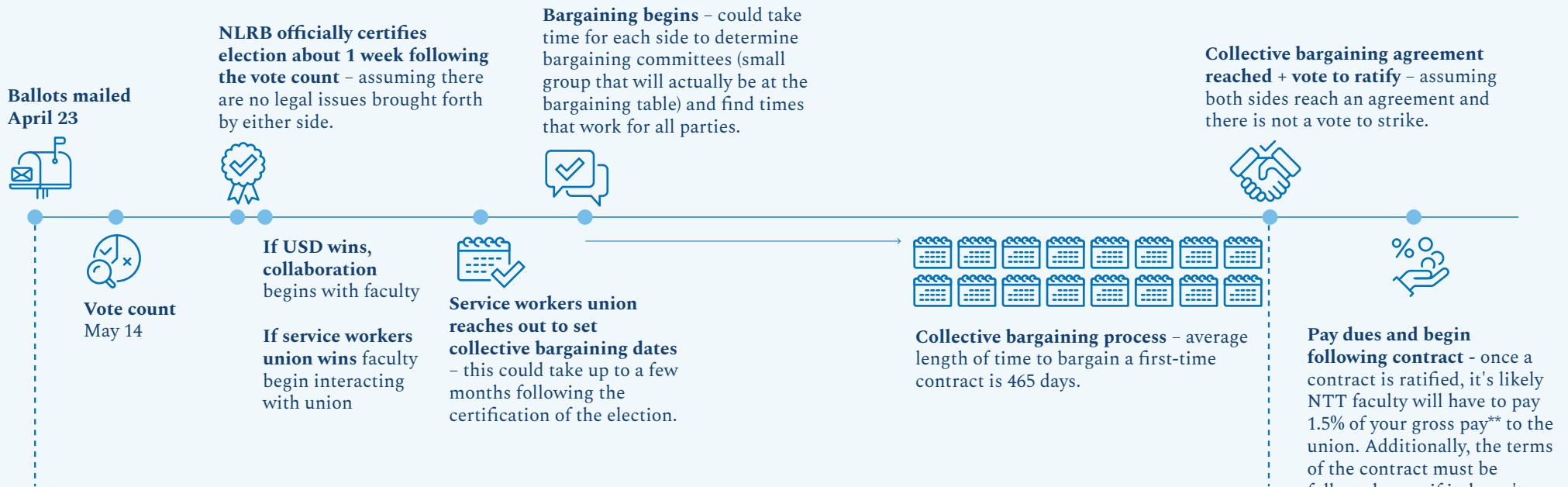


# Understanding the Timeline of Unionization

Union elections move fast.  Collective bargaining often moves slow. 

If the service workers union is elected, you may not have a contract for more than a year. While you wait for a contract, the university must maintain status quo on wages, benefits and other terms and conditions of employment. Changes cannot be made unless the service workers union specifically agrees. Sometimes, a union will withhold agreement on employer proposals in order to secure an agreement on another subject.



**STATUS QUO:** Until a bargaining agreement is reached, which can take an average of 465 days\*, USD would be in a period of status quo where changes to pay, benefits or terms and conditions of employment could only occur with bargaining. Changes become more difficult or impossible to make while negotiations continue.

\*According to an analysis by Bloomberg Law  
\*\*See service workers contract at Occidental College.