

# what if we did NOT have a Labor Union?



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with CWA Local 1180 and the Janus Case.  
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CWA Local 1180

[WWW.CWA1180.ORG](http://WWW.CWA1180.ORG)

As a member of CWA 1180, you benefit from the union's power to negotiate for more **favorable working conditions** and other benefits through collective bargaining. CWA 1180 ensures you are given **fair treatment**, the ability to **negotiate contract terms** with your employer, and protection from arbitrary actions by management. **We look out for you!**

- **Legal Benefits Fund:** As a CWA 1180 member, you are entitled to a range of pre-paid legal services, such as general document review, identity theft protection, criminal arrests, and civil claims.
- **Grievance Procedure:** As a CWA 1180 member, you are covered by the collective bargaining grievance procedure, protecting members from arbitrary actions of management that violate contractual rights.
- **Collective Bargaining:** As a CWA 1180 member, you benefit from the collective bargaining abilities of your union to **improve your contract** and get **higher pay**, good benefits, stronger job security, and greater fairness in disciplinary procedures.
- **Negotiated Raises:** As a CWA 1180 member, you benefit from the union's ability to negotiate **wage increases** based on seniority, merit, and educational improvements.
- **Procedure for Promotions:** As a CWA 1180 member, **you benefit** from a negotiated procedure to promotions through civil service laws, performance evaluations, and promotional postings, ensuring you are given fair treatment.

**If the Supreme Court rules in favor of Janus in the Janus vs. AFSCME case, you risk losing the many benefits that union membership provides!**

#### **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 all of the benefits mentioned above and more.

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