

Q&A

Question:

How long will it take to negotiate our first contract?

Answer:

It Can Take Time—A Lot of It.

If the Teamsters are voted in, it could take longer than you thought to reach a contract, if one is agreed to at all. According to a Bloomberg Law study, on average, it takes nearly **15 months**—sometimes longer—to negotiate a first contract in the U.S. That's over a year of uncertainty, with no guarantee of better pay, benefits, or working conditions.



Here's what you should know:

- **465 days** is the current average time to reach a first contract.
- **More than half** take over a year. Some take **years**.
- There's **no legal deadline** to finalize a contract.
- Complex issues and industry regulations often slow things down.
- Meanwhile, raises and improvements can be delayed—or never happen.

The union may promise change, but the reality is: **nothing is guaranteed**, and everything is up for negotiation. That includes what you already have.