

Question: Do employees automatically get a contract if a union gets voted in?

Answer: No. A company only has an obligation to bargain in good faith.

Number of Days for Unions to Reach a First Contract

Time elapsed from successful NLRB election to contract ratification, 2005-2023

■ Mean number of days ■ Median number of days



Source: Bloomberg Law Labor Data. Analysis covers 454 first contracts for which Bloomberg Law has obtained dates for NLRB election, certification and contract ratification, 2005-2023. Updated January 2024.

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Get the Facts!

This Q&A Series is intended to provide factual responses to questions often asked about unions. For additional information, see a manager or Human Resources.