

**In the time it typically takes to reach  
a first-time bargaining agreement in healthcare,  
an elephant could have had a baby.**



**528 days.**

That's the average amount of time it takes to reach a first-time contract between a hospital and a union. It's also the same number of days that nurses' pay, benefits, and other terms and conditions of employment must legally remain in "status quo."

We are committed to providing you with factual information about your work here and about unionization.

\* <https://news.bloomberglaw.com/bloomberg-law-analysis/analysis-how-long-does-it-take-unions-to-reach-first-contracts>

**MedStar Southern  
Maryland Hospital Center**



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**MedStar Health**