

Exchange of Openers

The union and the company exchange their opening proposals

Direct Negotiations

Negotiations begin across the bargaining table between the union and the company

Direct negotiations unsuccessful and talks deadlock.

Mediation

The union and/or the company request the National Mediation Board (NMB) to begin mediation within 10 days of the breakdown of collective bargaining talks.

NMB assigns a mediator and mediation begins. Decisions on time limits now lie with the NMB.

Proffer of Arbitration

Mediation is unsuccessful and talks deadlock. The NMB offers to submit remaining issues to binding arbitration.

Union and/or company rejects offer of binding arbitration.

Cooling-Off Period

The 30-day cooling-off period begins. Mediation talks (supermediation) may continue in an effort to reach an agreement prior to the expiration of the 30 days.

Work Stoppage/Imposed Work Rules

Parties fail to reach agreement during cooling-off period. Company may implement imposed work rules. Union may go on **strike** or conduct other job actions.

Membership Ratification

A tentative agreement is reached. Ballots are sent to each member for **membership ratification**. If approved by the membership, the agreement goes into effect.

Membership Ratification

Mediation is successful. Tentative agreement is sent to membership for **membership ratification** vote.

Binding Arbitration

Union and company accept NMB offer of binding arbitration. Arbitration hearings held and binding award made. *New contract is imposed upon both the union and the company.*

Membership Ratification

Supermediation is successful. Tentative agreement is sent to membership for **membership ratification** vote.

Presidential Emergency Board

If a dispute substantially threatens essential transportation, NMB notifies the President who may establish a PEB. PEB has 30 days to report to the President. The parties may accept the recommendations, negotiate their own agreement, or, 30 days later, exercise self help.