

Basic Steps to Forming a Union

Under the National Labor Relations Act, workers have the right to form unions several ways—but voluntary recognition and NLRB union elections are the most common paths.

Basic Steps to Forming a Union Through Voluntary Recognition



1

Contact a union organizer or start your own union.

2

Have a majority of your coworkers sign union authorization cards.

3

Ask your employer for voluntary recognition.

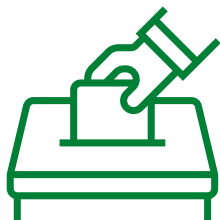
4

If your employer recognizes the union, you can begin bargaining.

5

If your employer refuses to recognize the union, you can file a petition for an election with the NLRB or you may be able to strike for recognition.

Basic Steps to Forming a Union Through an NLRB Election



1

Contact a union organizer or start your own union.

2

Have at least 30% of coworkers sign union authorization cards.

3

File a petition for a union election with the NLRB.

4

If the union wins 50% + 1 of votes cast, your employer must bargain in good faith over working conditions.



Contact your closest NLRB Regional Office for more info: [go.usa.gov/xt3MU](https://www.go.usa.gov/xt3MU)