



What is “Collective Bargaining”?

Collective bargaining is the back-and-forth negotiation process between a union and employer to reach a Collective Bargaining Agreement (CBA), or union contract. Here are a few important things to know:

465 days

The average time it takes to reach a first contract, according to a recent Bloomberg* analysis.

Status Quo

During bargaining, things like pay, benefits, and terms and conditions of employment cannot be unilaterally changed – they must remain “status quo” until an agreement is reached.

**Less, More,
the Same**

There are no guarantees with collective bargaining. You could end up with less, more, or the same as you have now.

**Source: Bloomberg Law Labor Data*



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