Unfair labor practices (ULP) include, but are not limited to, firing employees for organizing a union, retaliating against workers for supporting a union, or refusing to bargain with an established union.

Representation cases are petitions for the NLRB to conduct an election in which employees vote on whether to unionize and bargain collectively with their employer. Employees, employers, and unions may file these petitions.
States/Territories Ranked by Increase in NLRB Representation Cases between FY21 and FY22 (%)

States/Territories Ranked by Increase in NLRB ULP Charges Filed between FY21 and FY22 (%)

[Bar charts showing the ranking of states/territories by increase in NLRB representation cases and ULP charges filed.]