

BEFORE CWA



This is a very important reminder of how we “functioned on the job before we had a Union. The word continually heard around the work-site was “NO”:



- No guaranteed Wage Increase
- No Paid Vacation
- No Medical Insurance
- No Dental Plan
- No Vision Plan
- No Savings Plan
- No Job Security
- No Grievance Procedure
- No Paid Holidays
- No Paid Absences
- No Jury duty Pay
- No Sickness-Accident Benefits
- No Break Periods
- No Paid Life Insurance
- No Uniform Pay Scales
- No Double Time after 49 Hours
- No Seniority Rights
- No Promotion Opportunities
- No Health and Safety Programs
- No Shift Preference
- No Shift Premiums
- No Moving Allowance
- No Bereavement Pay
- No Long Term Disability Benefits
- No Severance Pay...and
- No Early Retirement

So, the next time one of your co-workers asks “What has CWA ever done for me?” please show them this article.

Officer Signature: _____