

What is Collective Bargaining?

- Collective bargaining is just another word for negotiating.
 - **In negotiations, wages and benefits could go up, go down, or stay the same.**
 - The National Labor Relations Board made this very clear in one case when it said there is “*no obligation on the part of the employer to contract to continue all existing benefits, **nor is it an unfair labor practice to offer reduced benefits.***” *Midwestern Instruments, Inc.*, 133 N.L.R.B. 1132.
- Additionally, good-faith negotiations can take **months or even years**, and there’s **no guarantee** that an agreement will **ever** be reached.
 - 52% of unions fail to secure a contract within the first twelve months, and 25% fail to obtain a first contract within the first **three years**. [Source: epi.org].

Get the Facts!