



Collective Bargaining and sloths  
have one thing in common.

Neither one moves very quickly.

**A recent study by Bloomberg Law Labor Data showed that in healthcare, the negotiation process took 528 days on average to reach a first contract agreement.\***

That's the longest time for any industry.

That's an average of almost 18 months of negotiations until both sides finally agreed on the wages, benefits and working conditions the newly unionized associates will have.

However, during the duration of negotiations, employers generally must maintain the *status quo*, meaning no changes in terms and conditions of employment can be made until a contract is finally agreed to.

\*Combs, R. "Analysis: How Long Does It Take Unions to Reach First Contracts?"  
Bloomberg Law. June 1, 2021.

And keep in mind, that through the collective bargaining process, associates could end up with less, the same or more than they started with. If a union says you can only go up from what you have now, that's NOT the truth.

***"...collective bargaining is potentially hazardous for employees and as a result of such negotiations employees might possibly wind up with less benefits after unionization than before."***

Coach and Equipment Sales,  
228 NLRB 440, 441 (1977)—

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