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# Unionization Fell in 2025 — But Employers Shouldn't Let Their Guard Down

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Union organizing activity took a clear downturn in 2025, driven by a combination of economic uncertainty and shifting federal oversight. New data from *Bloomberg Law* shows that the number of union elections dropped sharply in 2025, to the

lowest levels since 2021. Union wins also fell significantly, and the number of new workers organized through NLRB elections declined.

The recent decline in organizing activity does not mean employers should relax. Market uncertainty often reshapes — rather than eliminates — union strategies, and public support for unions remains historically strong, even if slightly below its post-pandemic peak.

Whether your organization is union-free or already unionized, now is the time to:

- Maintain proactive employee-relations strategies;
- Stay alert to early signs of organizing;
- Ensure supervisors are trained on lawful communication; and
- Keep policies compliant with current (and evolving) NLRB standards.

While the current environment may appear more employer-friendly, the underlying forces that fuel union activity — workplace dissatisfaction, communication breakdowns, cultural tensions, and ongoing workforce volatility — remain firmly in place. A quieter year for unions is not the same as a safe year for employers.

**Staying vigilant is still the smartest strategy.**

Volatile economic conditions and increasingly hostile federal oversight drove new union membership down in 2025, according to an analysis of Bloomberg Law labor data.

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