

Check out the **CWA Union Difference**

There's a real difference, **the Union Difference**, for AT&T Mobility employees who have union representation. In just about every category, unionized Mobility workers do significantly better than their non union coworkers. More affordable health care, dental and vision. More job security. Quota relief for time off. No more being an "at-will" employee. When we come together and bargain as a group, we have more power. **We are stronger together.**

	UNION	NON UNION
WAGES	Guaranteed regular pay increases, up to three times per year, until you are at the top step, and then once a year after that.	No regular pay increases, lots of people are "capped out."
PAY CAP ON COMMISSION	None	None
HEALTH INSURANCE	<i>Opt 1 (Family)</i>	<i>Gold (Aetna Family)</i>
Medical Premium	\$324/mo (hired pre 2017) \$391/mo (2017 and later)	\$740/Month
Deductible	\$1,500/year	\$2,800/year
Max Out of Pocket	\$7,500/year	\$14,100/year
Dental	\$27/month (Family)	\$120/month (Family)
Vision	\$9/month (Family)	\$30/month (Family)
JOB STATUS	CWA-represented employees can only be disciplined or terminated for "just cause." All employees have the right to a union representative present with them in investigatory meetings, and unjust management decisions can be appealed through a formal grievance process.	Non-union employees are "at-will," meaning you can be disciplined or fired for any reason, or no reason at all, with no way to appeal it
JOB SECURITY	High Union employees cannot be fired, except for "just cause," and management is legally required to provide discipline and coaching in order to address employees' work performance issues. An employee, with assistance from their Shop Stewards, can formally appeal all disciplinary decisions, all the way up to binding arbitration.	Low IHX, SSLs, Event Planners, Dispatchers can and are fired after not hitting numbers, despite years of service. As mentioned, being "at-will" employees means you can be fired for any reason or no reason at all.
WORK-LIFE BALANCE	More CWA-represented IHX employees have better work-life balance with contractually-guaranteed paid holidays.	None Many IHX employees suffer from an out-of-balance work schedule.
QUOTA RELIEF WHEN OUT SICK	Yes, contractually-guaranteed.	Varies, depending on local management
ENFORCABLE VACATION & HOLIDAY QUOTA RELIEF	Yes	Varies, depending on local management
VOICE AT WORK	Yes	No

This table shows the hard-fought improvements that Mobility workers have already won.

Now, IHX employees nationwide have an exciting opportunity to join together with the over 35,000 CWA-represented Mobility employees who are working for even more.

JOIN US!