



SUPPORT FOR COLLECTIVE ACTION TO SOLVE WORK PLACE PROBLEMS

SHOWN IN RECENT POLLING

The AFL-CIO released a survey in April 2022 to describe the reasons why large numbers of American workers are leaving their jobs and how a majority of workers support the use of collective action to improve working conditions, communication and accountability. The survey of 10,000 workers was taken between January 25 to 27, 2022 and is entitled From The Great Resignation to the Great Resurgence.

The most important findings focus on the number of workers who have quit their jobs and the reasons for doing so. The U.S. Department of Labor Bureau of Labor Statistics reported that between 2020 and 2021 83.6 million workers quit their jobs. In April 2022, the Department of Labor reported a decline in the labor force participation rate as the biggest decline since September 2020 (353,000), and this number should be compared with the new jobs report of 428,000 for the same month.

Reasons given for the large number of workers who have left their jobs have a significant implication for the future of collective action and union organizing. The NLRB has reported that in the first half of fiscal year 2022 (Oct. 1, 2021 to March 31, 2022) the number of representation petitions filed by unions increased by 57 percent from the first half of the prior fiscal year- 1,174 petitions compared to 784. In the first four months of 2022, 964 union election petitions have been filed – more than any year since 2011. These are remarkable numbers and are reflected in the AFL-CIO survey of solid support for collective action.

Workers have been leaving their jobs for COVID-general health reasons – 22 percent, unfair treatment from management -22 percent and reduced income and hours – 15 percent. More than 50 percent of workers have negative feelings about work with workplace culture being considered as the worst part of the jobs held in the past two years. The survey results also show that there was no change in employment status for 52 percent of union workers, and they are more stable and less likely to quit.

- Salary and benefits are at the top of the list for employees to quit ; -
Next in line are better treatment, hours and management.

Building on the reasons for employees leaving their jobs is the report that 49 percent of the workforce believe that collective action could have solved the workplace problems. In this group, 58 percent of Black workers and 55 percent of Latinx workers support this statement. A majority of workers who have experienced employment changes are more likely to believe in collective action. The primary issues of concern are management, co-workers, work environment, culture hours and schedules.

Attached to the memorandum is the survey report prepared by the AFL-CIO which forms the basis for this summary.

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