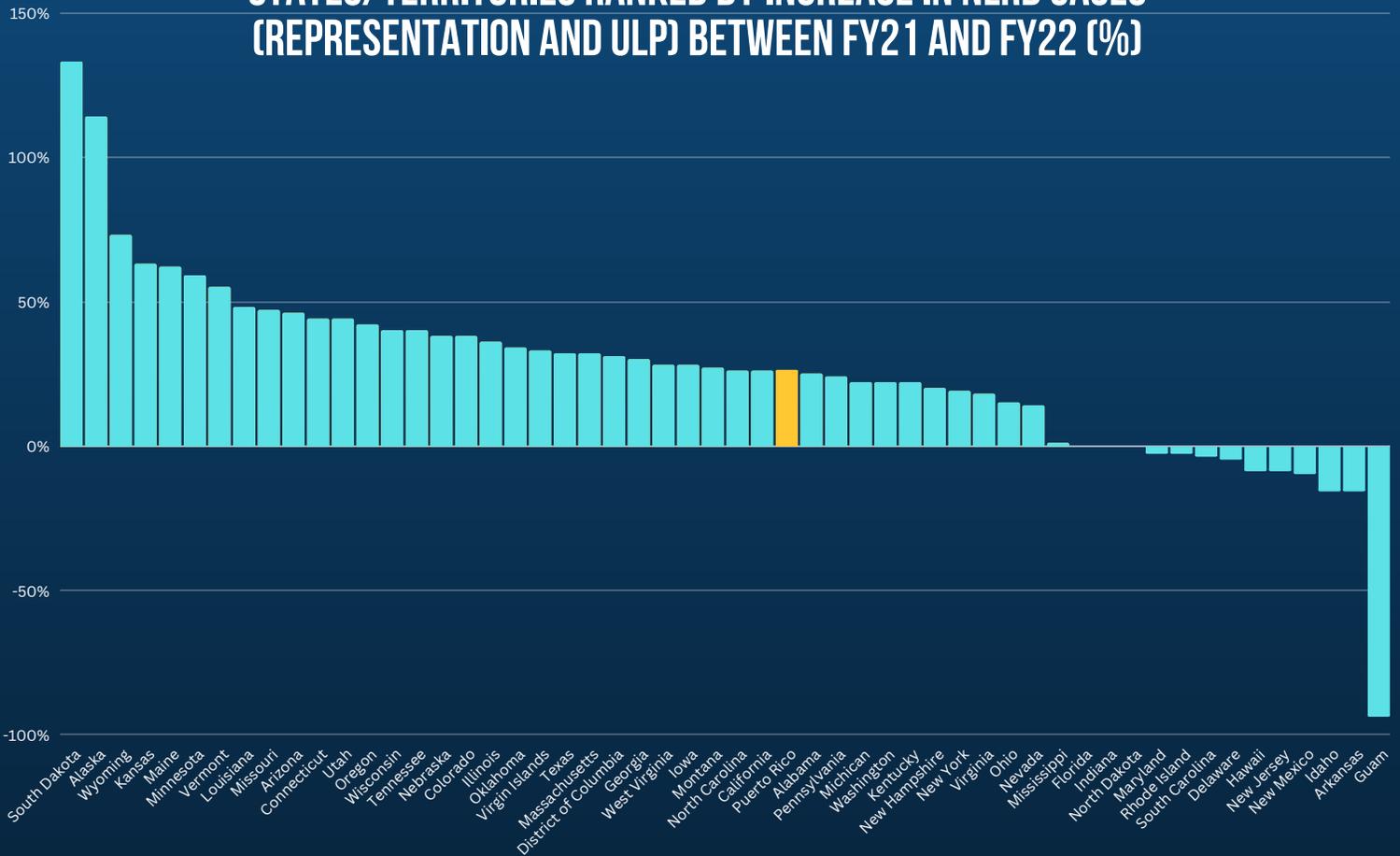




PUERTO RICO

- Puerto Rico workers filed 17 representation cases with the National Labor Relations Board in FY22, a decrease of 47% compared to the previous fiscal year.
- Puerto Rico workers filed 401 unfair labor practice charges against employers, an increase of 34% compared to the previous fiscal year.
- Among all states and territories, workers in Puerto Rico ranked 52nd in representation cases and 15th in unfair labor practice charges at the NLRB.

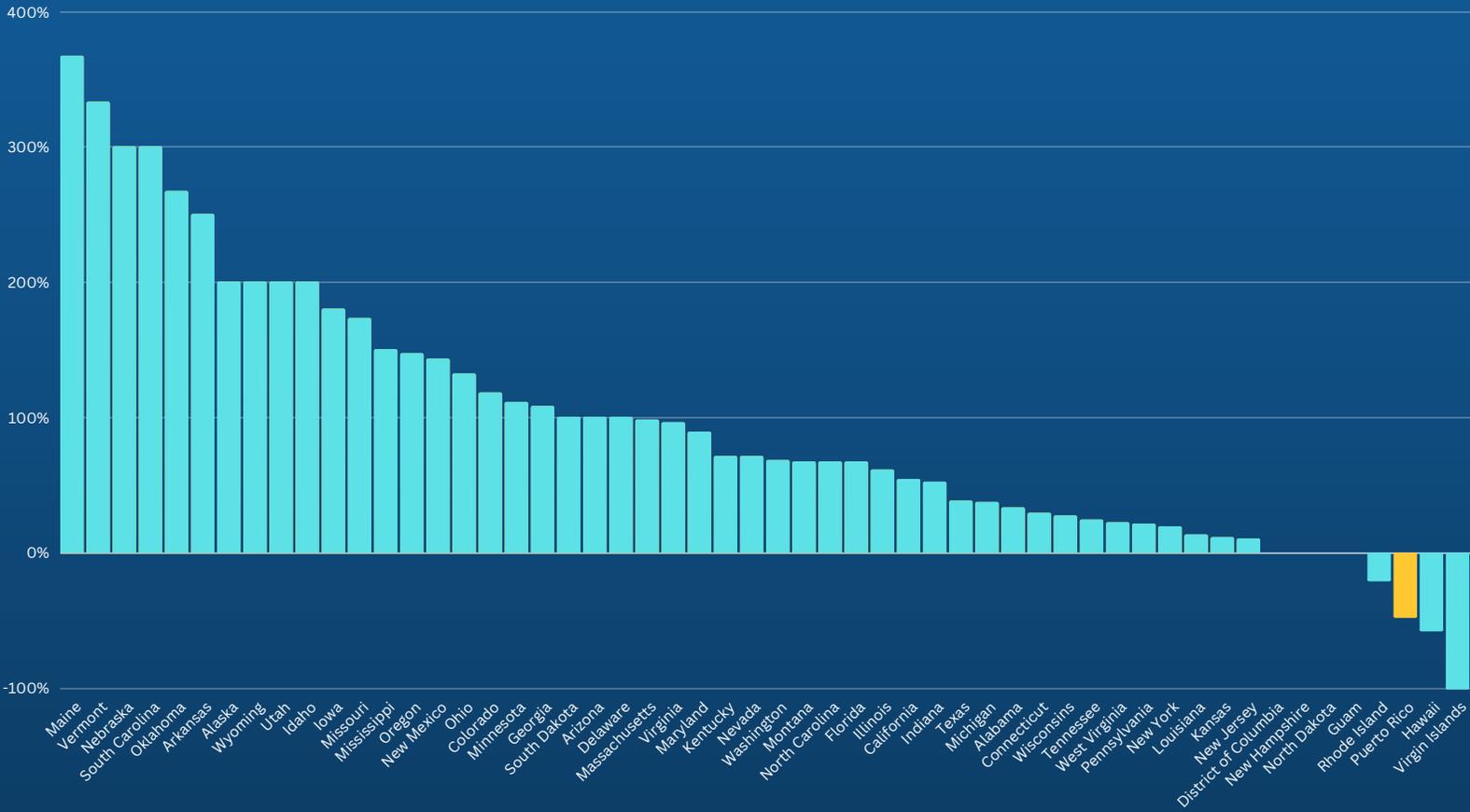
STATES/TERRITORIES RANKED BY INCREASE IN NLRB CASES (REPRESENTATION AND ULP) BETWEEN FY21 AND FY22 (%)



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 (%)

