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Unions Winning Nearly 80% of Elections, but Fewer Elections Are Held

Since January 1, 2025, unions won 79.3% of 1,162 representation elections conducted, a decline from 1,336 representation elections during the same time period in 2024. The 79% is close to a record high for unions. Unions also fared more favorably in elections where employees filed a petition to decertify—vote out—the union: unions won 41% of those elections. Where the company filed a petition to vote out the union, unions won 78%, a remarkable win rate, considering that the reason an employer files such a petition is due to objective evidence of employee dissatisfaction with the union.

Among the most prolific filers, the Teamsters saw 195 election petitions to a vote, winning 71% of those contests. The Service Employees International Union was an option in 152 elections and won 83% of those. The International Brotherhood of Electrical Workers won 89% of the 75 representation elections they contested.

The hard reality for employers is this: should your organization receive an election petition, it has a 20% chance of success.

Looking forward, it's only a matter of time before events outside of the workplace are considered by employees in evaluating their employer. For example, the recent New York City mayoral election galvanized voters over affordable food and housing. Similar issues dominated gubernatorial elections in Virgina and New Jersey. Historically, unionization attempts have often been driven by a disconnect between leaders—the supervisor is the first level leadership team member—and employees. Today, labor organizing is a risk even where the employee-management relationships are good, but the pay, benefits, and opportunities for growth are limited and insufficient to secure a solid middle class existence. To avoid potential union organizing, employers should conduct a unionization vulnerability assessment, which involves one-on-one interviews with supervisors and other leadership team members to determine areas of improvement and investment most likely to improve employee satisfaction and lessen the appeal of union messaging.

If you have any questions or would like to discuss conducting a unionization vulnerability assessment, please contact Richard Lehr at (205) 323-9260 or rlehr@lehrmiddlebrooks.com.

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