

# Did You Know Our UNION is under attack?

## What is Janus v. AFSCME and how will it impact you?

First there was the case of *Abood v. Detroit Board of Education* that ended with unions being allowed to charge agency or shop fees to those who didn't want to become full union members. Then there were two cases before the U.S. Supreme Court challenging that ruling — *Harris v. Quinn* and *Friedrichs v. California Teachers Association*. Both of those ended with *Abood* remaining in place, although for different reasons. And here we are again, back at the Supreme Court with *Janus v. AFSCME*, another attempt by anti-union groups to undermine the successful labor movement.

But what if the Supreme Court rules against unions this time, as they are expected to do?

The U.S. Supreme Court heard the *Janus v. AFSCME* case the week of February 26, 2018, and the outcome could change the way labor unions operate in the future.

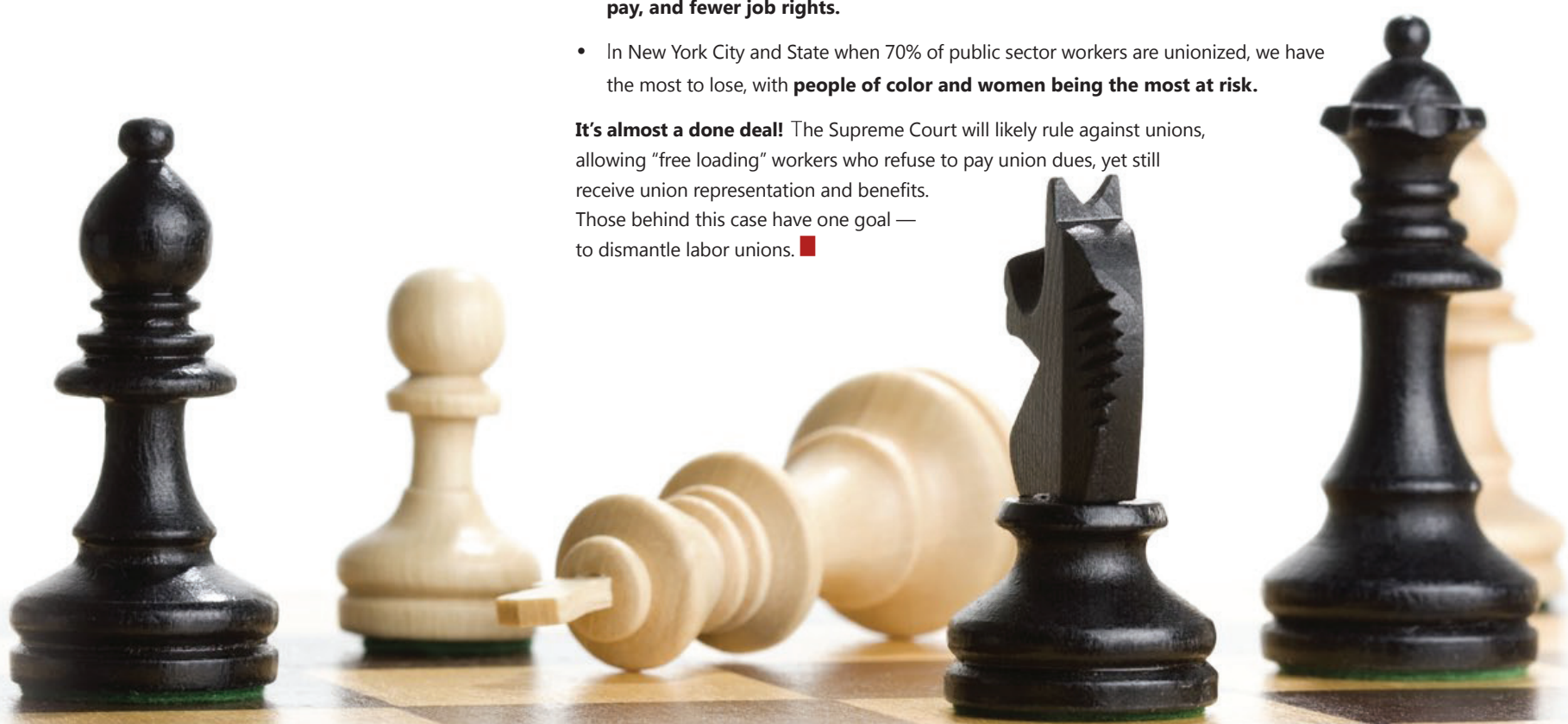
Wealthy corporations and right-wing politicians are waging a campaign to eliminate our freedom to form labor unions and send us back decades in victories won by working families.

### What's at Risk?

- The Janus case would make the wrongly-named "Right to Work" legislation, which is really the right NOT to work, the law of the land. **Nearly two dozen states, including New York, have rejected this law.**
- The wages and benefits we have fought for years are at stake. **The result is weaker contracts, lower pay, and fewer job rights.**
- In New York City and State when 70% of public sector workers are unionized, we have the most to lose, with **people of color and women being the most at risk.**

**It's almost a done deal!** The Supreme Court will likely rule against unions, allowing "free loading" workers who refuse to pay union dues, yet still receive union representation and benefits.

Those behind this case have one goal — to dismantle labor unions. ■



# what if we could NOT negotiate our contracts?

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 greater **fairness in evaluations and discipline procedures**.

- **Stronger job security:** If your employer tries to change the terms of your contract, or attempts to unjustifiably terminate your contract, 1180 will work to preserve your job through contract negotiations. If you are laid off, 1180 ensures you receive all due pay, severance, and other benefits to which you are entitled, and works to make sure that seniority rules are followed. This means your working conditions are not subject to change based on the whims of upper management.
- **Fairness in discipline procedures:** We defend workers who are wrongly disciplined. You have the right to have a union representative present during meetings with management that involves discipline.
- **Better Contracts:** If you believe you have not been given fair pay or benefits, or are subject to unreasonable working conditions, 1180 works with your employer to improve the conditions of your employment through collective bargaining. Your union can negotiate pay, working hours, vacation time, retirement benefits, healthcare, sick leave, and more.

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

# 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 v. AFSCME* case, you risk losing your union-provided grievance procedure to fight against arbitrary actions.

# what if there were NO FREE Union legal benefits?

As a CWA 1180 member, you have many legal services covered at **no cost to you** through the Local 1180 Legal Benefits Plan. **The Union's legal plan gives 1180 members numerous free legal services.** The Union offers **free legal services** for a broad range of civil matters starting with a free consultation and general document review.

## The Union Legal Benefits Plan includes:

- Most Civil Matters
- Free Consultation
- Free Document Review
- House Closings
- Wills
- Power of Attorney
- Healthcare Proxy
- Landlord/Tenant
- Family Court
- Identity Theft
- A Bond and Representation Through Arraignment In Criminal Matters

If the U.S. Supreme Court rules in favor of Janus in the *Janus v. AFSCME* case, you risk losing all of these union-provided legal benefits.

# what if we had NO Procedure for Promotion?

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 v. AFSCME* case, you risk losing this union negotiated procedure for promotions!

# what if we had NO Procedure for Education?

As a CWA 1180 member, you have access to a wide range of educational programs and benefits that allow you to continue your education. With this benefit, you have the opportunity to **further your career, advance your skills, and get ahead**. These benefits include:

- **Murphy Institute:** For qualified participants, up to **24 FREE college credits** for both undergraduate and graduate programs
- **College Tuition Reimbursement:** Local 1180 provides college tuition reimbursement up to **\$200 per semester** for attendance at any accredited college.
- **Book Reimbursement:** Local 1180 provides up to **\$25 per semester** for text book reimbursement for students enrolled in the College Tuition Reimbursement Program.
- **Career Development:** Local 1180 provides up to **\$100 per year** for career development programs, including courses offered by NYC DCAS, adult education courses and seminars, and educational conferences.

**If the Supreme Court rules in favor of Janus in the Janus v. AFSCME case, you risk losing all of these union-provided educational benefits!**

# what if we did NOT have Negotiated Raises?

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 v. AFSCME case, you risk losing negotiated wage raises!**

# what if we did NOT have a Labor Union?

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 v. 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 have a procedure for promotions and other benefits.

## GET INVOLVED, STAY CONNECTED



CWA Local 1180



@cwa1180



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CWA Local 1180

## 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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