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terms and conditions of employment until they agree on a labor contract or reach a stand off or impasse if negotiations reach an impasse an employer can impose terms and conditions so long as it offered them to the union before impasse was reached when a workforce is unionized the terms of their employment are typically established by a collective bargaining agreement cba this cba is negotiated between the union and the employer most cbas set standards for working conditions salaries and other benefits employees may receive a union contract is a written agreement between the employer and the employees that details the terms and benefits in a clear and legally binding way more on the value of contracts here the power of the collective bargaining process early in the process management and labor agree to ground rules e g when and where bargaining sessions will take place and when all initial proposals should be on the table the parties also agree on the bargaining style proposal 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your union and employer must bargain in good faith about wages hours and other terms and conditions of employment until they agree on a labor contract or reach a stand off or impasse if negotiations reach an impasse an employer can impose terms and conditions so long as it offered them to the union before impasse was reached

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