PEOPLE RESULTS

Solutions For Your Workforce

2026

Semi-Annual Labor Activity in Retail 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 Retail Report provides retail 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 2026[2] 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

Retail employers entered the second half of 2026 facing continued pressure to control costs while attracting and retaining the employees they need. Turnover remains a significant challenge. Retail recorded a 3.1 percent quits rate in July, more than twice the manufacturing rate,[3] making it harder for employers to keep stores fully staffed, build experience, and deliver consistent service.

At the same time, retailers are being asked to do more with less. Trade policy, transportation, and fuel costs continue to put pressure on operating expenses, while clients tell us cost containment remains a priority. With 95 percent of surveyed global retail executives expecting trade policies to increase costs,[4] employers are paying even closer attention to labor costs, productivity, and efficiency.

Technology is becoming a bigger part of that conversation. Retailers continue to invest in AI and other tools across their operations, including frontline work. But technology alone will not solve workforce challenges. Employees need the right training, and employers need to think carefully about how jobs and processes evolve alongside new technology.

The jobs themselves are also becoming more demanding. Retail employees are increasingly expected to serve customers, manage digital orders, use new technology, and deliver faster service—all at the same time. Younger workers, meanwhile, are looking beyond pay to work-life balance, meaningful work, development opportunities, and managers who support their growth.

Safety is another growing concern. Though retailers experienced a decrease in shoplifting incidents and merchandise theft between 2024 and 2025, they reported an increase in guest-related violence and homelessness-related incidents.[5] Employees need to understand safety practices, see visible support from leaders, and trust that concerns will be addressed.

These workforce pressures are unfolding alongside a changing labor environment. State and local governments are becoming more active in employee relations, while unions and worker centers continue to evolve their organizing strategies. Tactics such as salting, strikes, and corporate campaigns reinforce the importance of understanding employee concerns and labor risk at the store, market, and supply-chain levels.

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

Retention and Employee Experience

High turnover makes creating workable schedules, visible development opportunities, and strong frontline management increasingly important.

AI and the Changing Frontline Job

As technology becomes part of everyday retail work, training and thoughtful job design will be critical to successful adoption.

Safety and Engagement

Rising theft and workplace safety concerns make employee engagement, clear safety practices, and responsive leadership increasingly important.

Evolving Labor Activity

Organizing tactics, work stoppages, state and local labor policies, and potential supply-chain campaigns continue to create new considerations for retail employers.

The enclosed Semi-Annual Labor Activity in Retail Report provides the latest data on retail 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 retail leaders across the country and appreciate the trust you place in our team.

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3 This is according to the U.S. Bureau of Labor Statistics 2026 Quits levels and rates by industry and region (Table 4).

4 This is according to data from Deloitte's "2026 Global Retail Industry Outlook," published on January 8, 2026.

5 This is according to data from the report by National Retail Federation, in partnership with the Loss Prevention Research Council, "The Impact of Retail Theft & Violence 2026," published on July 30, 2026.

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@peopleresults.com.

Delivering solutions *tailor-made* for your industry and needs



Summary of analysis

In 2025, there were 147 representation petitions[6] filed in retail, and there were 59 filed in the first half of 2026. If this pace continues for the remainder of the year, total filings in 2026 would be approximately 20 percent below the 2025 total.

Unions achieved a 59 percent win rate in the 93 representation elections held in retail during 2025. In the first half of 2026, unions achieved a 71 percent win rate across 45 elections.

Forty-four percent of retail petitions in 2025 were filed in 5 states—Illinois, Texas, California, New York, and Michigan. In the first half of 2026, the 5 most active states—Illinois, Ohio, Washington, New York, and Maryland—accounted for 53 percent of petitions filed.

The United Food and Commercial Workers (UFCW) remained the most active union in retail, with 72 representation petitions in 2025 and 30 in the first half of 2026. In 2025, UFCW was involved in 46 elections and was elected in 54 percent of them. In the first half of 2026, UFCW was involved in 20 elections and was elected in 90 percent of them.

From 2017 through the first half of 2026, the most retail strikes occurred in New York, Illinois, California, and Missouri. In 2025, there were 12 strikes in retail, idling 20,951 workers; in the first half of 2026, 7 strikes idled 506 workers.[7]



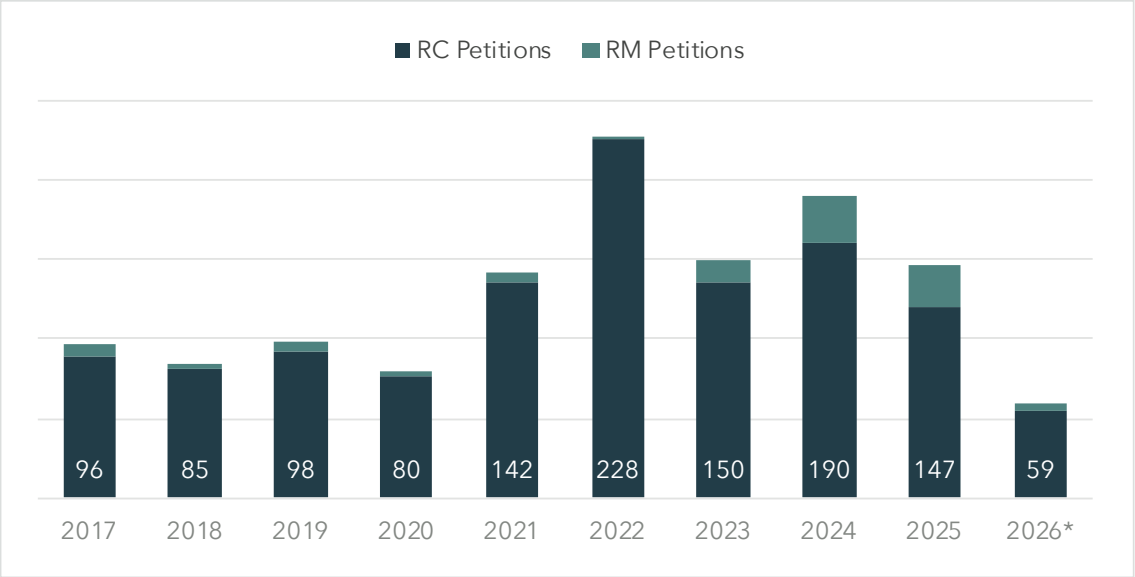
6 Throughout this report, unless otherwise noted, a combination of RC (Certification of Representative) and RM (Employer Petition) cases is used anytime we discuss representation petitions and elections.

7 Strike data is compiled from Bloomberg Law Labor Data.

National summaries

REPRESENTATION PETITIONS FILED

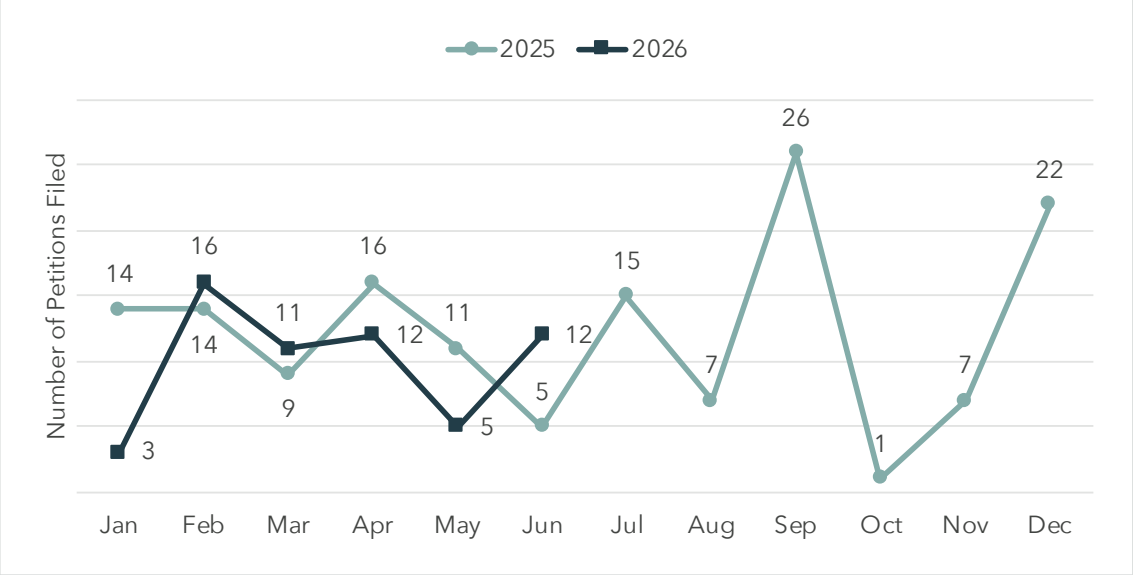
In 2025, 120 RC petitions and 27 RM petitions were filed in retail, for a total of 147 representation petitions. In the first half of 2026, 55 RC petitions and 4 RM petitions were filed, for a total of 59 representation petitions. If this pace continues for the remainder of the year, total petition filings in 2026 would be approximately 20 percent below the 2025 total.



*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. In 2026, January filings were significantly lower than in 2025.



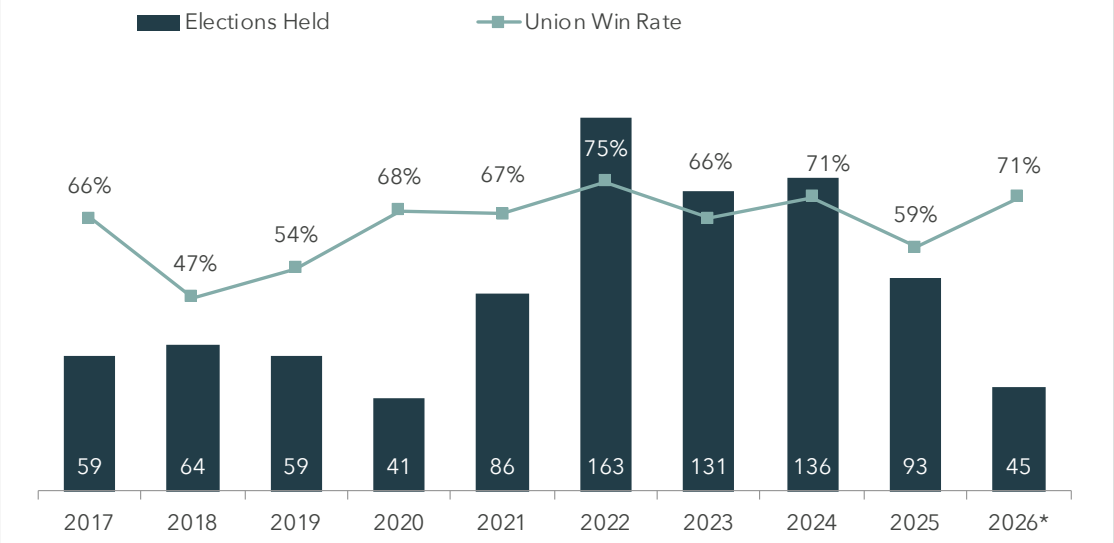
*This chart reflects 2026 data through the end of June only.

National summaries

UNION WINS IN REPRESENTATION ELECTIONS

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

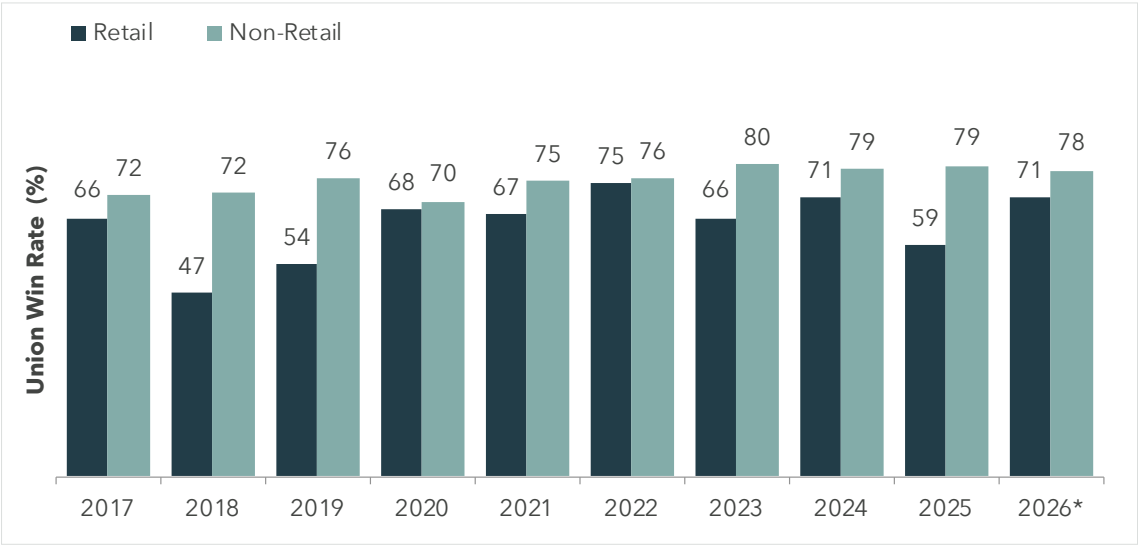
The chart below shows the union win rate compared to the number of elections held. In 2025, 93 representation elections were held and unions won 59 percent. In the first half of 2026, 45 elections were held and unions won 71 percent. Retail is on pace for a similar number of elections in 2026 as in 2025.



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

RETAIL VS. NON-RETAIL INDUSTRIES

Union win rates in retail remained below those in non-retail industries. In 2025, the retail win rate was 59 percent, compared with 79 percent in non-retail industries. In the first half of 2026, the respective rates were 71 percent and 78 percent.



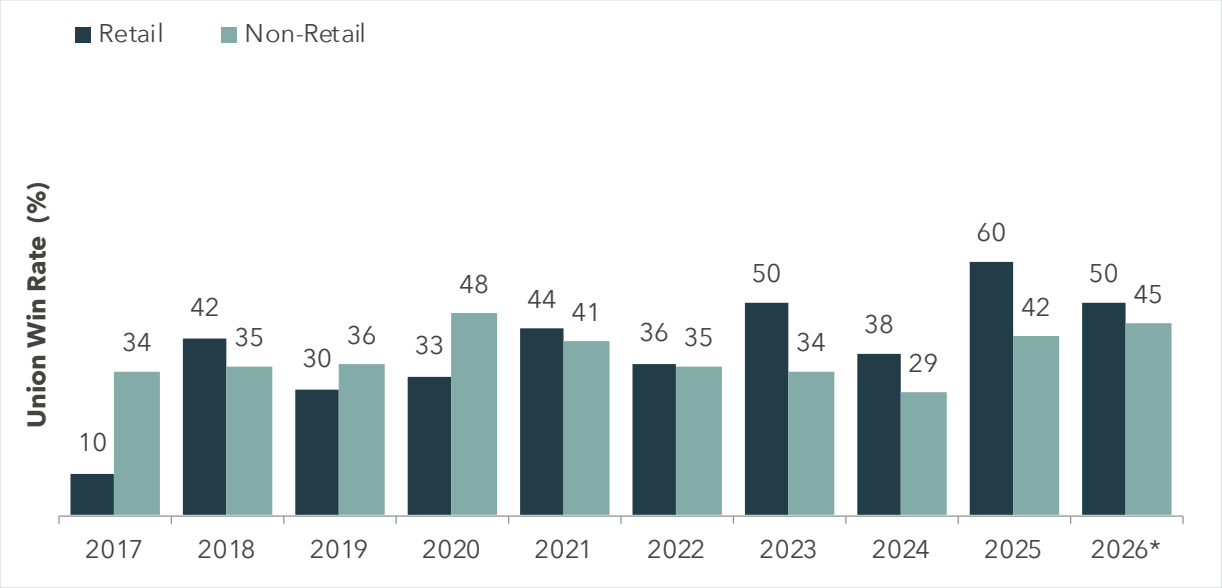
*This chart reflects 2026 data through the end of June only.

National summaries

UNION WINS IN DECERTIFICATION ELECTIONS

RETAIL VS. NON-RETAIL INDUSTRIES

In 2025, unions maintained recognition in 60 percent of retail decertification elections, compared to 42 percent in non-retail industries. In the first half of 2026, the respective rates were 50 percent and 45 percent.



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



State summaries

REPRESENTATION PETITIONS FILED IN RETAIL

Retail representation petitions totaled 147 in 2025 and 59 in the first half of 2026. Illinois led petition filings in both periods, with 16 in 2025 and 9 in the first half of 2026, while Ohio's 7 filings in the first half of 2026 matched its full-year 2025 total.

State	2025	2026*	State	2025	2026*	State	2025	2026*
Alabama	-	-	Louisiana	-	-	Oklahoma	-	-
Alaska	0	0	Maine	-	-	Oregon	1	1
Arizona	4	0	Maryland	1	4	Pennsylvania	5	3
Arkansas	-	-	Massachusetts	4	1	Puerto Rico	-	-
California	12	1	Michigan	10	3	Rhode Island	1	0
Colorado	2	1	Minnesota	4	1	South Carolina	-	-
Connecticut	3	0	Mississippi	-	-	South Dakota	-	-
Delaware	-	-	Missouri	6	2	Tennessee	3	2
District of Columbia	0	1	Montana	6	0	Texas	14	2
Florida	1	0	Nebraska	-	-	Virgin Islands	-	-
Georgia	-	-	Nevada	2	1	Utah	1	0
Hawaii	-	-	New Hampshire	-	-	Vermont	0	2
Idaho	1	2	New Jersey	9	1	Virginia	1	0
Illinois	16	9	New Mexico	2	2	Washington	9	6
Indiana	3	1	New York	12	5	West Virginia	-	-
Iowa	-	-	North Carolina	0	0	Wisconsin	7	1
Kansas	-	-	North Dakota	-	-	Wyoming	-	-
Kentucky	-	-	Ohio	7	7			
						TOTAL	**147**	**59**

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





State summaries

REPRESENTATION ELECTION RESULTS IN RETAIL

Retail representation elections totaled 93 in 2025 and 45 in the first half of 2026, and the union win rate rose from 59 percent to 71 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	-	-	-	-	Nebraska	-	-	-	-
Alaska	1	0%	0	-	Nevada	2	100%	1	100%
Arizona	4	50%	0	-	New Hampshire	-	-	-	-
Arkansas	-	-	-	-	New Jersey	4	50%	0	-
California	7	71%	2	100%	New Mexico	0	-	4	100%
Colorado	1	100%	1	100%	New York	4	75%	4	50%
Connecticut	2	100%	0	-	North Carolina	2	50%	0	-
Delaware	-	-	-	-	North Dakota	-	-	-	-
District of Columbia	0	-	1	100%	Ohio	4	50%	4	50%
Florida	1	0%	0	-	Oklahoma	-	-	-	-
Georgia	-	-	-	-	Oregon	1	0%	1	0%
Hawaii	-	-	-	-	Pennsylvania	2	100%	1	100%
Idaho	1	100%	2	50%	Puerto Rico	-	-	-	-
Illinois	10	70%	8	75%	Rhode Island	2	50%	0	-
Indiana	4	25%	1	100%	South Carolina	-	-	-	-
Iowa	-	-	-	-	South Dakota	-	-	-	-
Kansas	-	-	-	-	Tennessee	0	-	1	100%
Kentucky	-	-	-	-	Texas	8	13%	1	0%
Louisiana	-	-	-	-	Virgin Islands	-	-	-	-
Maine	-	-	-	-	Utah	1	100%	0	-
Maryland	1	100%	3	100%	Vermont	1	100%	2	100%
Massachusetts	3	100%	0	-	Virginia	1	100%	0	-
Michigan	6	50%	2	0%	Washington	5	60%	4	75%
Minnesota	3	33%	0	-	West Virginia	-	-	-	-
Mississippi	-	-	-	-	Wisconsin	7	57%	0	-
Missouri	3	67%	2	50%	Wyoming	-	-	-	-
Montana	2	100%	0	-					
					TOTAL	**93**	**59%**	**45**	**71%**

Union summaries

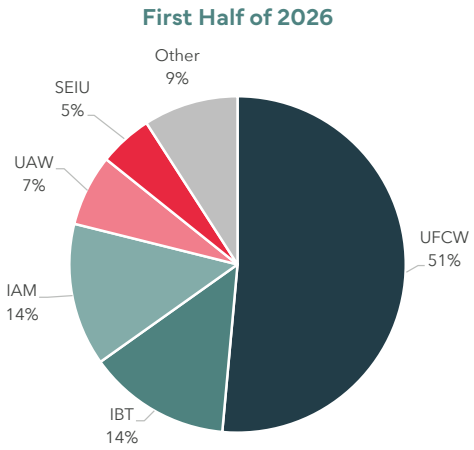
MOST ACTIVE UNIONS – REPRESENTATION PETITIONS FILED IN RETAIL

The United Food and Commercial Workers (UFCW) remained the most active union in both periods, with 72 representation petitions in 2025 and 30 in the first half of 2026. In the first half of 2026, the International Brotherhood of Teamsters (IBT) and International Association of Machinists (IAM) were tied for the next most active unions with 8 petitions each.

The following table lists the most active unions in retail.

Abbreviation	Union Name	Representation Petitions Filed	
		2025	2026*
UFCW	United Food and Commercial Workers	72	30
IBT	International Brotherhood of Teamsters	28	8
IAM	International Association of Machinists and Aerospace Workers	15	8
UAW	United Auto Workers	3	4
SEIU	Service Employees International Union	5	3

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



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

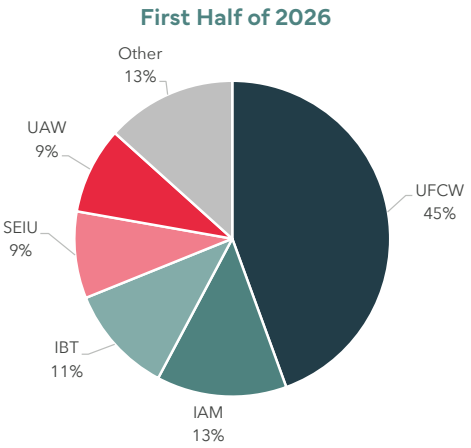
Abbreviation	Union Name
BCTGM	Bakery, Confectionery, Tobacco Workers and Grain Millers International Union
CWA	Communications Workers of America
IATSE	International Alliance of Theatrical Stage Employees
IBEW	International Brotherhood of Electrical Workers
IUANPW	International Union of Allied, Novelty and Production Workers
IUJAT	International Union of Journeymen and Allied Trades
IWW	Industrial Workers of the World
OPEIU	Office and Professional Employees International Union
SAG-AFTRA	Screen Actors Guild–American Federation of Television and Radio Artists
SMART	International Association of Sheet Metal, Air, Rail and Transportation Workers
USW	United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

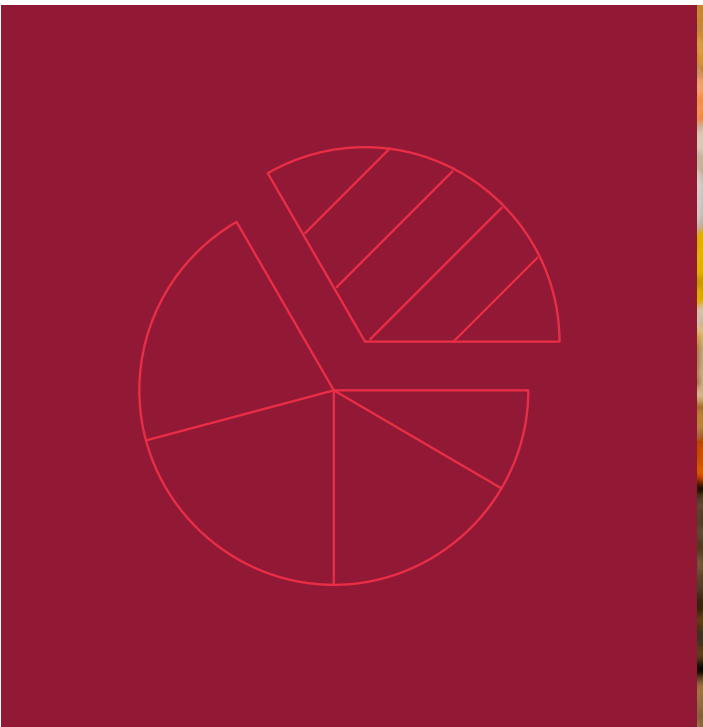
Union summaries

MOST ACTIVE UNIONS – REPRESENTATION ELECTIONS HELD IN RETAIL

UFCW accounted for 46 representation elections in 2025 and was elected in 54 percent of them. In the first half of 2026, UFCW was involved in 20 elections and won 90 percent. IAM won 73 percent of 11 elections in 2025 and 33 percent of 6 elections in the first half of 2026.

	2025		First Half of 2026	
	# of Elections	Union Win Rate	# of Elections	Union Win Rate
UFCW	46	54%	20	90%
IAM	11	73%	6	33%
IBT	17	59%	5	40%
SEIU	5	80%	4	100%
UAW	3	33%	4	50%

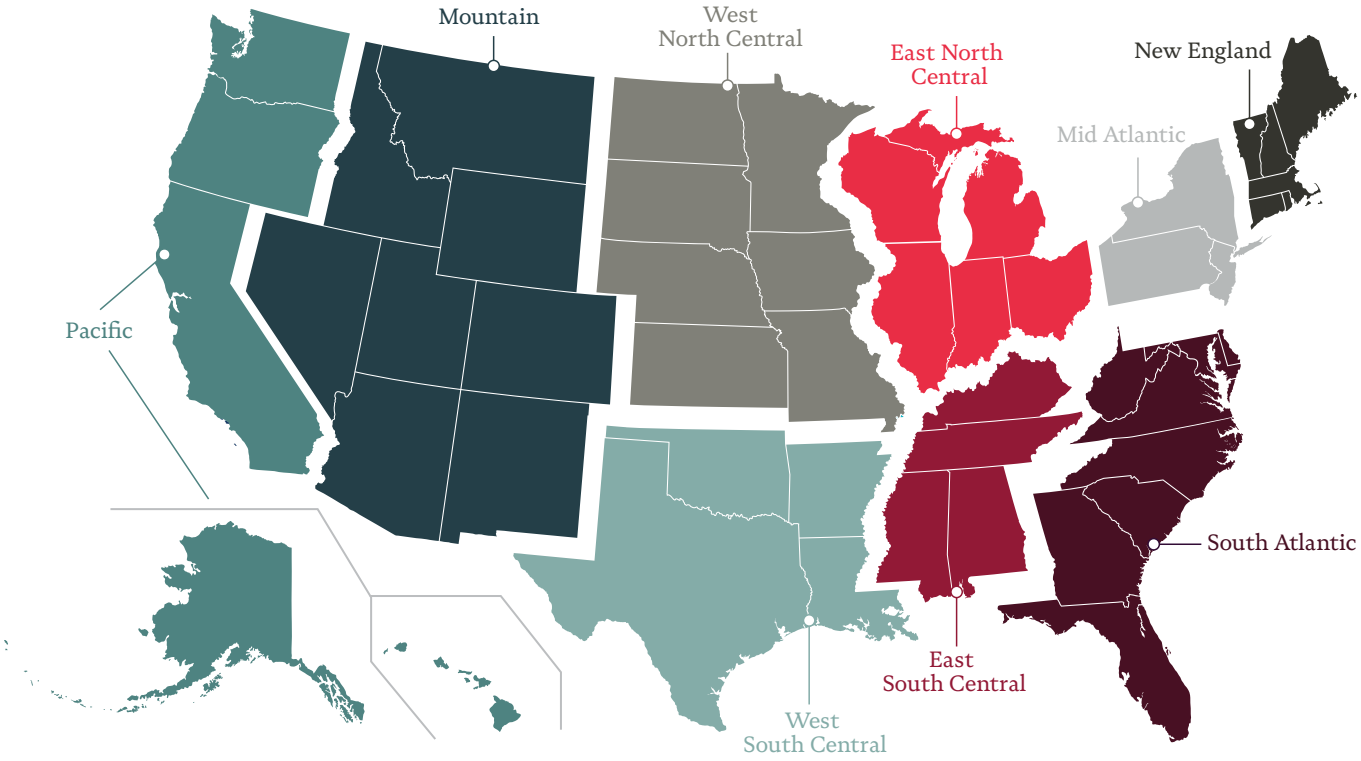






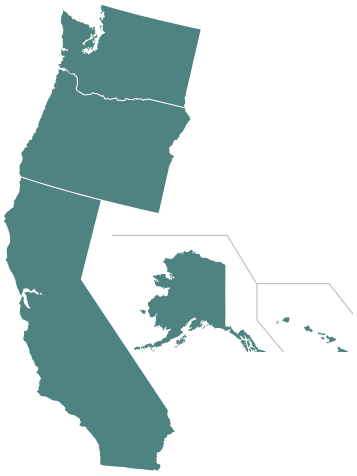
Regional summaries

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

The union win rate in the region increased from 57 percent in 2025 to 71 percent in the first half of 2026. California led the region in activity in 2025; Washington had the most activity in the first half of 2026.

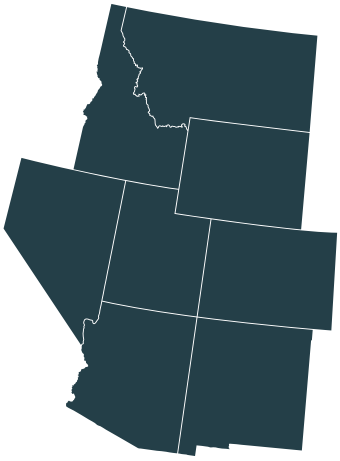


State	2025			First Half of 2026		
	Petitions Filed	Elections Held	Union Win Rate	Petitions Filed	Elections Held	Union Win Rate
Alaska	0	1	0%	0	0	-
California	12	7	71%	1	2	100%
Hawaii	-	-	-	-	-	-
Oregon	1	1	0%	1	1	0%
Washington	9	5	60%	6	4	75%
Active Unions	UFCW, IAM, SEIU, IBT, IWW, CWA					

Regional summaries

MOUNTAIN

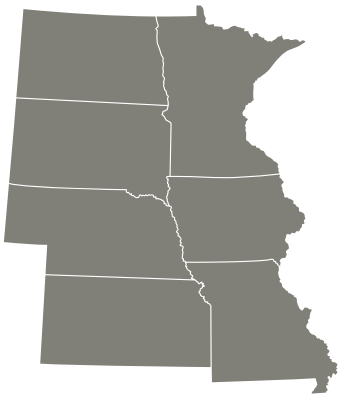
The union win rate in the region increased from 82 percent in 2025 to 88 percent in the first half of 2026. Every state in the region except Wyoming saw organizing activity.



State	2025			First Half of 2026		
	Petitions Filed	Elections Held	Union Win Rate	Petitions Filed	Elections Held	Union Win Rate
Arizona	4	4	50%	0	0	-
Colorado	2	1	100%	1	1	100%
Idaho	1	1	100%	2	2	50%
Montana	6	2	100%	0	0	-
Nevada	2	2	100%	1	1	100%
New Mexico	2	0	-	2	4	100%
Utah	1	1	100%	0	0	-
Wyoming	-	-	-	-	-	-
Active Unions	UFCW, IAM, BCTGM, USW, SEIU, IBT, CWA					

WEST NORTH CENTRAL

The union win rate in the region remained unchanged at 50 percent in 2025 and the first half of 2026. Only Minnesota and Missouri have experienced organizing activity during these periods.

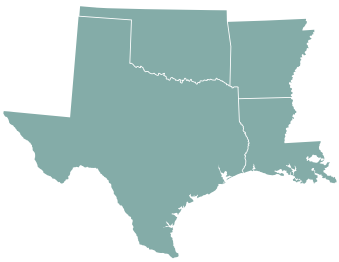


State	2025			First Half of 2026		
	Petitions Filed	Elections Held	Union Win Rate	Petitions Filed	Elections Held	Union Win Rate
Iowa	-	-	-	-	-	-
Kansas	-	-	-	-	-	-
Minnesota	4	3	33%	1	0	-
Missouri	6	3	67%	2	2	50%
Nebraska	-	-	-	-	-	-
North Dakota	-	-	-	-	-	-
South Dakota	-	-	-	-	-	-
Active Unions	UFCW, IBT, IAM, SMART, IBEW					

Regional summaries

WEST SOUTH CENTRAL

The union win rate in the region declined from 13 percent in 2025 to 0 percent in the first half of 2026. Texas is the only state in the region that has experienced organizing activity during these periods.



State	2025			First Half of 2026		
	Petitions Filed	Elections Held	Union Win Rate	Petitions Filed	Elections Held	Union Win Rate
Arkansas	-	-	-	-	-	-
Louisiana	-	-	-	-	-	-
Oklahoma	-	-	-	-	-	-
Texas	14	8	13%	2	1	0%
Active Unions	UFCW, IBT					

EAST NORTH CENTRAL

The union win rate in the region increased from 55 percent in 2025 to 60 percent in the first half of 2026. Illinois and Michigan led petition activity in 2025. Ohio met its 2025 activity level in the first 6 months of 2026.



State	2025			First Half of 2026		
	Petitions Filed	Elections Held	Union Win Rate	Petitions Filed	Elections Held	Union Win Rate
Illinois	16	10	70%	9	8	75%
Indiana	3	4	25%	1	1	100%
Michigan	10	6	50%	3	2	0%
Ohio	7	4	50%	7	4	50%
Wisconsin	7	7	57%	1	0	-
Active Unions	UFCW, IBT, IAM, UAW, BCTGM, SMART, CWA					

EAST SOUTH CENTRAL

There were no elections in the region in 2025. Unions experienced a 100 percent win rate in the first half of 2026. Tennessee is the only state in the region experiencing organizing activity.



State	2025			First Half of 2026		
	Petitions Filed	Elections Held	Union Win Rate	Petitions Filed	Elections Held	Union Win Rate
Alabama	-	-	-	-	-	-
Kentucky	-	-	-	-	-	-
Mississippi	-	-	-	-	-	-
Tennessee	3	0	-	2	1	100%
Active Unions	UFCW, IATSE, CWA					

Regional summaries

NEW ENGLAND

The union win rate in the region increased from 88 percent in 2025 to 100 percent in the first half of 2026. Connecticut and Massachusetts had the most activity in 2025; in the first half of 2026, Vermont saw the most activity with 2 petitions and 2 elections.



State	2025			First Half of 2026		
	Petitions Filed	Elections Held	Union Win Rate	Petitions Filed	Elections Held	Union Win Rate
Connecticut	3	2	100%	0	0	-
Maine	-	-	-	-	-	-
Massachusetts	4	3	100%	1	0	-
New Hampshire	-	-	-	-	-	-
Rhode Island	1	2	50%	0	0	-
Vermont	0	1	100%	2	2	100%
Active Unions	UFCW, IBT, SEIU, IAM					

MID ATLANTIC

The union win rate in the region declined from 70 percent in 2025 to 60 percent in the first half of 2026. All three states experienced organizing activity in retail during these periods.

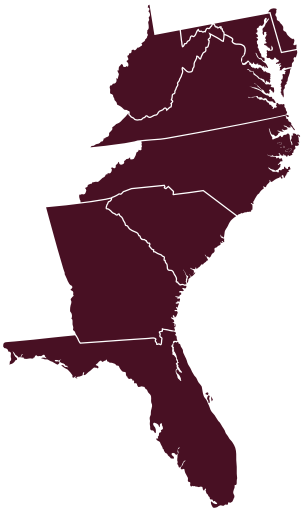


State	2025			First Half of 2026		
	Petitions Filed	Elections Held	Union Win Rate	Petitions Filed	Elections Held	Union Win Rate
New Jersey	9	4	50%	1	0	-
New York	12	4	75%	5	4	50%
Pennsylvania	5	2	100%	3	1	100%
Active Unions	UFCW, IBT, UAW, SEIU, OPEIU, IUJAT, IUANPW, SAG-AFTRA, IAM, CWA					

Regional summaries

SOUTH ATLANTIC

The union win rate in the region increased from 60 percent in 2025 to 100 percent in the first half of 2026. Activity is scattered throughout the region. In the first half of 2026, Maryland exceeded its 2025 organizing activity with 4 petitions filed.



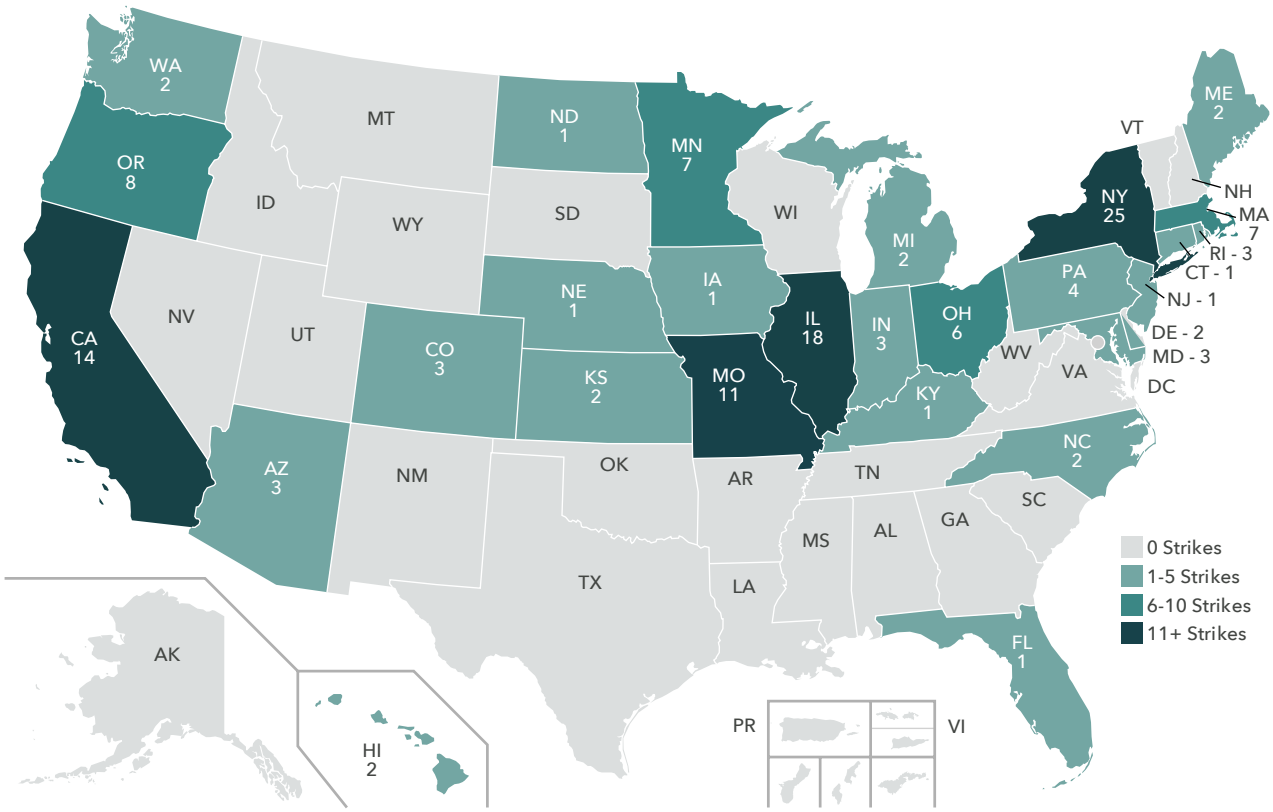
State	2025			First Half of 2026		
	Petitions Filed	Elections Held	Union Win Rate	Petitions Filed	Elections Held	Union Win Rate
Delaware	-	-	-	-	-	-
District of Columbia	0	0	-	1	1	100%
Florida	1	1	0%	0	0	-
Georgia	-	-	-	-	-	-
Maryland	1	1	100%	4	3	100%
North Carolina	0	2	50%	0	0	-
South Carolina	-	-	-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





Strikes in retail

From 2017 through the first half of 2026, just over half of U.S. states experienced a strike in retail. New York (25), Illinois (18), California (14), and Missouri (11) recorded the most strikes during this period.



In the first half of 2026, 7 strikes idled 506 workers, an average of 72 workers per strike. Though the number of strikes is on pace to meet or exceed the 2025 number, far fewer workers have been involved to date.

Year	Number of Strikes	Workers Idled	Average Number of Workers per Strike
2026*	7	506	72
2025	12	20,951	1,746
2024	31	25,975	838
2023	29	2,086	72
2022	13	10,447	804
2021	12	9,766	814
2020	9	1,144	127
2019	10	33,157	3,316
2018	3	297	99
2017	11	2,531	230

*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	2,446	1,253
Total Representation Petitions	1,937	1,573	1,774	1,352	1,412	2,185	2,361	2,793	2,149	1,095
Total RC Petitions	1,876	1,542	1,732	1,306	1,383	2,159	2,158	2,364	1,947	1,024
Total RM Petitions	61	31	42	46	29	26	203	429	202	71
Representation Elections – Union Not Elected	395	340	307	258	251	387	363	446	328	180
Representation Elections – 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
Decertification Elections – Union Not Elected	123	110	103	55	84	103	110	115	69	39
Decertification Elections – Union Elected	60	61	56	49	59	56	59	49	54	33

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

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

	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026*
Total Petitions	124	107	115	92	160	245	173	215	175	73
Total Representation Petitions	96	85	98	80	142	228	150	190	147	59
Total RC Petitions	89	81	92	76	135	226	136	160	120	55
Total RM Petitions	7	4	6	4	7	2	14	30	27	4
Representation Elections – Union Not Elected	20	34	27	13	28	41	44	39	38	13
Representation Elections – Union Elected	39	30	32	28	58	122	87	97	55	32
Total Decertification (RD) Petitions	28	22	17	12	18	17	23	25	28	14
Decertification Elections – Union Not Elected	9	7	7	4	5	7	5	8	4	3
Decertification Elections – Union Elected	1	5	3	2	4	4	5	5	6	3

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

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

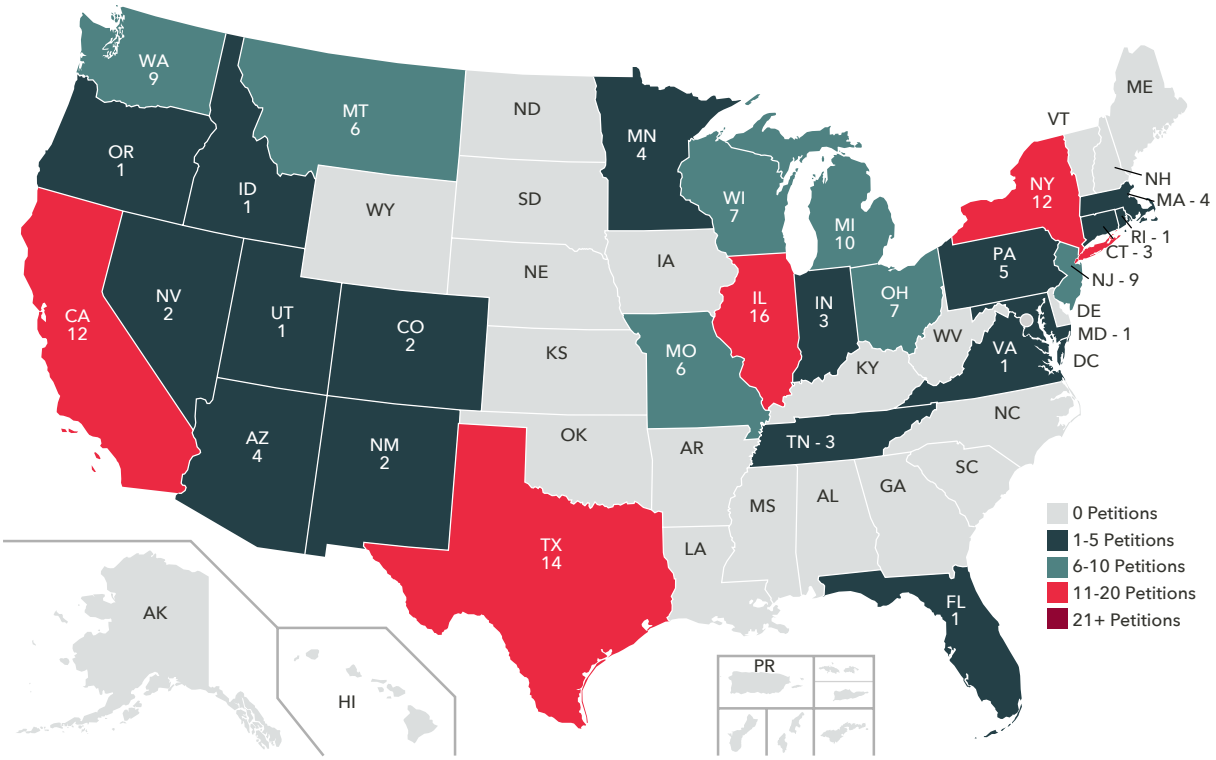
	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026*
Total Petitions	2,150	1,795	1,918	1,460	1,523	2,255	2,502	2,893	2,271	1,180
Total Representation Petitions	1,841	1,488	1,676	1,272	1,270	1,957	2,211	2,603	2,002	1,036
Total RC Petitions	1,787	1,461	1,640	1,230	1,248	1,933	2,022	2,204	1,827	969
Total RM Petitions	54	27	36	42	22	24	189	399	175	67
Representation Elections – Union Not Elected	375	306	280	245	223	346	319	407	290	167
Representation Elections – Union Elected	950	800	893	577	682	1,099	1,256	1,488	1,112	595
Total Decertification (RD) Petitions	309	307	242	188	253	295	291	290	269	144
Decertification Elections – Union Not Elected	114	103	96	51	79	96	105	107	65	36
Decertification Elections – Union Elected	59	56	53	47	55	52	54	44	48	30

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

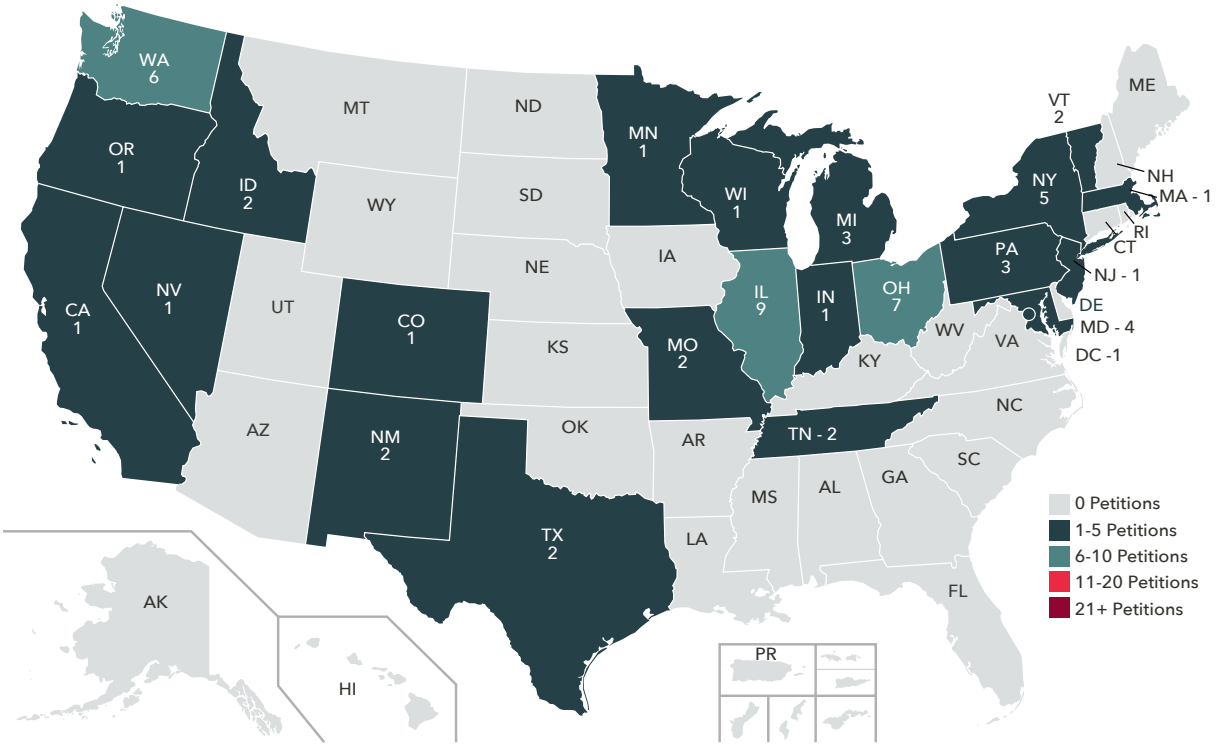
Maps of representation petitions filed in retail

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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