

# UNION NEGOTIATIONS AREN'T NORMALLY A QUICK FIX

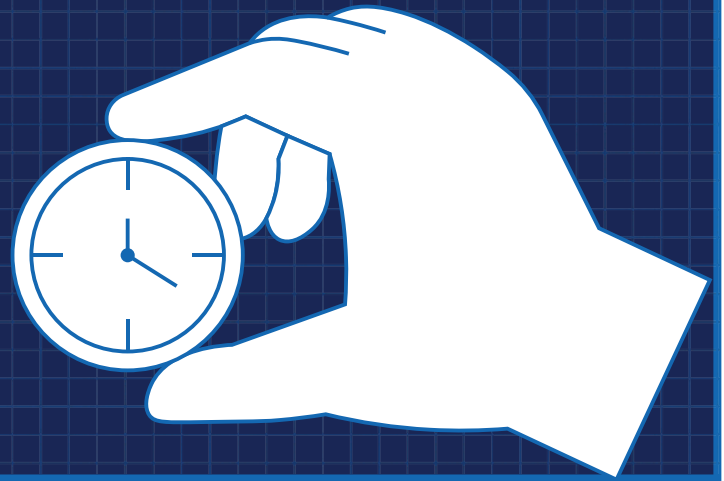
If IUOE Local 150 wins an election at WillScot, both parties have a legal obligation to bargain in good faith for a contract covering all terms and conditions of employment.

It sounds simple, but it can be a long and complicated process. On average, it takes 465 days to negotiate a first contract.

## 465 days

Time elapsed from  
NLRB certification to  
contract ratification

Source: Bloomberg Law Labor Data



## 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.

## YOU COULD END UP WITH LESS, MORE OR THE SAME AS A RESULT OF COLLECTIVE BARGAINING.

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

**WILLSCOT**

TM

**PLEASE VOTE NO**



**< SCAN ME**

or visit [willscotstayinformed.com](http://willscotstayinformed.com) for  
more information about unionization.