

# what if we had NO Procedure for Promotion ?



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with CWA Local 1180 and the Janus Case.  
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As a member of CWA 1180, you get to negotiate contract terms that determine promotions instead of promotions being decided by the whims of management. This is one of the many areas in which being a member of a union can benefit your long-term goals and future.

**CWA 1180 ensures that your hard work does not get dismissed by:**

- **Fighting Smart:** CWA 1180 is a **proactive union** negotiating educational programs for **career advancement**. We work with experts to prepare you for a changing workplace, and with CUNY to offer courses that add to your knowledge and skills.
- **Preparing you for promotion and advancement.** If you are not being rewarded for your work efforts, CWA 1180 will fight for your rights under the Civil Service law so you get the **recognition you deserve**. Without our collective bargaining, management could make unilateral and arbitrary decisions.
- **Performance Evaluations:** As part of your contract, CWA 1180 negotiates the right to annual performance evaluations, creating **additional opportunities for advancement** based on merit standards. If a supervisor gives you an unfair evaluation, CWA Local 1180 will walk you through the appeals process, making a promotional opportunity more accessible
- **Seniority-based promotions:** CWA 1180 negotiates with employers to base **promotions** strongly off seniority, ensuring fairness for all our members. If you are the most senior-qualified worker who bids on a promotion, your CWA contract ensures you will receive the promotion.

**If the Supreme Court rules in favor of Janus in the Janus vs. AFSCME case, you risk losing this union negotiated procedure for promotions!**

**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 a procedure for promotions 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.