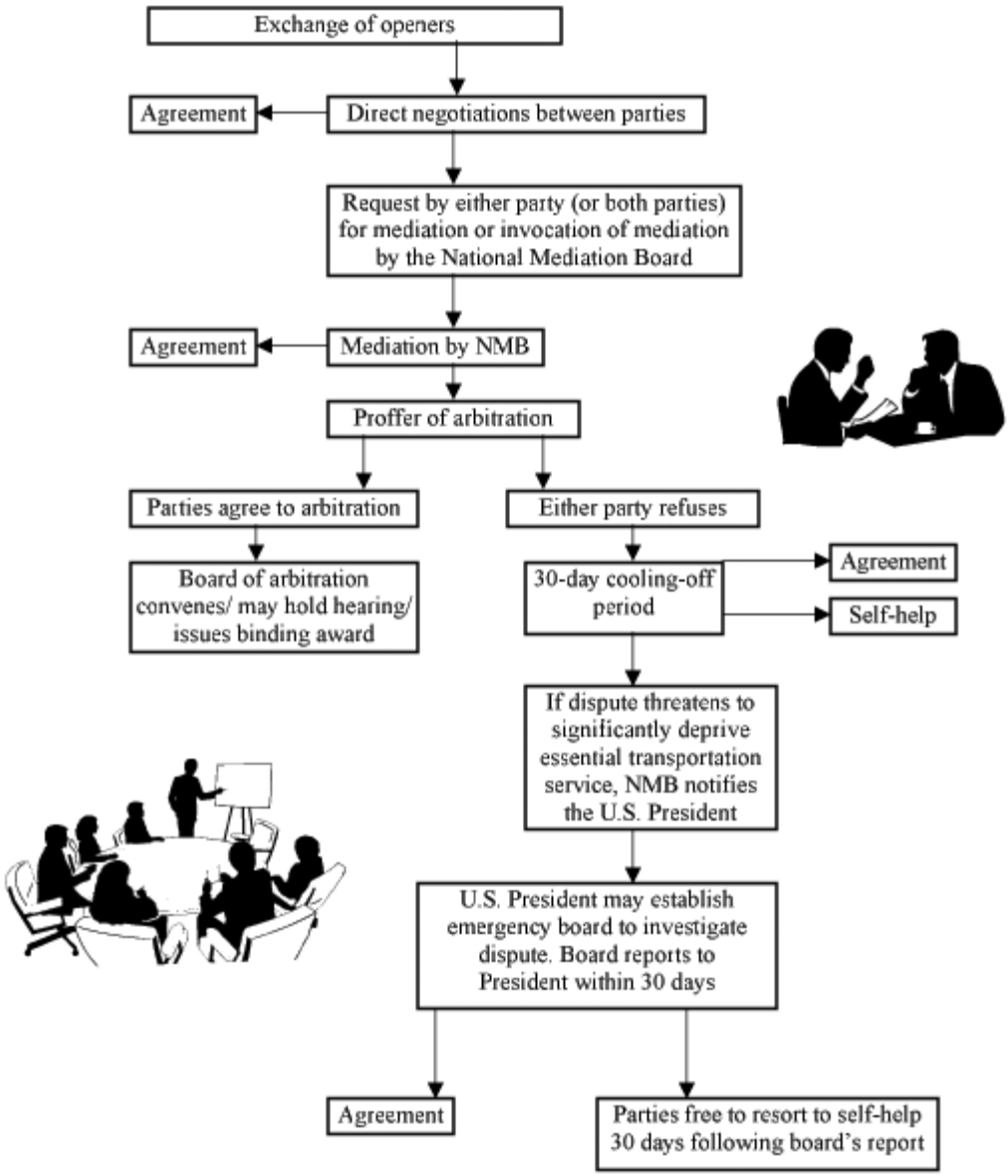
Exchange of openers
Agreement
Direct negotiations between parties
Request by either party (or both parties) for mediation or invocation of mediation by the National Mediation Board
Agreement
Mediation by NMB
Proffer of arbitration
Parties agree to arbitration
Either party refuses
Board of arbitration convenes/ may hold hearing/ issues binding award
30-day cooling-off period
Agreement
Self-help
If dispute threatens to significantly deprive essential transportation service, NMB notifies the U.S. President
U.S. President may establish emergency board to investigate dispute. Board reports to President within 30 days
Agreement
Parties free to resort to self-help 30 days following board's report