

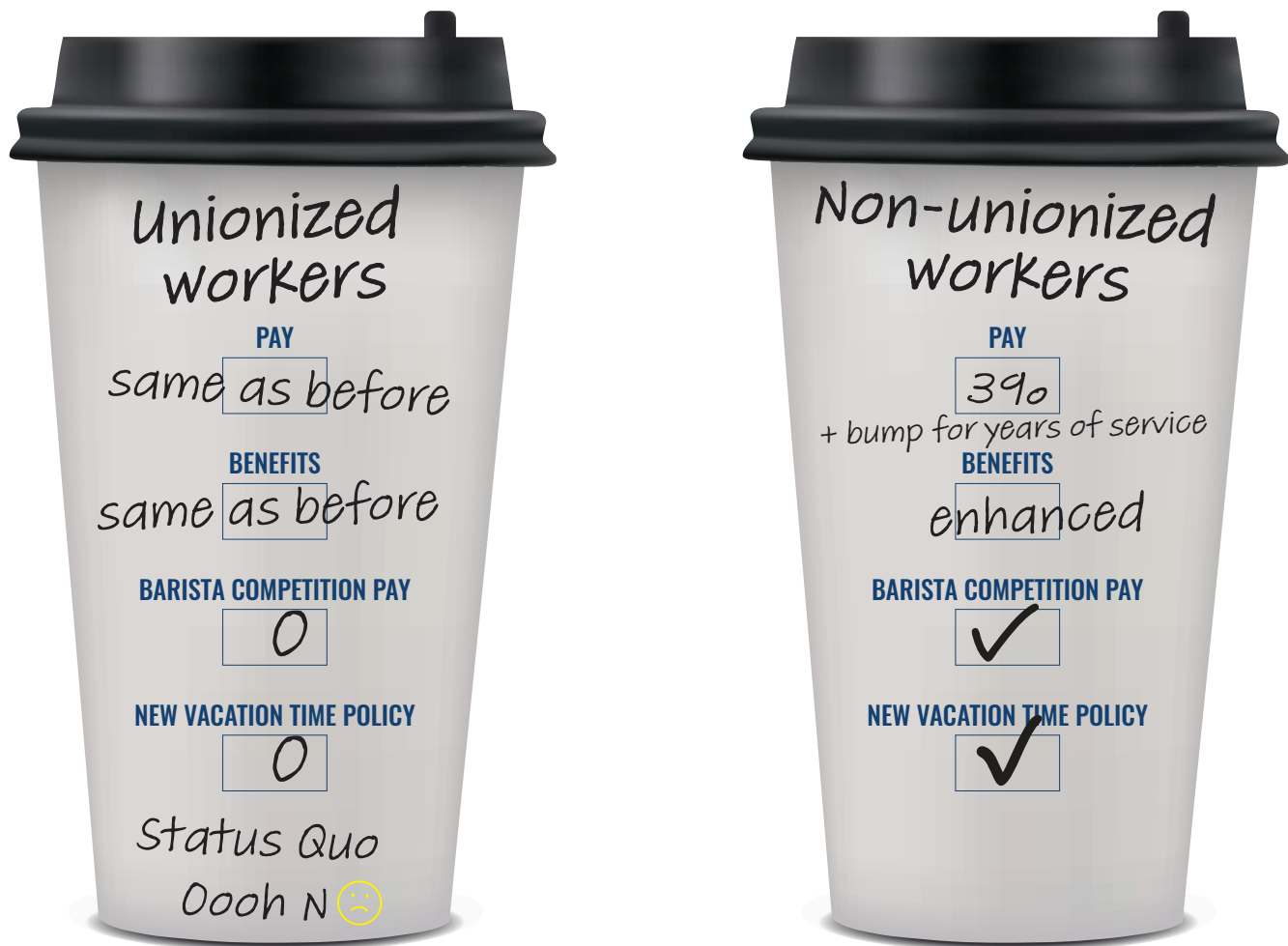
What does status quo mean during collective bargaining?

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 through bargaining with the Service Employees Union.

What that means for members of the Service Employees Union.

Workers at a popular nationwide coffee chain* first unionized with Service Employees Union in 2021. Negotiations on a collective bargaining agreement are only beginning in 2024.

That's three years in status quo.



Changes to pay, benefits and terms and conditions of employment become nearly impossible to make during collective bargaining negotiations.

* According to an analysis: How Long Does It Take Unions to Reach First Contracts?" - BloombergLaw.com
***Starbucks Again Omits Unionized Workers From Benefits Bumps" - BloombergLaw.com