

LABOR ACTION TRACKER

Annual Report 2025

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ANNUAL REPORT 2025

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Introduction

While strikes shut down schools, transit, and even garbage collection, total work stoppage activity slightly decreased in 2025, though the extent of the labor movement's response to the second Trump administration remains an ongoing question. We are pleased to announce the fifth [Labor Action Tracker](#) Annual Report, which presents key findings from our data on work stoppages in 2025.

Since [funding cuts](#) by the Reagan administration in the early-1980s, the Bureau of Labor Statistics (BLS) has only documented work stoppages involving 1,000 or more workers that last at least an entire shift. By only recording large work stoppages, official data sources exclude the vast majority of strike activity, posing issues for policymakers, practitioners, and scholars in determining the extent of workplace conflict across the country. In this report, we follow the lead of the BLS and document work stoppages, which include both strikes and lockouts. You can follow our project and view our monthly reports of strike activity on X (formerly Twitter) @ILRLaborAction and Bluesky @laboraction.bsky.social.

Methodology

This report is based on data we collected on strikes and lockouts in 2025. Detailed information on our project's methodology can be found [here](#). Further details specific to the methodology for this report can be found throughout this document. We generate all our data on strikes from several public sources, including existing work stoppage databases, news articles, and social media posts. We follow rigorous verification protocols to ensure that a strike did in fact occur and to collect data on several related variables, including, but not limited to, the size, duration, industry, and demands of a strike. We link to the sources used to generate data on each strike on our site's interactive map. We also collect data on labor protests but only provide summaries of work stoppages in this report because our count of protests is less comprehensive. In light of our rigorous protocols, we may underestimate total work stoppages as we cannot include events that do not have adequate verifiable information.

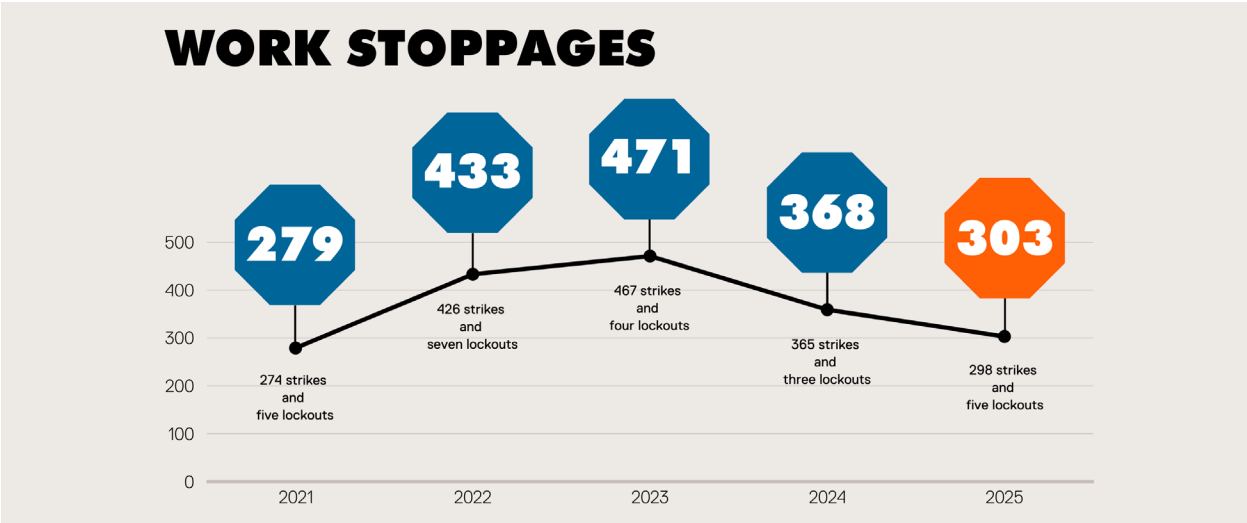
Updated 2024 Findings

While following our strike tracking protocol, we occasionally find new information on work stoppages months after they occur. We added nine additional strikes to our 2024 data, which now includes 368 work stoppages. Five of these new additional strikes stretched into 2025, and are thus included in the data of this report.

Key Findings from 2025

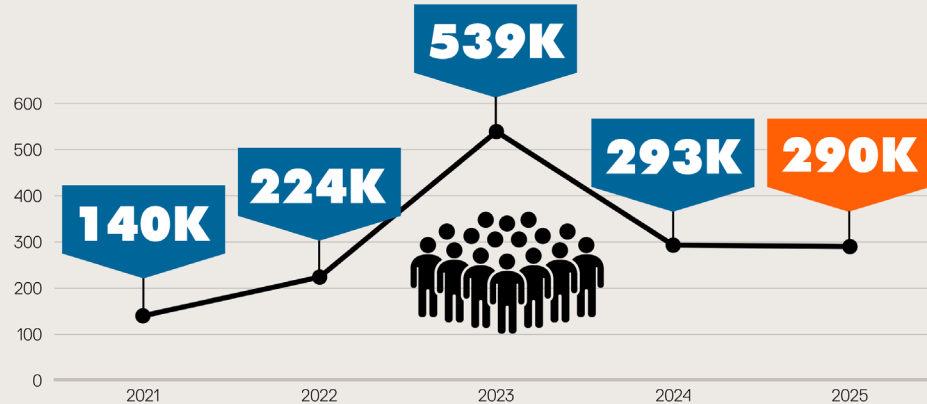
We documented 303 work stoppages (298 strikes and five lockouts) involving approximately 290,000 workers. These work stoppages resulted in approximately 4,150,000 strike days.

The number of work stoppages in 2025 continued to exceed 2021 levels but were not as many as in 2022, 2023, or 2024. This marks a continued decline in the number of work stoppages since 2023. Despite a 15.6% decrease in the number of work stoppages and a 22.1% decrease in strike days from 2024 to 2025, there was only a 1% decrease in the number of workers. Data from the past five years suggest that 2023 appeared to be somewhat of an outlier in terms of the number of workers on strike and the total strike days, as there were especially large and long strikes that year. However, the number of workers on strike in 2024 and 2025 exceeded both 2021 and 2022.



Despite a decline in the number of work stoppages in the Accommodation and Food Service sector, which tend to be relatively short and small in nature, more strikes occurred in this industry than any other. This is partially the result of ongoing labor activism by workers organizing with relatively new unions, including the California Fast Food Workers Union, Union of Southern Service Workers, and Starbucks Workers United. Another notable change came from the Healthcare and Social Assistance industry, which overtook Manufacturing and Educational Services to become the second largest industry by number of work stoppages. Healthcare and Social Assistance was also the largest industry by number of workers and strike days.

APPROXIMATE WORKERS INVOLVED*

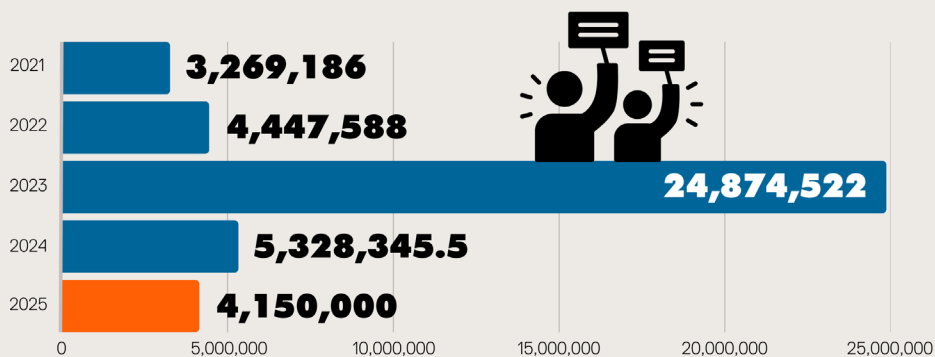


*Please note that we follow our longstanding procedure of removing duplicates from the total number of workers on strike. For example, we documented multiple strikes by approximately 57,000 workers at the University of California and University of California Health. We count those 57,000 workers on strike only once for the total number of workers on strike, but we count them as discrete strikes for the total number of work stoppages and strike days variables.

Some other trends are beginning to emerge from our data. First, pay continues to be the most common demand of striking workers, but first contract and healthcare overtook health and safety and staffing as the second and third most frequent demand. The demand for a first contract increased considerably between 2024 and 2025, going from 45 to 70, indicating ongoing activism by workers fighting for a first contract. Second, the West region accounted for 77.1% of all workers on strike in 2025, primarily due to labor activism in California. This is the third straight year that the West has accounted for approximately 60+% of total workers on strike. Finally, the share of strikes organized by nonunion workers reached the lowest levels since we began tracking work stoppages in 2021. Nonunion workers organized approximately 27.6% of all strikes between 2021-2024, including over 30% in 2021 and 2022, but just 18.5% in 2025.

STRIKE DAYS

Duration of strike multiplied by approximate number of workers on strike.

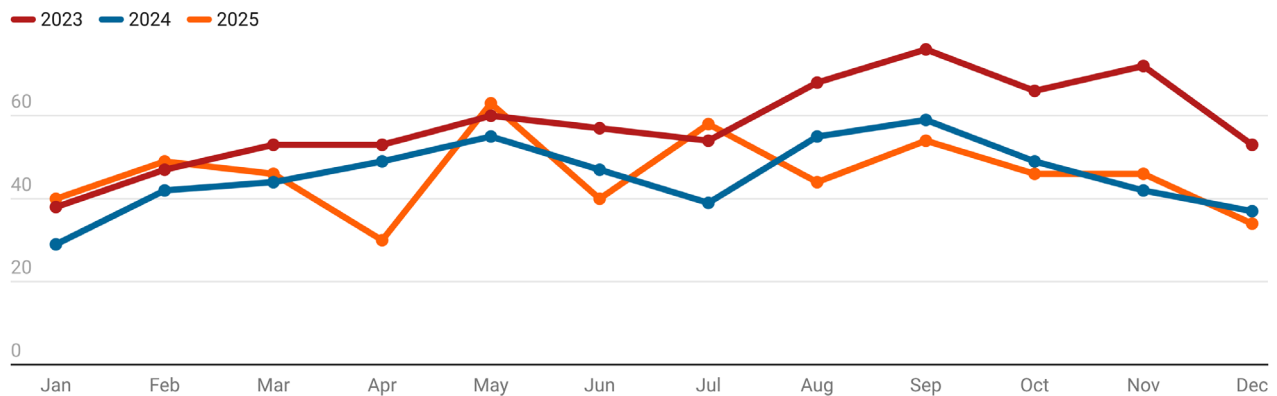


FINDINGS

Number of work stoppages and approximate number of workers involved in stoppages per month

In 2025, approximately 290,000 workers were involved in 303 work stoppages (298 strikes and five lockouts) totalling 4,150,000 strike days. The number of work stoppages reached its lowest level in April before peaking at its highest level the next month. The number of workers on strike spiked in April.

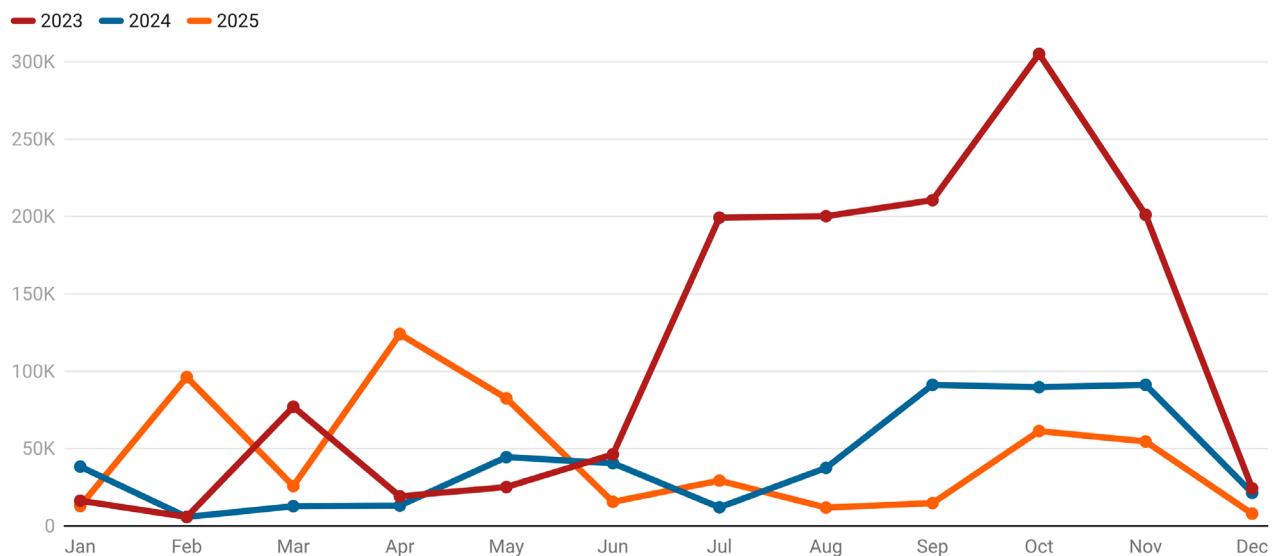
Number of Work Stoppages*



*A single work stoppage may appear in multiple months.

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Approximate Number of Workers Involved in Stoppages

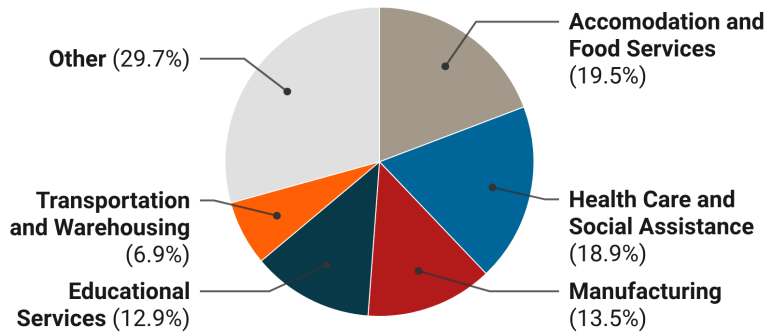


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LABOR ACTION BY INDUSTRY

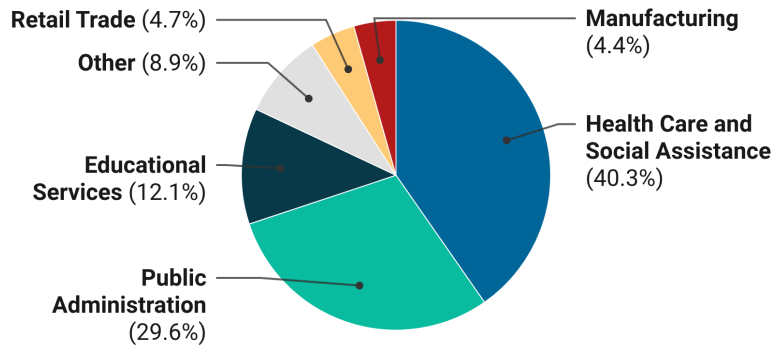
There were more work stoppages in the Accommodation and Food Services industry than in any other industry, accounting for just under 20% of all work stoppages. Health Care and Social Assistance involved the greatest number of workers (40.3%) and the most strike days (29.4%).

2025 Work Stoppages by Industry



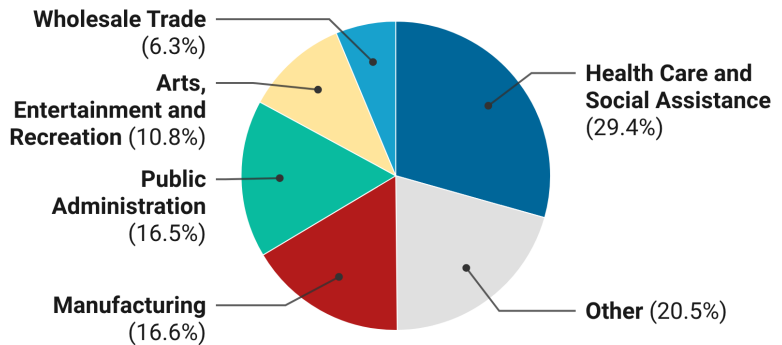
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2025 Approximate Number of Workers by Industry



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2025 Strike Days by Industry

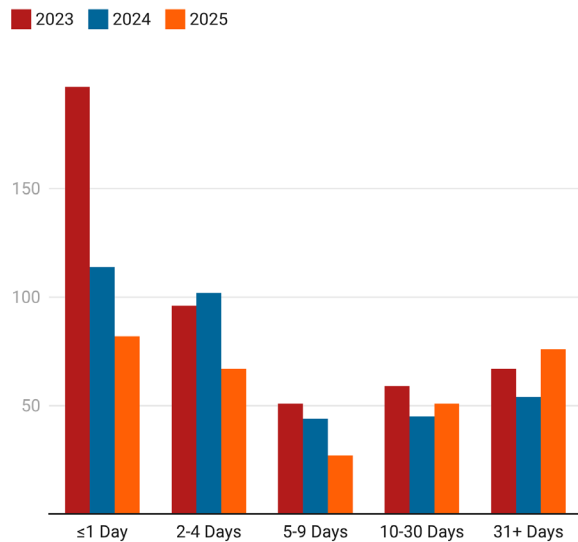


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LABOR ACTION BY DURATION

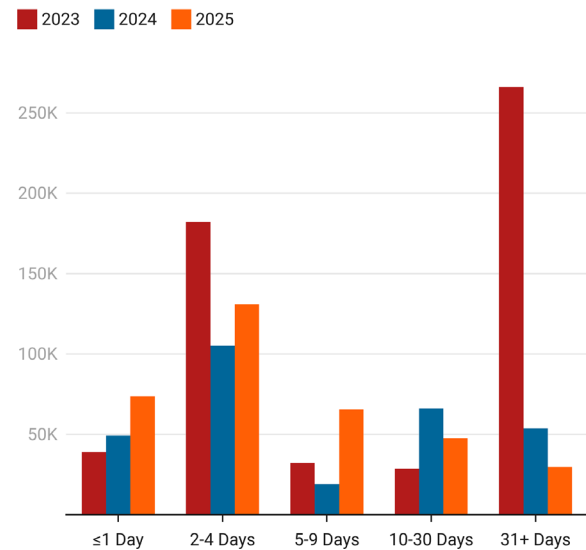
About half of all strikes in 2025 lasted less than five days. Fewer workers were involved in strikes lasting 31 or more days than any other duration category.

Number of Work Stoppages



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Approximate Number of Workers

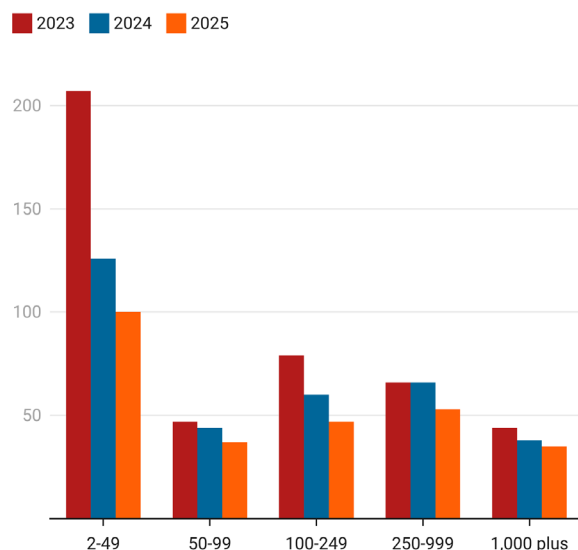


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LABOR ACTION BY SIZE

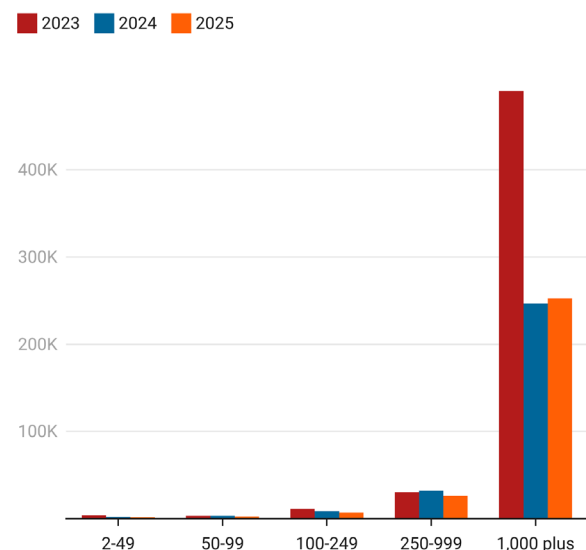
Despite 36% of work stoppages involving fewer than 50 people, strikes that involved 1,000 or more workers represented 87% of all workers on strike in 2025.

Number of Work Stoppages



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Approximate Number of Workers



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LABOR ACTION BY DEMAND

The most common demands in 2025 were increased pay, securing a first contract, and improved healthcare benefits.

2025 Demands

Demand	Work Stoppages	Approximate Number of Workers	Strike Days
Pay	195	192,778	3,376,616
First Contract	70	19,830	432,824
Healthcare	66	150,792	1,264,542
Staffing	63	171,242	1,839,602
Health and Safety	62	91,169	1,120,101
Scheduling	52	67,481	846,221
Retirement Benefits	38	45,778	1,264,465
Job Security	34	11,698	676,659
End to Anti-Union Retaliation	26	127,764	597,734
Union Recognition	18	2,731	37,496
Racial Justice	10	1,920	37,988

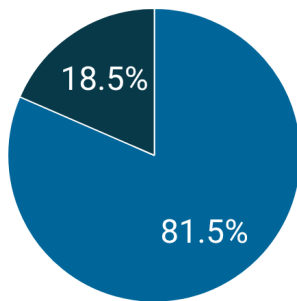
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LABOR ACTION BY UNIONIZATION STATUS

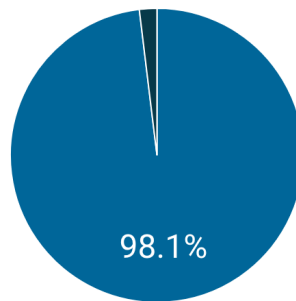
Approximately 19% of work stoppages in 2025 involved non-union workers. The 81% of work stoppages involving unionized workers accounted for 98% of workers and 95% of strike days.

Union versus Nonunion 2025

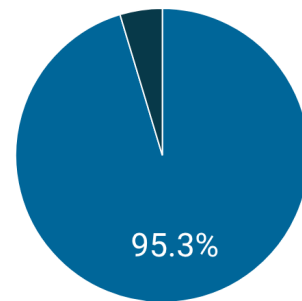
■ Unionized ■ Non-unionized*



Work Stoppages



Approximate Number of Workers



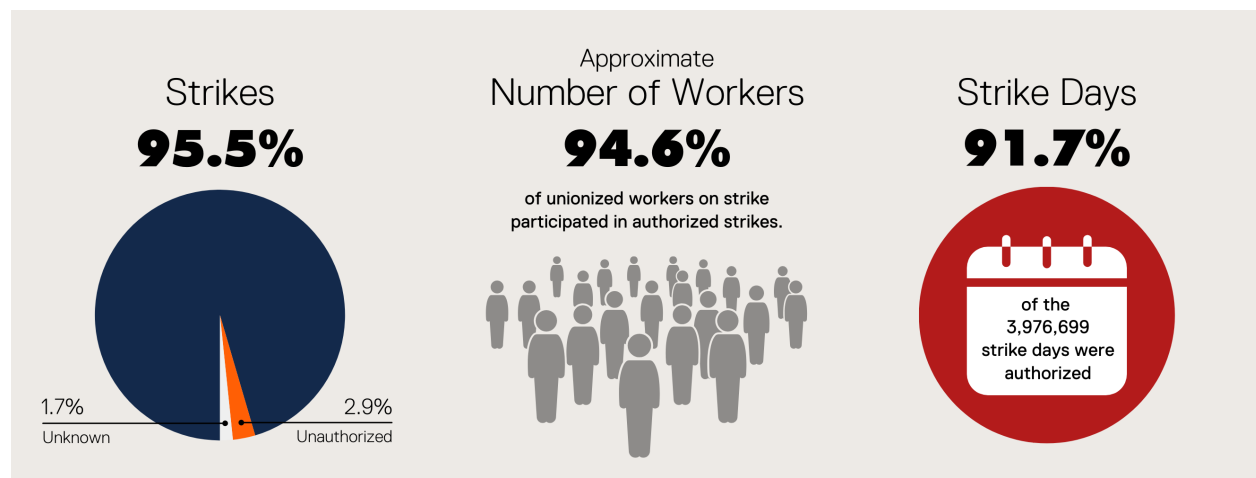
Strike Days

*Non-unionized means workers not unionized (without or prior to union recognition).

LABOR ACTION BY AUTHORIZATION STATUS

A vast majority of all unionized strikes (95.5%) were authorized by a union, compared to 2.9% that were unauthorized and 1.7% that were unknown. Authorized strikes overwhelmingly accounted for the number of workers (94.6%) and strike days (91.7%).

Authorized 2025*

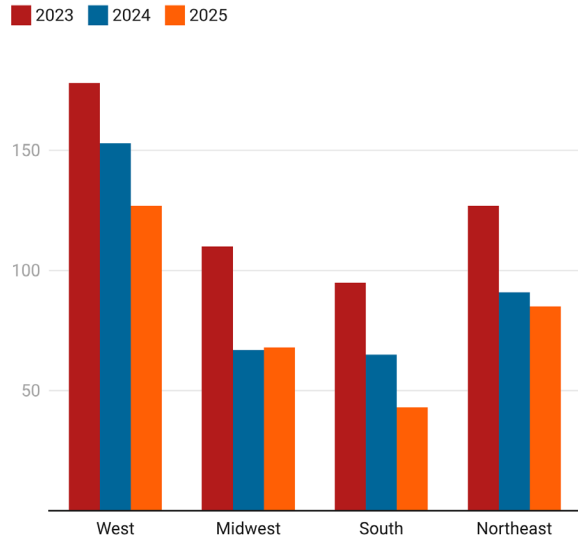


*This only includes strikes by unionized workers. By unionized, we mean after formal recognition of a union.

LABOR ACTION BY REGION

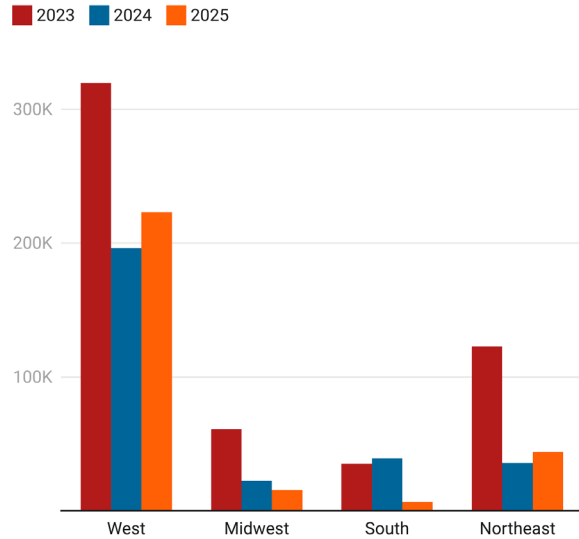
Following a trend from recent years, the West accounted for more work stoppages than any other region. The vast majority of workers and strike days were also in the West. More work stoppages were found in the Northeast than the Midwest or South.

Approximate Number of Work Stoppages

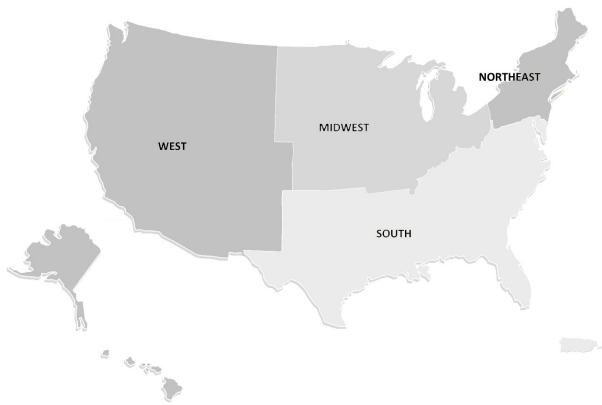


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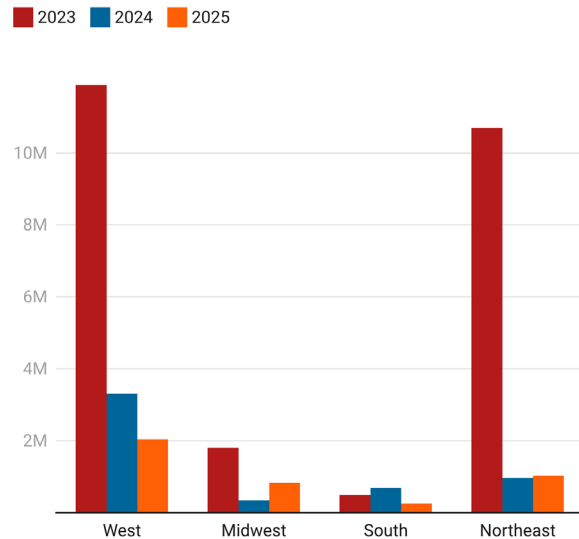
Approximate Number of Workers



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Strike Days



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DATA

Table 1

Monthly Work Stoppages and Approximate Number of Workers Involved in Work Stoppages

NOTE: A single work stoppage may appear in multiple months.

	Work Stoppages				
	2021	2022	2023	2024	2025
January	11	42	38	29	40
February	15	35	47	42	49
March	23	50	53	44	46
April	33	49	53	49	30
May	32	52	60	55	63
June	38	41	57	47	40
July	41	54	54	39	58
August	25	60	68	55	44
September	36	57	76	59	54
October	61	65	66	49	46
November	61	47	72	42	46
December	44	49	53	37	34

	Approximate Number of Workers				
	2021	2022	2023	2024	2025
January	5,107	53,067	16,306	38,349	12,900
February	3,134	24,089	5,865	5,826	96,197
March	9,253	18,741	77,031	12,779	25,784
April	15,905	28,657	19,153	13,186	124,019
May	12,512	14,248	25,149	44,484	82,477
June	13,417	7,571	46,270	40,570	15,561
July	15,070	8,576	199,307	12,018	29,311
August	7,546	16,516	200,192	37,530	11,899
September	12,379	33,590	210,551	91,202	14,755
October	32,313	13,555	305,136	89,698	61,333
November	90,561	58,321	201,125	91,217	54,603
December	21,794	59,649	24,312	21,376	7,938

Table 2

Industry of Work Stoppages 2025

NOTE: In 2025, like 2024, we coded a single industry per strike. The only exceptions are five strikes by workers at University of California and University of California Health, which we coded in both the Educational Services and Health Care and Social Assistance industries.

Industry	Work Stoppages	Approximate Number of Workers	Strike Days
Agriculture, Forestry, Fishing and Hunting	2	20	120
Utilities	0	0	0
Construction	5	156	11,578
Manufacturing	41	12,689	684,773
Wholesale Trade	8	2,464	259,050
Retail Trade	11	13,481	167,875
Transportation and Warehousing	21	3,766	125,576
Real Estate and Rental and Leasing	5	166	3,767
Professional, Scientific and Technical Services	8	789	12,754
Educational Services	39	35,075	236,646
Information	10	344	29,894
Health Care and Social Assistance	57	116,826	1,213,703
Arts, Entertainment and Recreation	13	4,131	446,577
Accommodation and Food Services	59	10,760	184,192
Public Administration	13	85,819	681,780
Administrative and Support and Waste Management	13	3,096	75,126
Other Services (except Public Administration)	1	80	240
Mining	1	16	672

Table 3**Duration of Work Stoppages**

Interval		Less than or equal to 1 Day	2 to 4 Days	5 to 9 Days	10 to 30 Days	31 plus Days
Work Stoppages	2021	104	54	25	53	42
	2022	204	85	52	40	52
	2023	197	96	51	59	67
	2024	114	102	44	45	54
	2025	82	67	27	51	76
Approximate Number of Workers	2021	79,774	11,078	3,968	18,920	32,369
	2022	23,226	23,924	87,698	27,126	66,792
	2023	39,120	182,072	32,135	28,635	266,111
	2024	49,285	105,120	19,222	66,077	53,785
	2025	73,742	130,851	65,353	47,494	29,738
Strike Days	2021	79,559	28,723	29,151	353,252	2,777,621
	2022	22,734	70,105	583,452	416,675	3,354,622
	2023	37,390	512,062	169,911	470,576	23,684,583
	2024	48,097.5	277,920	107,568	1,080,713	3,814,047
	2025	130,842	374,881	377,419	845,886	2,442,023

Table 4**Approximate Size of Work Stoppages**

Interval		2 to 49	50 to 99	100 to 249	250 to 999	1,000 plus
Work Stoppages	2021	101	44	45	38	24
	2022	197	49	66	55	37
	2023	207	47	79	66	44
	2024	126	44	60	66	38
	2025	100	37	47	53	35
Approximate Number of Workers	2021	2,101	3,067	6,221	17,933	110,950
	2022	3,775	2,993	8,366	21,018	188,000
	2023	3,797	3,189	11,239	30,243	490,115
	2024	2,209	3,183	8,790	32,384	246,923
	2025	1,807	2,421	7,031	26,114	252,300
Strike Days	2021	30,547	54,133	96,318	740,688	2,347,500
	2022	52,417	81,566	89,962	369,243	3,854,400
	2023	69,331	121,227	201,430	366,348	24,116,186
	2024	44,968	69,581.5	158,239	600,117	4,455,440
	2025	55,877	111,071	183,654	810,914	3,010,520

Table 5

Demands of Work Stoppages 2025

NOTE: A single work stoppage may have multiple demands. This list of demands is not exhaustive.

Demand	Work Stoppages	Approximate Number of Workers	Strike Days
Pay	195	192,778	3,376,616
First Contract	70	19,830	432,824
Healthcare	66	150,792	1,264,542
Staffing	63	171,242	1,839,602
Health and Safety	62	91,169	1,120,101
Scheduling	52	67,481	846,221
Retirement Benefits	38	45,778	1,264,465
Job Security	34	11,698	676,659
End to Anti-Union Retaliation	26	127,764	597,734
Union Recognition	18	2,731	37,496
Racial Justice	10	1,920	37,988

Table 6

Union Versus Nonunion Work Stoppages

NOTE: Nonunion means workers not unionized (without or prior to union recognition)

Interval		Unionized	Nonunionized
Work Stoppages	2021	178	101
	2022	302	131
	2023	366	104
	2024	270	89
	2025	247	56
Approximate Number of Workers	2021	135,405	4,937
	2022	217,278	6,874
	2023	522,699	15,884
	2024	288,999	4,490
	2025	284,101	5,577
Strike Days	2021	3,017,400	251,786
	2022	4,370,681	76,907
	2023	24,809,355	65,167
	2025	5,294,339.5	33,826
	2024	3,976,699	194,352

Table 7

Authorized Versus Unauthorized Strikes

NOTE: This only includes strikes by unionized workers. By unionized, we mean after formal recognition of a union.

Interval		Authorized	Unauthorized	Unknown
Strikes	2021	143	19	11
	2022	266	25	4
	2023	336	20	6
	2024	248	13	6
	2025	231	7	4
Approximate Number of Workers	2021	125,971	2,032	5,317
	2022	179,742	1,856	130
	2023	520,489	1,056	401
	2024	287,372	1,328	148
	2025	268,695	15,315	91
Strike Days	2021	2,962,798	3,451	51,151
	2022	3,945,121	2,640	170
	2023	24,789,106	1,687	931
	2024	5,288,975.5	1,396	235
	2025	3,645,933	330,635	131

Table 8

Geographic Breakdown of Work Stoppages

Interval		Northeast	Midwest	South	West
Work Stoppages	2021	70	63	72	84
	2022	102	89	95	171
	2023	127	110	95	178
	2024	91	67	65	153
	2025	85	68	43	127
Approximate Number of Workers	2021	22,888	20,900	12,104	83,752
	2022	19,688	68,788	24,073	111,603
	2023	122,794	61,124	35,112	319,552
	2024	35,755.166	22,439.5	39,114.666	196,179.666
	2025	44,043	15,557	6,756	223,322
Strike Days	2021	1,569,124	592,754	869,018	254,695
	2022	394,522	821,108	714,873.5	2,517,084.5
	2023	10,687,464	1,801,978	499,518	11,885,562
	2024	970,451.833	352,045.5	693,949.333	3,311,898.833
	2025	1,033,683	836,509	262,605	2,038,281



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