Understanding the Timeline of Unionization

**Union elections move fast.** Collective bargaining moves slow.

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

- **Election dates**
  - Jan. 24
  - Jan. 25
  - Jan. 26

- **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.

- **Collective bargaining process** - average length of time to bargain a first-time contract in health care is 528 days, or about a year and a half.

- **Vote count**
  - Jan. 29

- **Union reaches out to set collective bargaining dates** - this could take a few months following the certification of the election.

- **Collective bargaining process** - average length of time to bargain a first-time contract in health care is 528 days, or about a year and a half.

- **Pay dues and begin following contract** - once a contract is ratified it’s likely residents and fellows will have to pay 1.6% of your stipend to remain in your program. 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 528 days*, McGaw would be in a period of status quo where changes to stipends, benefits or terms and conditions of employment become more difficult or impossible to make.

*According to an analysis by Bloomberg Law