

**Message for the NON-MEMBER:
Still think you're better off
without the Union?**

Before CWA the word was.....

NO!

No Time and one-half for Sundays
No Seniority
No Representation
No Promotional Opportunities
No Health and Safety Program
No Preference on Shift
No Work Standards
No Guaranteed Wage Increases
No Overtime pay after 8 hours
No Shift Premiums
No Rotation of Premium Time
No Paid Vacations · Moving Allowance · Bereavement pay
No Paid Up Life Insurance
No long-term Disability Benefits
No Severance Pay
No Dental Program
No Health and Safety Committee
No Savings Plan
No Hospital/Surgical/Medical Benefits
No Employment Security
No Grievance Procedure
No Paid Relief Periods
No Uniform
No Double Time after 49 Hours
No Call-in Pay
No Paid Holidays
No Paid Absence Allowance
No Jury Duty Pay
No Military Duty Pay
No Sickness and Accident Benefits
No Early Retirement

United We Stand...Divided We Beg!