

LABOR-MANAGEMENT RELATIONS

UNION ACTIVITY (2025)

ELECTION DATA (AS OF JULY 2025) TENNESSEE IS A RIGHT-TO-WORK STATE.

Unionization Rate (Overall) (2024) = 4.7%
 Private Sector = 3.0%
 Public Sector = 12.6%

UNION ELECTION RESULTS (2004 - PRESENT)

YEAR	MONTH	UNION	COMPANY	COUNTY	LOCATION	# OF ELIGIBLE EMPS	VOTING FOR UNION	VOTING AGAINST UNION	VOTE RESULT
2025	April	Service Employees International Union (SEIU)	Volunteer Ministry Center	Knox	Knoxville	22	11	9	WON
2024	Nov.	Atomic Trade & Labor Council; AFL-CIO	UCOR	Roane	Oak Ridge	25	22	3	WON
2024	August	Plumbers and Pipefitters	Engert	Knox	Knoxville	63	16	33	LOST
2024	March	International Brotherhood of Electrical Workers	everOn (formerly ADT)	Knox	Knoxville	6	3	3	LOST
2024	March	Teamsters	Sysco Knoxville	Knox	Knoxville	77	29	46	LOST
2023	Dec.	Communications Workers of America (CWA)	Alliance Mobile	Hamblen	Morristown	5	5	0	WON
2023	Dec.	Teamsters	Keurig Dr. Pepper	Knox	Knoxville	22	11	11	LOST
2023	June	International Brotherhood of Electrical Workers	Tyto Athene LLC	Anderson	Oak Ridge	11	11	0	WON
2023	June	International Guards Union of America (IGUA)	FJC Security Services, Inc.	Knox	Knoxville	49	37	2	WON
2023	June	Communications Workers of America (CWA)	Solar Alliance Southeast	Knox	Knoxville	27	14	2	WON
2023	April	Workers United/Southern Region Joint Board	Starbucks	Knox	Knoxville	22	14	6	WON
2022	Dec.	ORNL Fire Captains Association/IAFF Local I-101	UT-Battelle	Anderson	Oak Ridge	12	11	1	WON
2022	Nov.	Communications Workers of America (CWA)	McKay Books	Knox	Knoxville	55	38	8	WON
2022	July	Workers United/Southern Region Joint Board	Starbucks	Blount	Alcoa	29	15	7	WON
2022	June	Workers United/Southern Region Joint Board	Starbucks	Knox	Knoxville	33	13	4	WON

CONTACT

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2022	April	Workers United	Starbucks	Knox	Knoxville	27	8	7	WON
2021	Jan.	SPFPA	Walden Security	Monroe	Vonore	8	5	3	WON
2019	April	Southern Organizers United	United Campus Workers - CWA Local 3865	Knox	Knoxville	4	4	0	WON
2016	Dec.	International Brotherhood of Electrical Workers	Citizens Telecommunications Co. of the Volunteer State	Knox	Powell	11	9	1	WON
2015	Dec.	Teamsters	Consolidated Nuclear Security	Anderson	Oak Ridge	23	16	6	WON
2015	Dec.	United Steel, Paper & Forestry, Rubber, Mfg., Energy, Allied Industrial Workers Int'l.	ARS Aleut Services	Anderson	Oak Ridge	109	41	57	LOST
2015	May	Atomic Trade & Labor Council; AFL-CIO	Consolidated Nuclear Security	Anderson	Oak Ridge	3	3	0	WON
2015	April	Atomic Trades & Labor Council; AFL-CIO	Consolidated Nuclear Security	Anderson	Oak Ridge	3	3	0	WON
2014	April	Int'l Assn of Sheet Metal, Air, Rail & Transportation Workers (SMART)	First Transit, Inc.	Knox	Knoxville	48	26	10	WON
2014	April	Retail, Wholesale & Dept. Store Union (United Food & Commercial Workers)	Guitar Center Stores	Knox	Knoxville	26	9	17	LOST
2014	Feb.	International Association of Machinists & Aerospace Workers	Computer Sciences Corp.	Knox	Knoxville	8	5	3	WON
2013	June	Teamsters	Mayfield Dairy Farms	Knox	Knoxville	43	13	27	LOST
2013	June	National Education Assn - Rhode Island	GCA Services Group, Inc.	Knox	Knoxville	27	18	8	WON
2013	April	International Assn of EMTs & Paramedics	Rural/Metro Corp.	Knox	Knoxville	37	14	20	LOST
2011	Oct.	International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers	Aqua-Chem	Knox	Knoxville	68	13	48	LOST
2011	Oct.	Teamsters	O'Reilly Auto Parts Dist.	Knox	Knoxville	13	4	9	LOST
2011	July	Int'l Union of Security, Police & Fire Professionals	WSI - Oak Ridge	Anderson	Oak Ridge	105	69	-	WON
2011	July	International Guards Union of America	WSI - Oak Ridge	Anderson	Oak Ridge	105	5	2	WON

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2011	Feb.	Service Employees International Union (SEIU)	Rural/Metro Corp.	Knox	Knoxville	262	49	42	WON
2010	Sept.	International Brotherhood of Electrical Workers	Frontier Communications	Knox	Powell	15	6	9	LOST
2010	June	Teamsters	Cummins Crosspoint, Inc.	Knox	Knoxville	21	15	2	WON
2009	March	Teamsters	First Student, Inc.	Anderson	Oak Ridge	31	25	2	WON
2009	Feb.	Int'l Assn. of Machinists & Aerospace Workers	UPS Freight	Knox	Knoxville	3	3	0	WON
2008	Sept.	United Steel, Paper, Forestry, Rubber, Mfg, Energy, Allied Industrial & Svc Workers Int'l Union	Tate & Lyle - Grains and Commodities	Loudon	Loudon	18	8	9	LOST
2007	Oct.	Int'l Assn. of Machinists & Aerospace Workers	Maremont/Int'l Muffler Co.	Loudon	Loudon	478	141	223	LOST
2007	June	International Guards Union of America	WSI - Oak Ridge	Anderson	Oak Ridge	52	29	6	WON
2006	Dec.	International Assn. of EMTs and Paramedics	Rural/Metro Corp.	Knox	Knoxville	126	80	19	WON
2006	Sept.	Teamsters	Advanced Labelworx	Anderson	Oak Ridge	46	9	32	LOST
2006	Sept.	Laborers International Union of North America	Performance Contracting	Roane	Rockwood	44	18	15	WON
2006	Sept.	International Union of Operating Engineers	RCS Corp.	Anderson	Oak Ridge	39	36	2	WON
2006	Aug.	United Steel, Paper, Forestry, Rubber, Mfg, Energy, Allied Industrial & Svc Workers Int'l Union	Carlisle Tire & Wheel	Anderson	Clinton	455	106	306	LOST
2006	Feb.	International Brotherhood of Electrical Workers	Comcast Cable	Knox	Knoxville	97	14	81	LOST
2005	Dec.	Teamsters	Rinker Materials	Knox	Knoxville	109	29	69	LOST
2005	Oct.	International Assn. of EMTs & Paramedics	Rural/Metro Corp.	Knox	Knoxville	95	40	46	LOST
2005	May	UNITE	ARC Automotive	Knox	Knoxville	408	171	11	WON
2005	Jan.	Int'l Assn. of Bridge, Structural & Ornamental Iron	Enco Materials	Knox	Knoxville	22	14	7	WON
2004	Aug.	Journeyman (Plumbing & Pipe Fitting)	Aqua-Chem	Knox	Knoxville	78	14	59	LOST

Sources: National Labor Relations Board; Unionstats

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2004	June	PACE (Paper/Allied-Industrial/Chemicals/Energy)	Packaging Corp. of America	Knox	Knoxville	43	22	18	WON
2004	Feb.	International Union of Operating Engineers	Critique, Inc.	Anderson	Oak Ridge	60	16	35	LOST
2004	Jan.	United Steelworkers of America	Total Logistics Control	Monroe	Vonore	65	13	48	LOST

Sources: National Labor Relations Board; Unionstats

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LABOR UNIONS IN THE KNOXVILLE AREA BY COMPANY

LABOR UNION

COMPANY

Amalgamated Transit Union	Knoxville Area Transit (KAT)
Bridge, Structural & Ornamental Iron (Int'l Assn of)	Enco Materials
Chemical Workers Union (International)	CNS Y-12, LLC
Communications Workers of America	AT&T, Alliance Mobile, Knoxville News-Sentinel, McKay Books, Solar Alliance Southeast LLC, University of Tennessee
Electrical Workers (International Brotherhood of)	CNS Y-12, LLC, Citizens Telecommunications Co., Knoxville Utilities Board, Norfolk Southern Corp., Tyto Athene LLC, UT-Battelle/ORNL
Food & Commercial Workers Union (United)	Kroger Co.
Graphic Communications International Union	Knoxville News-Sentinel
Heat & Frost Insulators & Asbestos Workers (Int'l Assn of)	CNS Y-12, LLC
Laborers International Union of North America	Performance Contracting
Locomotive Engineers (Brotherhood of)	Norfolk Southern Corp.
Machinists & Aerospace Workers (Int'l Assn of)	CNS Y-12, LLC, Computer Sciences Corp., Tennessee Valley Authority (TVA), UPS Freight, UT-Battelle/ORNL, Viskase Companies, Inc.
National Education Association – Rhode Island	GCA Services Group, Inc.
Operating Engineers (Int'l Union of)	CNS Y-12, LLC, RCS Corp., UT-Battelle/ORNL
PACE (Paper, Allied-Industrial, Chemical & Energy Workers)	Packaging Corp. of America
Sheet Metal Workers International Association	First Transit, Inc., JBM, Inc., Norfolk Southern Corp., Uster Technologies
Steelworkers of America (United)	Arconic, Inc., Dow Chemical Co.
Teamsters (Int'l Brotherhood of)	CNS Y-12, LLC, Cummins Crosspoint, First Student, Inc., United Parcel Service (UPS)
UNITE	ARC Automotive, CNS Y-12, LLC, UT-Battelle/ORNL
Workers United	Starbucks