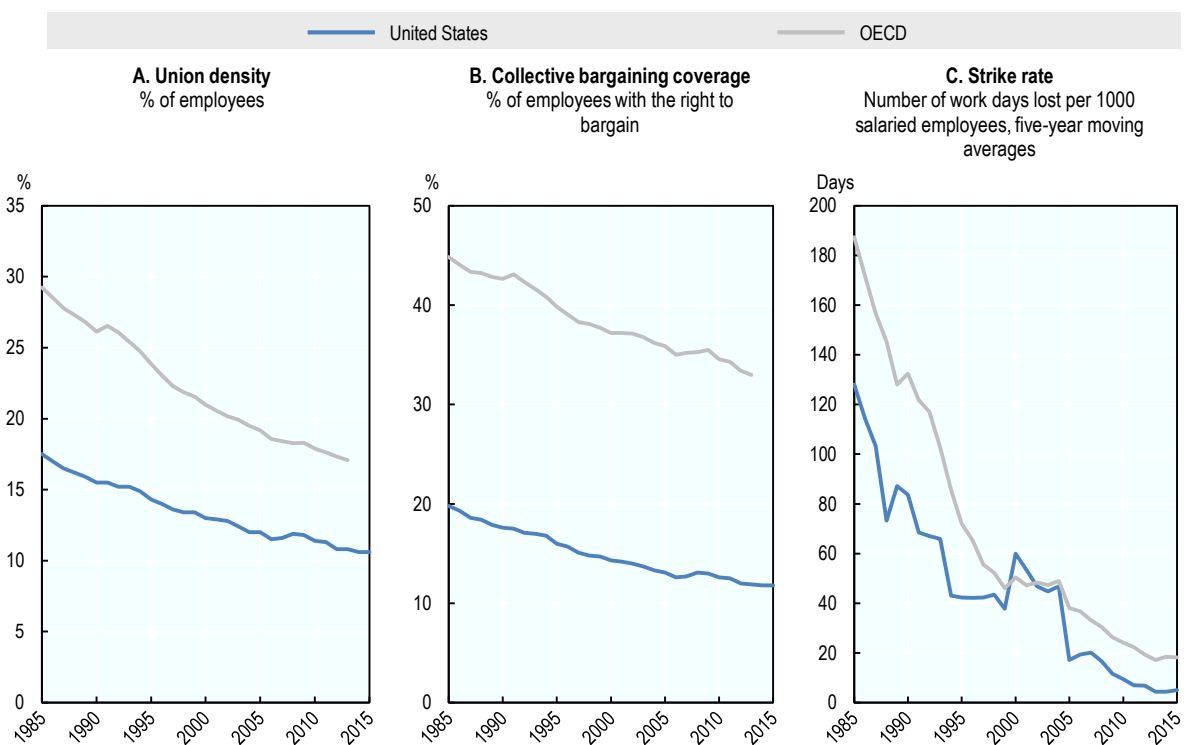


## United States

### KEY FEATURES OF THE COLLECTIVE BARGAINING SYSTEM IN 2015

Predominant level	Company
Degree of centralisation/decentralisation	Decentralised
Co-ordination	No
Trade union density in the private sector	5-10%
Employer's organisation density	Information not available
Collective bargaining coverage rate	10-20%
Quality of labour relations	Medium

### TRENDS IN INDUSTRIAL RELATIONS IN THE UNITED STATES, 1985-2015



## BUILDING BLOCKS OF COLLECTIVE BARGAINING

The detailed description of the building blocks of collective bargaining mainly relies on information provided by the responses to the policy questionnaires that were sent to Labour Ministries, employer organisations and trade unions in 2016. The information reported in the questionnaires represents the situation in **December 2015**.

### Use of *erga omnes* clauses

Legal application of a sector level agreement in the absence of administrative extensions	Not relevant
Legal application of a firm-level agreement	All workers

### Use and coverage of extensions

Use of extensions of sectoral collective agreements	Not relevant
Procedure	Not relevant
Representativeness criteria	Not relevant
Public interest criteria	Not relevant
Exemptions or possibility of appeal	Not relevant

### Duration of collective agreements

Average duration	Information not available
Maximum duration of collective agreements	Firm level: Yes, agreed by social partners.
Can contracting parties terminate an agreement before its expiry date?	Yes, but parties have to renegotiate it.

### Ultra-activity of collective agreements

Is maximum duration of after-life/ultra-activity of agreements fixed by law?	Not relevant
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### Retroactivity of agreements

Do firms have to pay arrears in case of late renewal?	Not relevant
Does retroactivity apply only to members of signatory parties or does it cover all parties?	Not relevant

**Use of the favourability principle** Not relevant

### Use and scope of derogations and opt-out

Derogations from the law Not relevant

Derogations from collective agreements

Scope Not relevant

Topics Not relevant

Rationale Not relevant

Criteria Not relevant

Other Not relevant

### Forms of co-ordination

Mode of co-ordination Not relevant

Degree of co-ordination Not relevant

### Enforcement of collective agreements

	Sector-level agreements	Firm-level agreements
Do agreements typically include a peace clause?	Not relevant	Yes, common.
Do agreements typically include a mediation/arbitration procedure?	Not relevant	Yes
Is it compulsory?	Not relevant	Yes

**Worker representation at the workplace** Union or union representatives.

### Board-level employee representation

Public sector Not relevant

Private sector Not relevant

Scope Not relevant

Proportion/number of workers' representatives Not relevant

Nomination of candidates Not relevant

Appointment mechanism Not relevant

ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT  
PARIS, SEPTEMBER 2017