

## What is Impasse?

“Impasse” is generally defined as the deadlock reached between a company and a union after good-faith negotiations have exhausted the possibility of reaching an agreement.

By law, once impasse is reached after months or years of good-faith negotiations, the employer may unilaterally implement its contract proposals regarding wages, benefits, and working conditions without any vote by employees and regardless of the union’s disapproval.

At that point, employees can work under the employer’s terms, quit, or go on strike.

**GET THE FACTS!**