

APPROPRIATE BARGAINING UNITS

- The set of occupations and geographical locations included in the certification election is called the *appropriate bargaining unit*
- Employers want large, diverse bargaining units
 - Nurses, orderlies, janitors, parking lot attendants across multiple hospitals
- Unions want small, homogeneous units
 - Nurses in a single hospital
- When there is a dispute, the NLRB holds a hearing to decide the appropriate bargaining unit based on a shared community of interests

Nrrb And The Appropriate Bargaining Unit

**United States. Railroad Retirement
Board**



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