



IAM
UNION

International Association of Machinists
& Aerospace Workers

THE IAM UNION SUPPORTS THE FASTER LABOR CONTRACTS ACT (H.R. 5408 / S. 844)

Working families are getting squeezed. Costs keep rising, but paychecks aren't keeping up, and too many workers are blocked from using the best tool they have to fight back: collective bargaining. The fundamental right to collectively bargain is guaranteed to most private-sector workers in the United States through the National Labor Relations Act (the Act). This right of workers is central to improving wages, hours, working conditions, and other terms and conditions of employment. Once workers vote to have a union, they begin negotiating an initial contract with their employer. **But the process of negotiating this first contract does not have any timeframe requirements under the law—so employers can unduly delay the process and leave workers fighting for years to obtain this first agreement.**

To address this, the Senate must PASS the Faster Labor Contracts Act. The House version of this bill, introduced by Representatives Donald Norcross (D-NJ) and Pete Stauber (R-MN) and passed with bipartisan support on June 9, 2026, adds into the statute a timeline for bargaining a first contract and is a key provision of the Protecting the Right to Organize (PRO) Act. The Senate companion bill (S.844) is led by Senators Josh Hawley (R-MO) and Cory Booker (D-NJ).

This urgently-needed piece of labor reform will end unfair employer delays in reaching a first contract for new unions, thereby ensuring that when workers vote to unionize, a collective bargaining agreement follows in a timely manner. It will amend the Act to include timelines for meeting to begin negotiations, mediating if the parties are stuck, and have a binding arbitration panel to ensure a first contract is secured.

The IAM has seen the results of employer delay tactics first-hand: workers grow frustrated and believe that their voice and choice to form a union is being ignored. With the Faster Labor Contracts Act, this persistently-used employer tactic will stop being a tool in the union-busting toolbox.

The Faster Labor Contracts Act addresses long overdue fixes needed in the NLRA. It ensures that workers and unions are able to assert their rights under the law as intended by the original NLRA. **That is why the IAM Union fully supports the Faster Labor Contract Act and urges all members of the Senate to vote “YES” for this bill.** While more reforms are needed, this is a very needed first step in the right direction to protecting workers' rights.