

Union negotiations aren't normally a quick fix

If the Pennsylvania Association of Staff Nurses and Allied Professionals (PASNAP) wins an election, Penn Medicine at Home (PMAH) has a legal obligation to bargain in good faith for a contract covering all terms and conditions of employment.

It sounds simple, but it can be a complicated process. While PMAH would always bargain in good faith, on average, it takes 528 days to negotiate a first contract in healthcare.

During the duration of negotiations, employers generally must maintain the status quo, meaning no discretionary unilateral changes in terms and conditions of employment can be made without bargaining with the union first.

**528
DAYS**



**Time elapsed from
NLRB certification to
contract ratification**

*"ANALYSIS: How Long Does It Take Unions to Reach First Contracts?
Bloomberg Law, 2021."*

Why does it take so long?

The law requires the union and the employer to meet and exchange proposals about wages, benefits and all other conditions of employment like scheduling, overtime, transfer and promotion rules, holiday and vacation time off and other matters.

The parties are not required to reach an agreement.* And there is no guarantee the union will negotiate for issues that are important to you personally.

First contracts generally take the longest because it takes time to work out all the language that will cover all terms and conditions of employment. During this time, employers are prohibited from making discretionary unilateral changes to wage or benefits without bargaining with the union.



The union can't guarantee it will be able to deliver on its campaign promises. However, the union can require you to pay dues or fees if it negotiates a union security agreement.

* Basic Guide to the National Labor Relations Act, Page 7.

For more information, visit [KnowTheFactsPMAH.org](https://www.knowthefactsPMAH.org)

