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.

Ballots mailed April 23



NLRB officially certifies election about 1 week following the vote count - assuming there are no legal issues brought forth by either side.



Bargaining begins - could take time for each side to determine bargaining committees (small group that will actually be at the bargaining table) and find times that work for all parties.



Collective bargaining agreement reached + vote to ratify - assuming both sides reach an agreement and there is not a vote to strike.



Vote count May 14

If USD wins, collaboration begins with faculty

If service workers union wins faculty begin interacting with union



Service workers union reaches out to set collective bargaining dates

- this could take up to a few months following the certification of the election.



Collective bargaining process – average length of time to bargain a first-time contract is 465 days.



Pay dues and begin following contract - once a contract is ratified, it's likely NTT faculty will have to pay 1.5% of your gross pay** to the union. Additionally, the terms of the contract must be followed, even if it doesn't have the things that are important to you.

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.