The Union Organizing Process

Strategy & Targeting

- Initial Contact
- Building Support
- Authorization Cards

Filing with National Labor Relations Board (NLRB) for Election

Stipulation: Bargaining Unit Defined

Card-Check

NLRB Election

50% + 1 = Union Victory

Union Certification

Election of Stewards & Contract Action Team

Election of Negotiation Committee

Actual Negotiations

Contract Agreement

Ratification of Contract by Members

*Note: This is a general overview of the union organizing process. Different unions use various strategies based on this overall process.
The Union Bargaining Process

Workers Elect Bargaining Committee

Develop Contract Proposal

Union Makes Contract Proposal

Actual Negotiations

May Happen

Mediation

Unfair Labor Practice Strike

Binding Arbitration

Bad-Faith Bargaining

Workers Locked Out

Work without a Contract

& More...

Contract Agreement

Ratification of Contract by Members

*Note: This is a general overview of the union bargaining process. Different unions use various strategies based on this overall process.