



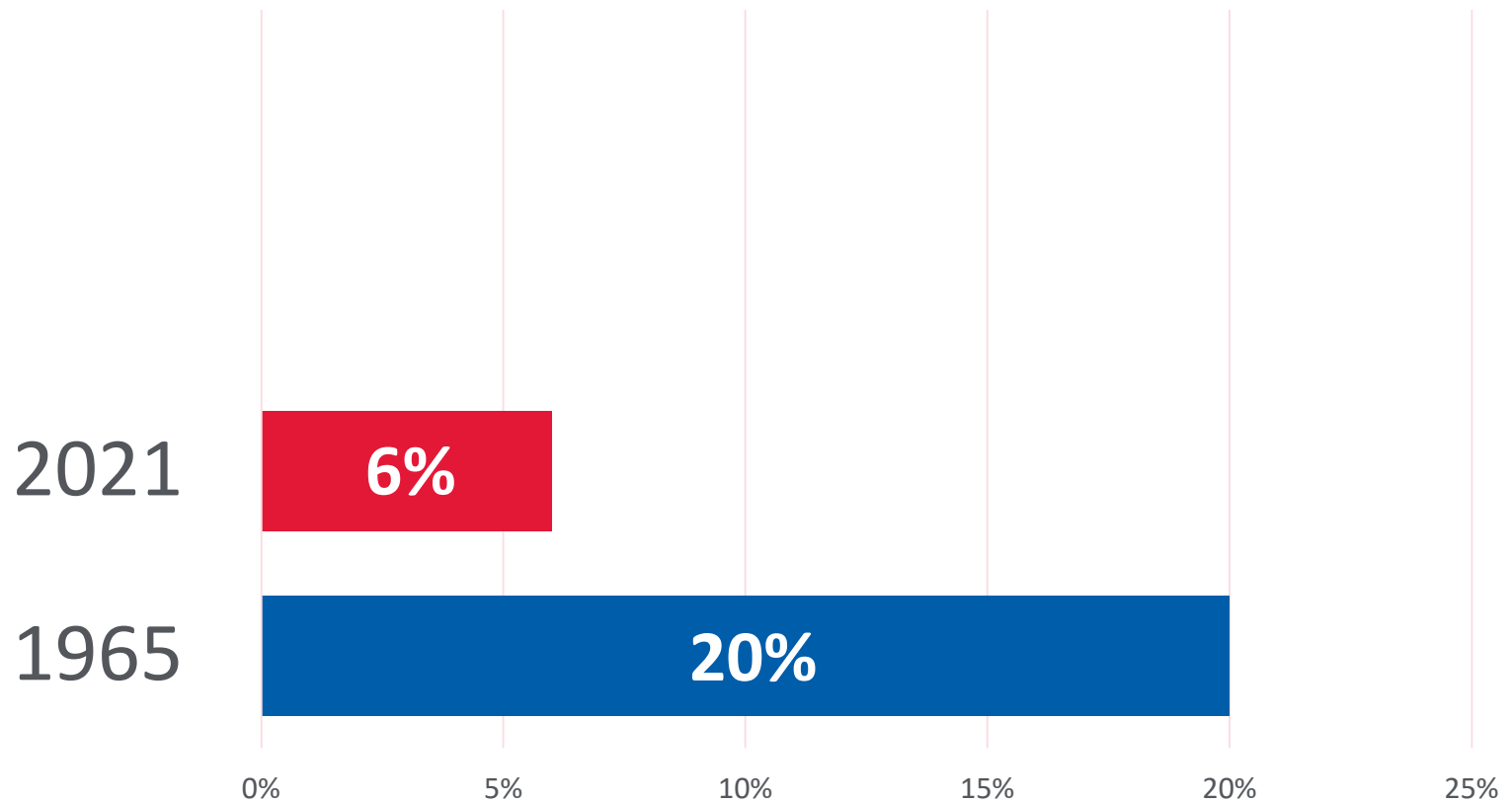
Union Resurgence and What it Means Going Forward

AUGUST 22, 2022

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Always exceed expectations through teamwork and excellent client service.

Private Sector Union Membership in the U.S.



National Labor Relations Board

- Petitions for elections are up 58% over 2021
- Unfair labor practice charges up 16% over 2021



Polling Suggests Greater Receptivity to Union Membership

- In 2021, 68% of U.S. residents state that they support labor unions – the highest since 1965.
- A pre-pandemic poll in 2017 indicated that half of non-union workers would support a union drive at their place of employment.
- When the same poll was conducted in both 1977 and 1995, only one-third of the non-union workers indicated that they would support a union drive.

Union Drives at Many Brand-Name Retailers

- Starbucks
- Trader Joe's
- Whole Foods
- REI
- Amazon



Reasons for the Upsurge in Union Organizing

- **The COVID-19 pandemic**
- **Wage stagnation: Wage gap between CEO and median worker is significant**
 - 2021: 670-1
 - 2020: 604-1
 - Has grown 940% since 1978
- **High level of employment**
- **High inflation**
- **Success of union drives at other locations**
- **Political beliefs/company marketing statements**

Actions to Consider

- Prepare union organizing action plan/appropriate messaging
- Train supervisors on lawful union prevention
- Identify and seek to remediate causes of employee dissatisfaction
- Check social media periodically for mentions of the company



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