



*(In many offices and garages, managers are handing out company "SPIGIT" cards and quizzing employees on how well they've memorized the company's rap. If your manager asks, offer them the Union Power SPIGIT principles instead.)*

## **STRENGTHEN OUR UNIONS**

The wages, benefits, and job protections that we enjoy were not a gift from management. Generations of union members won them through struggle, sacrifice, and solidarity. As a member of CWA or IBEW, each of us must continue the fight.

Without the rights to organize and bargain collectively, we can't maintain and improve our standard of living.

## **PROTECT GOOD JOBS**

Good union jobs that pay family-supporting wages benefit not only ourselves and our families, but also our communities. They boost the local economy and support public services like schools and hospitals for all residents. Union jobs that give workers rights on the job and a voice in their future are the backbone of our national economy.

## **INSIST ON WORKERS' RIGHTS**

The rights to collective bargaining and to a free and fair choice on unionizing are fundamental human rights, recognized by U.S. and international law. Verizon's violation of our organizing agreements and its bullying and intimidation of non-union workers is unacceptable.

## **GIVE QUALITY SERVICE TO ALL CUSTOMERS**

We're proud to provide essential telecom services to our customers. We want to work with the company to build out FiOS and protect the copper network, giving all Verizon customers—from Lifeline users to the highest revenue generators—first-class, dependable service.

## **IMPROVE WORKPLACE SAFETY**

Four union members have been killed by electrocution in the past year, and there have been other near-misses. Workers in every job title face critical health and safety concerns. We must continue to keep these at the top of our agenda with the Company.

## **TEAR DOWN THE WALL!**

Instead of creating more of these good union jobs, Verizon has walled off tens of thousands of workers in Wireless and Business to keep them non-union. These workers do the same jobs we do, but are paid less and have inferior benefits, no guaranteed pension, and no job security.

Instead of working with us in partnership to build a stronger company, Verizon's executives fight our Unions at every turn.

## **HOW DO WE USE UNION POWER SPIGIT WHERE WE WORK?**

- **Talk to your steward** about how you can help strengthen our Unions.
- **Let your managers know** that we'll fight for these principles.
- **Make a commitment** to participate in mobilization, talk with your co-workers, elect officials who support workers, and build our power.



## **TEAR DOWN THE WALL!**

Communications Workers of America ▪ [www.cwa-union.org/verizon](http://www.cwa-union.org/verizon) ▪ International Brotherhood of Electrical Workers ▪ [www.ibew.org](http://www.ibew.org)

