

Introduction to the 2025-2026 Edition

The annual update of *Labor-Management Relations: Strikes, Lockouts and Boycotts* have been intended to help employers keep abreast of significant developments in labor-management relationships.

Among the revisions to the 2025-2026 edition are:

- **§ 1:1. Introduction to labor-management relations:** For 2024, union membership fell by 0.1% to 9.90% of the workforce, which is the lowest membership rate on record since comparable data were first collected in 1983.
- **§ 1:21. Current developments:** The *Top 10 Recent Developments* have been updated.
- **§ 2:21. Recognition strikes and organizational picketing—Object of picketing:** Recognition picketing that does not comply with Section 8(b)(7) can be unprotected.
- **§ 4:2. Discharge of strikers** In *Hiran Management, Inc.*, the Board adopted the ALJ's finding that the employees had engaged in a protected walkout and strike.
- **§ 4:5. Violence and other interference with picketing:** An employer also violates Section 8(a)(1) if it interferes with employees' right to place picket signs in support of a strike.
- **§ 6:6. Rights of permanently replaced economic strikers to reinstatement—Employer imposed conditions on reinstatement:** The Board has held that requiring former strikers who make an unconditional offer to return to work to sign a preferential hiring list violates the strikers' *Laidlaw* rights.
- **§ 8:4. Withdrawal of recognition—Standard of proof:** Employer evidence of disaffection, whether in decertification petitions, employee petitions, or other feedback, can be disallowed if the loss of support was caused by employer unfair labor practices.
- **§ 9:14. Antitrust liability and immunity:** The remedies for proving a meritorious claim under the Sherman Antitrust Act can be substantial.
- **§ 10:23. Other regulation of boycotts and picketing [New]** Members of a Teamsters local union submitted an application to a county airport board to picket along the road outside an Amazon facility; following the denial of the application, the union sued and a federal district court granted a preliminary injunction, finding that the union

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demonstrated a likelihood of success on its claim that the denial of the application violated the First Amendment.

- **Appendix 1 to Appendix 5:** The statutory material in the Appendices has been updated.

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