

# Keeping things “Status Quo” = Keeping things the Same

Once a union files a petition, employers are legally required to maintain status quo – meaning pay, benefits, and terms and conditions of employment cannot be unilaterally changed. This period of status quo would last through the collective bargaining process if the union were elected.

And remember, collective bargaining can take 465 days on average.<sup>1</sup> That means potentially over a year in status quo.

**HERE'S WHAT THIS MAY LOOK LIKE WITH UNION REPRESENTATION:**

*Can I request a permanent change to my schedule?*



**TODAY:**

We can work together as a team to try and accommodate your needs.

**DURING STATUS QUO:**

Unfortunately, right now I am not able to make permanent changes to your working conditions – which includes your schedule – outside of bargaining with the union.

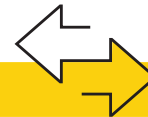
**Let's keep our direct lines open and not get stuck in status quo.**



Scan the QR code to the left for more information

<sup>1</sup>Source: Bloomberg Law Labor Data

Ask questions. Get the facts. [kreconnection.com](http://kreconnection.com)



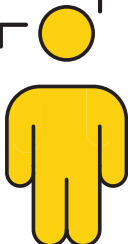
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