

IMPORTANT MESSAGE FOR NON-MEMBERS

Think you're better off without the Union?

Before **CWA** the word was **NO!**

No Guaranteed Wage Increases
No Incentive Award Pay (Annual Bonus)
No Double and one-half-Time Pay for Holidays
No Time and a Half Pay for Sundays
No Overtime Pay after 8 hours
No Double Time Pay after 49 hours
No Call-Out Pay
No Paid Absence Allowance
No Paid Holidays
No Paid Vacation
No Moving Allowance Pay
No Bereavement Pay
No Jury Duty Pay
No Military Duty Pay
No Illness Pay
No Paid Relief Periods
No Long Term Disability Pay or Benefits
No Severance Pay
No Company Paid Life Insurance Benefits
No Company Paid Medical/Hospitalization/Surgical Benefits
No Company Paid Dental Benefits
No Company Paid Vision Benefits
No Company Paid Uniform Benefits
No Lump Sum Retirement Pay
No Pre-Retirement Survivor Benefit (Retirement Paid to Your Estate, Not the Company)
No 30 Years/Full Benefits Retirement
No Savings Plan
No 401k match
No Rotation of Premium Time Worked/Time Off .t
No Representation
No. Employment Security
No Seniority
No Grievance/ Arbitration Procedure
No Safety and Health Program
No Work Standards
No Promotional Opportunities
No Preference on Shifts (Choice of Tours)
No shift premiums

A few reasons to say **YES to CWA** brought to you by the *Members of CWA Local 3215.*