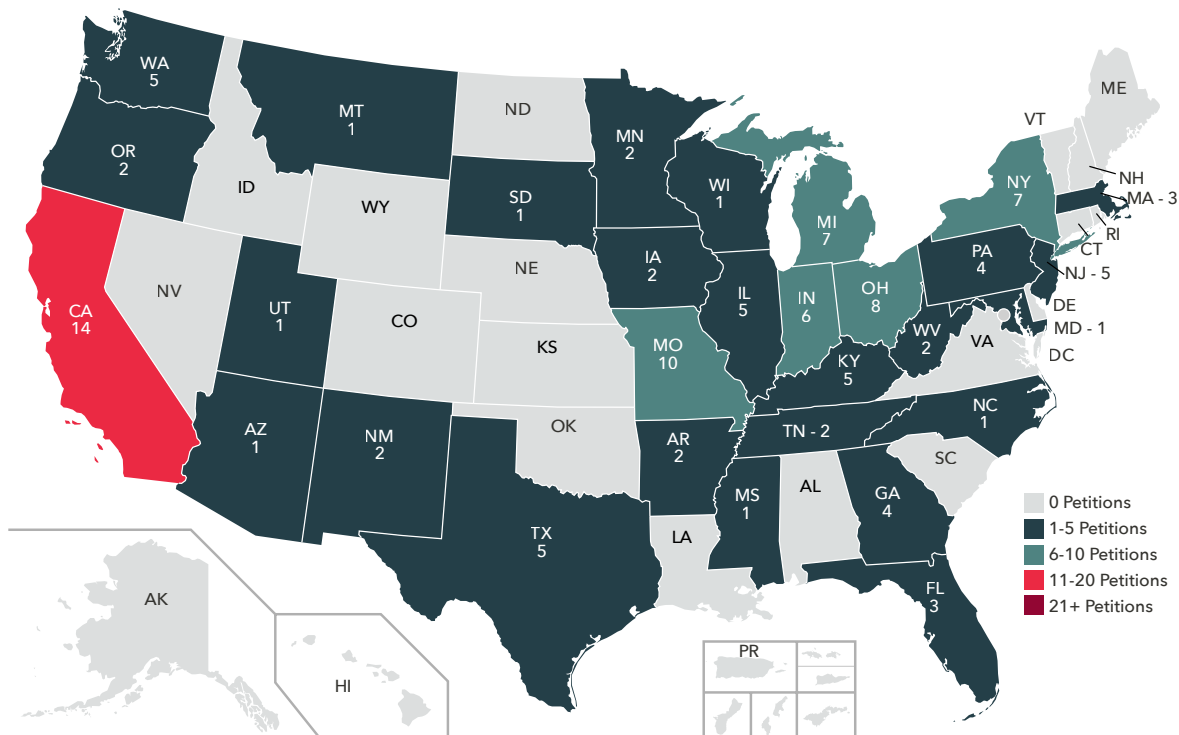
Maps of representation petitions filed in manufacturing

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.

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