



STROM ENGINEERING CORPORATION

Strom Engineering

State of Labor Disruption:

Q3 2025 Analysis and
Q4 2025 Outlook

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A Nation at a Crossroads: Unprecedented Labor Militancy Meets a Pro-Business Washington

The third quarter of 2025 has set the stage for a volatile and unpredictable end to the year. A stark divergence has emerged: while federal policy pivots to a deregulatory, pro-business stance, worker militancy is escalating on the ground. High-profile strikes and contentious negotiations have erupted in key sectors, driven by a workforce feeling the squeeze from years of inflation and demanding a reversal of past concessions.

This conflict is intensified by a paralyzed National Labor Relations Board (NLRB), which lacks the quorum needed to adjudicate disputes. Without this crucial legal release valve, unions are increasingly turning to their most powerful weapon: the strike. This shift fundamentally alters the risk landscape for employers, making direct economic action a more immediate and potent threat.

Economic Headwinds Create a Perfect Storm

The backdrop for these disputes is a cooling U.S. economy, creating a fundamental disconnect at the bargaining table. While workers are focused on recent high corporate profits and the 22.7% rise in prices since 2021, companies are basing their offers on projections of slowing GDP growth.

- **Slowing Growth:**
Real GDP growth is forecast to weaken dramatically to just 1.1% in Q4 2025.¹
- **Softening Labor Market:**
The national unemployment rate hit a near four-year high of 4.3% in August, with hiring slowing to a crawl.²
- **Persistent Inflation:**
While moderating, inflation remains a core motivator for workers, with the Consumer Price Index (CPI) hovering around 3.0%.¹

This environment — where workers feel left behind and companies are bracing for a downturn — is fueling confrontations across multiple industries.

Q4 2025 Labor Disruption Risk Matrix: At a Glance

Industry	Q4 2025 Disruption Likelihood	Overall Risk Assessment	Key Drivers
Aerospace & Defense	High	Critical	Entrenched, high-stakes Boeing strike with a difficult-to-replace workforce.
Warehousing & Logistics	High	High	Teamsters escalating a national pressure campaign against Amazon ahead of the holiday season.
Automotive	High	High	Contentious UAW negotiations at Volkswagen serve as a critical test for Southern organizing efforts.
Retail & Grocery	Medium	Moderate	Major contracts have been settled, but the risk of "copycat" disputes remains high. ⁵

Industry Flashpoints: Where the Fights Are Hottest

Our full, in-depth report provides a comprehensive analysis of seven key industries. Here's a preview of the most critical battlegrounds to watch in Q4 2025.

Aerospace & Defense: The Boeing Standoff

The most critical labor dispute in the nation is the entrenched strike by 3,200 IAM members at Boeing's defense facilities in Missouri and Illinois, which has halted production of F-15 and F/A-18 fighter jets.⁷ In an unprecedented move, Boeing has publicly refused to even consider a contract proposal ratified by the union's own members, transforming the dispute into a high-stakes battle over the bargaining process itself.⁹ With a highly skilled workforce that is difficult to replace and pressure mounting from the Pentagon, this standoff poses a significant risk of extending well into 2026, with major implications for the national defense supply chain.

Warehousing & Logistics: The Teamsters vs. Amazon

The battle to organize Amazon's logistics network has entered a new phase. The independent Amazon Labor Union has formally merged with the 1.3-million-member International Brotherhood of Teamsters, providing institutional power and resources for a national campaign.¹¹ With the NLRB now seeking a federal order to compel Amazon to bargain in San Francisco, the Teamsters are poised to escalate actions — including pickets and localized walkouts — at facilities across the country, threatening disruption during the critical holiday peak season.¹²

Automotive: The UAW's Southern Strategy on Trial

The United Auto Workers (UAW) is locked in a difficult, year-long negotiation for a first contract at Volkswagen's plant in Chattanooga, Tennessee. The outcome is a crucial test of the UAW's strategic goal to organize foreign-owned automakers in the American South. A failure to reach a strong agreement could easily lead to a high-profile strike that would have an outsized impact on the future of auto organizing across the region.

Download the Full Report for In-Depth Analysis

This preview only scratches the surface. To prepare your business for the challenges and opportunities of the coming quarter, you need the complete picture.

The full 40+ page "State of Labor Disruption" report includes:

- **Comprehensive Industry Breakdowns:**
Detailed analysis and Q4 outlook for all seven key sectors: Aerospace & Defense, Automotive, Manufacturing & Production, Warehousing & Logistics, Energy & Refining, Metals & Mining, and Retail & Grocery.
- **Deep-Dive Macroeconomic & Political Analysis:**
A thorough examination of the economic data, federal deregulatory agenda, and the fractured state-level policy landscape impacting labor relations.
- **Strategic Intelligence & Recommendations:**
Actionable insights identifying immediate, medium-term, and long-term risks and opportunities for the strike staffing industry.

- **Key Contract Expiration Calendar:**
A forward-looking calendar of major contract expirations and negotiations to monitor through Q2 2026.

Don't get caught unprepared.

Download the full report today to gain the strategic intelligence needed to navigate the volatile landscape of Q4 2025 and beyond.

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