

what if we had **NO** grievance procedure



As a CWA 1180 member, you are covered by the contract collective bargaining grievance procedure that **protects union members** from arbitrary actions of management that violate contractual rights. These actions include problems like scheduling of work hours, seniority, harassment, and caseload, and can be addressed by your union representative or shop steward.

The Grievance Procedure includes protection for:

- **Unwarranted Termination:** The most important grievance article is an 1180 member's due process rights. An employer cannot terminate you without first filing charges.
- **Scheduling:** If you believe management is scheduling you arbitrarily or harassing you through inconsistent scheduling, you may have a grievance to file through the labor-management process.
- **Job Duties:** If you are assigned duties substantially different from those in your job description, you are entitled to protection under the grievance procedure.
- **Suspension:** If you are issued a wrongful disciplinary action, you are protected under the grievance procedure.

If the U.S. Supreme Court rules in favor of Janus in the Janus vs. AFSCME case, you risk losing your union-provided grievance procedure to fight against arbitrary actions.

CWA works for YOU!

We are a team. Unions work because we all pay our fair share, and we all benefit from what we negotiate **together**. Fair-share fees cover the cost of bargaining and representation so you can receive higher pay and benefits like this grievance procedure.

We need your help. Spread the word about the importance of signing a membership card, paying dues, and the future of our union.



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