Summary of Collective Bargaining Process under the Railway Labor Act
(Airline and railroad carriers other than public commuter railroads)

Bargaining Relationship Established
(Voluntary recognition or NMB certification)

Bargaining Proposals Exchanged
(Section 6 notices by labor and management)

Direct Bargaining
(Meet and confer)

- Full Agreement
  (Final resolution)
- Interest Arbitration
  (Voluntary – final resolution)
- Conferences Terminated
  (10 calendar days without mediation request)
- NMB Mediation Invoked
  (By either party or NMB)

- Self-Help Permissible
  (Non-violent)
- NMB Mediation with Mediator and/or Board Member
  (Unlimited duration)

- Full Agreement
  (Final resolution)
- NMB Offer of Arbitration
  (Acceptance voluntary)

- Arbitration Accepted
  (By both parties)
- Arbitration Declined
  (By either party)

- Interest Arbitration Process
  (Final resolution)
- 30-day Cooling-Off Period
  (Mediation may continue)

- Cooling-Off Period Expires
  Without Agreement
- Full Agreement
  (Final resolution)

- Presidential Emergency Board Established
  (Self-help precluded – generally 30 days)
- PEB Report Filed
  (Self-help precluded for an additional 30 days)

- Full Agreement
  (Final resolution)
- Self-Help Permissible
  (Non-violent)
- Congressional Intervention
  (Ad hoc legislation – final resolution)