

# Faster Labor Contracts Act

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**Rep. Donald Norcross (D-NJ) and Rep. Pete Stauber (R-MN)**

## Background

Collective bargaining is a fundamental right guaranteed to most workers in the United States through the National Labor Relations Act (NLRA). The right of workers to form a union and collectively bargain is central to improving wages, hours, working conditions, and more.

After workers vote to form a union, they don't immediately see the benefits of collective bargaining. Instead, they first need to obtain an initial agreement with management. Unfortunately, the NLRA does not impose a time limit on reaching a first contract, meaning that workers can vote to unionize only to be slow rolled by their employer on reaching a collective bargaining agreement. For example, Starbucks workers in Buffalo, NY first voted to unionize in December 2021. Since then, more than 12,000 of Starbucks workers at over 500 stores around the country have voted to unionize. More than 3 years later, they are still waiting on their first contract.

In fact, according to [Bloomberg Law](#), it takes an average of 458 days for unions and employers to agree on a first contract. This hurts workers who, despite exercising their right to bargain collectively, are prevented from doing so by employers who enjoy the benefits of the status quo.

The Faster Labor Contracts Act will speed up first contracts for new unions, ensuring that when workers vote to unionize, a collective bargaining agreement follows.

## Faster Labor Contracts Act

The Faster Labor Contracts Act is a bipartisan bill led by Congressman Donald Norcross (D-NJ) and Congressman Pete Stauber (R-MN) to speed up first contracts for new unions. This important legislation will ensure that when workers vote to form a union, employers are not allowed to drag out negotiations on a first collective bargaining agreement.

## Summary

The Faster Labor Contracts Act would amend Section 8(d) of the National Labor Relations Act (NLRA), to require that:

- After workers have voted to form a union, employers must begin negotiating with the new union within 10 days.
- If no agreement is reached after 90 days, the dispute will be referred to mediation.
- If mediation fails after 30 days, or additional periods agreed upon by both parties, the dispute will be referred to a binding 3-person arbitration panel to secure an initial contract.
- The Government Accountability Office commission a report on average workplace time-to-contract one year after enactment.