

what if we could **NOT** negotiate our contracts?



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As a CWA 1180 member, you benefit from the Union's **successful collective bargaining** abilities to improve your contract, including **higher pay, quality benefits, stronger job security**, and fair **disciplinary procedures**.

Stronger Job Security: If your employer tries to change the terms of your job description or work schedule, 1180 will work to protect your rights through negotiations. This means your working conditions are not subject to change based on the whims of upper management. If your employer proposes layoffs, 1180 must first be notified to find alternatives. If layoffs do occur, 1180 will ensure you receive all due pay, severance, and other benefits to which you are entitled.

Fairness in Discipline Procedures: We represent workers who are wrongly disciplined. You have the right to have a union representative present during meetings with management that involve discipline.

Contract Negotiations: Local 1180 works to improve the conditions of your employment through collective bargaining. We negotiate terms like pay, experience differential, longevity, and welfare fund monies that give you your supplementary benefits (prescription, vision, and dental).

If the U.S. Supreme Court rules in favor of Janus in the Janus vs. AFSCME case, you risk losing the ability to negotiate your contract.

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 better work contracts and stronger job security.

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