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)

      - **Congressional Intervention**
        (Ad hoc legislation – final resolution)

- **Self-Help Permissible**
  (Non-violent)