

## What is a Company's Last, Best, & Final Offer (LBFO) to a Union?

When a union gains representation rights over a company's employees, both the company and the union are legally obligated to bargain in good faith to reach an agreement on employment terms and conditions.

However, if negotiations reach an impasse—where neither party is willing to compromise further and continued negotiations are unlikely to be productive—the company may legally implement its Last, Best, and Final Offer (LBFO) to the union, without a union vote or acceptance.

The Company also could just allow employees to continue to work under the terms and conditions that already exist.

---

### Think About It...

- **Union Promises:** Voting in a union does not guarantee anything the union promises to get your vote.
- **Possible Outcomes:** If the parties can't reach an agreement, the company could implement its final offer, even if the union or its members don't agree!

---

### More Facts to Consider for Your Future.

---

