

what if we did NOT have Negotiated Raises?



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One of the most important roles a union plays is to hold employers accountable and set standards for pay. CWA 1180 works on your behalf to **negotiate wage progression steps** as well as other workplace benefits. **Union members earn up to 20% more in wages** compared to other workers. Most importantly, you are protected from arbitrary actions of management

- **Strength in Numbers:** Unions provide for working people to negotiate wage increases in exchange for seniority, merit, or educational improvements.
- **Wage Progression:** CWA 1180 contracts provide wage progression steps negotiated with the employer, in addition to **annual wage increases** based on length of employment.
- **Accountability:** CWA 1180 members are protected from arbitrary salary changes or lack of pay raises because the union defends workers against this discrimination.

If the Supreme Court rules in favor of Janus in the Janus vs. AFSCME case, you risk losing negotiated wage raises!

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 have set standards for wage increases and other benefits.

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