

Local 4730

Solidarity Now!

Organize Educate Mobilize

IU Communications Workers of America
 Poplars 331 - 855-7929 or 855-8508
 Vol. 11, No. 9, September 1994

MEET YOUR CWA DISTRICT 4 REPRESENTATIVES

by Gayla Bradfield and Linda Harl

What do our local CWA members get in exchange for the portion of their dues which goes to the national organization? Quite a bit actually. One thing of crucial importance is the presence of a skilled, experienced negotiator sitting with our local officers at the bargaining table. Our members define the issues, but the CWA negotiator, as an expert in labor law and negotiating procedures, helps us present them and deal with the administration's responses. So who are these people really?

Mike Joyce, CWA International Representative, is the current chairperson of our CWA bargaining committee and will continue to work with our local officers to conclude this year's negotiations with IU. Mike has been involved in union activities in our state for many years. While he was an employee at Indiana Bell in Indianapolis, he served as Job Steward and Community Services Chairperson and then as Vice-President of his local union. In 1973 he joined the International Staff of CWA at its District 4 office in Indianapolis and later became the Indiana State Director for CWA. He has worked in his current position for the past 9 years, gaining much bargaining experience in the public sector during that time. He has chaired bargaining committees in negotiations with city governments, GTE, United Telephone, Ameritech, and Smithville Telephone, as well as various employers in the printing and publishing fields. Among many other activities, Mike is the Vice-President of Indiana AFL-CIO, and a member of the IU Statewide Labor Advisory Committee and the Indiana Blue Cross/Blue Shield Labor Advisory Committee. Governor Evan Bayh recently appointed him to the Indiana Commission on Community Service.

Due to recent reorganization in the District 4 public sector, Mike will be reassigned following completion of this year's negotiations.

Judy Robertson will be the new public sector representative for District 4 (IL, IN, MI, OH, WI). Judy has attended one of our bargaining sessions and a rally at Sample Gates this summer and hopes to attend future sessions this year if her schedule permits. She will begin her new role as the chair of our bargaining team next year. She is employed at the CWA main office in Cleveland, OH and will continue working at that location. Judy's background is with the International Typographical Union (ITU), where she was initially on staff as an organizer. In 1987, when ITU merged with CWA, Judy was promoted to District 4 Printing Sector Representative. Her responsibilities in that position have involved negotiating with newspaper and commercial print shops.

Remember that Mike and Judy are only the tip of the "CWA iceberg". Many other people from the district and national offices have helped us during negotiations, as well as on several other occasions during our brief existence as a local. This collective expertise is what makes a union different from a local staff group. CWA believes in "hands-on" service for its locals, and we are definitely getting the help we need in our struggles with the administration.

THANK HEAVENS FOR "SOMEBODY"

by Linda Harl

CWA has asked members and supporters to do several things in recent months and weeks. You remember all those e-mail messages from ROWARD (Rodney Ward, Mobilization Committee Chair) asking people to send e-mail, make phone calls, or write letters.

Yeah, you say, I got the messages, but I was too busy to write or call. Things were really hectic that week, and I never know what to say anyway. Besides somebody else will do it.

Then there was the press conference and the rally, both held in late July. Many staffers were
(continued on page two)

NEXT MEMBERSHIP MEETING: SEPTEMBER 22, BUSINESS 200 AT 7:00 P.M.

... "SOMEBODY"

(continued from page one)

at these events, but not as many as should have been, especially considering the importance of bargaining. I know, you were busy those days; lunch hours are too short; it's too far to Sample Gates. Besides somebody else will do it.

Well, lots of "somebodies" did come to the rally. Approximately 200 members of the United Auto Workers hired buses to bring them in from Foster Quad. Furthermore, they made the busses stop down Kirkwood a few blocks so that they could march in force toward the gates and Bryan Hall. Then they cheered, chanted, and sang with us in probably the most impressive show of solidarity anyone in our local has ever seen. I'm sorry so many of you were "too busy" to join in. Imagine the effect 200 marching clericals would have had.

"Somebody" has done a good job in the last year or so of bringing staff issues out in the open with the administration and the press.

"Somebody" will continue the fight to find solutions to these problems. But it takes all of us to keep up the pressure. It is imperative that people in charge realize that CWA leaders speak for all of us, not just for a few "troublemakers."

So, the next time you get a message from ROWARD asking for some action on your part, or the next time you see a flyer advertising a rally, put down your work, change your lunch plans, do whatever you have to do to take part. Your union needs you. Otherwise, when you don't see what you want in this year's contract or when no one is around to help you with a grievance, don't blame "somebody" else. "Somebody" is out there fighting. But the battle would be a lot easier, a lot shorter, and the end a lot happier if you would join in. Stand up and be counted. Now!

DEAR MR. SMITH...

by Barb Lentz, President, Local 4730

(Editor's note: Part of the 1993 agreement between the IU administration and CWA was a letter signed by chief negotiators Hugh Walsh and William Riggs. It said that, "The parties agree that the current pay plan for CL and TE's is outdated and needs improvements. The parties agree to work cooperatively to develop a mutually agreeable wage structure." It further states that, "this proposal will be available to those involved in the budgetary discussions prior to and during the development of the 1994 budget." Since CWA feels this agreement was never met, Barb filed a stage 1 grievance with Maurice Smith on Aug. 11. He responded that three meetings did take place between HRM

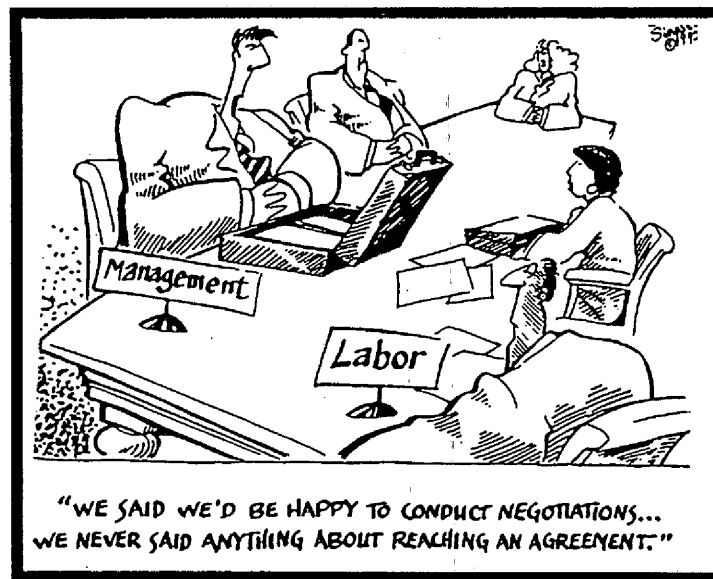
people and representatives of CWA and suggested we take this lack of progress back to the bargaining table. The following is Barb's response to that memo.)

Your memorandum of August 12, 1994, in response to my grievance of August 11, 1994, obfuscates the simple, straight forward language of the original four sentence agreement. The meetings you referred to were

called in an attempt to satisfy the letter of the agreement if not the spirit.

"Discuss" means "to consider or examine by argument, to consider the pros and cons of, to talk over or write about." CWA proposing a plan and HRM saying "No" without consideration does NOT constitute a discussion. Nor does it come close to "working cooperatively" to develop a mutually agreeable wage structure.

In the 1993 negotiations CWA presented an elaborate, logical, thorough, and well-documented proposal, which represented many hours of hard work by our chief economist, Patrick Hunt. It was dismissed out of hand. In the three 1994 meetings you refer to, you simply advised us to come up with a better idea, (continued on page six)



CALENDAR OF EVENTS

(If you want to include your union-related event in the Calendar of Events, please contact Todd Barnell at 855-9846 or via e-mail at TBARNELL, by the fourth Friday of the month before your event is scheduled. Remember, Solidarity Now! comes out on the tenth of the month, so if your event is scheduled before then, it would be best to have it listed in the previous month's issue.)

Thursday, September 8

"Keep the Heat on Rally"

12:15 p.m. Sample Gates

The mobilization activities you have participated in have been effective. Take just 30 minutes to make a difference in your union's efforts to win a decent contract! If negotiations are finished before 9/8 this rally will be canceled. Contact the office for information.

Tuesday, September 13

Community Services Committee

Noon - Call Carol for location (5-1493)

Thursday, September 15

Equity and Diversity Committee

5:15 p.m. - Call Helen for location (5-6467)

Tuesday, September 20

Professor Steve Thompson, Guest Speaker

Noon till 1 p.m. Parlor C in Poplars

This workshop will focus on rape prevention and safety, and will be geared towards staff women.

Education Committee

Noon - Call Kim for location (5-6508)

Thursday, September 22

Rape Awareness Workshop for IU Staff

Darrell Anne Stone, Middle Way House

5:15 p.m. Business 200

General Membership Meeting

7 p.m. Business 200

We will be showing a tape of last month's CWA press conference as well as the tape "Struggle in the Heartland, which documents a pro-labor rally in Decatur, Illinois.

Wednesday, October 5

"Meet the Candidates" lunchtime presentation

Noon - Whittenberger Auditorium, IMU

CWA has invited various local candidates to present their ideas and platforms to our local. At press time, we had not received any confirmations from the candidates.

CWA LOCAL 4730 COMMITTEES

(If you want to get more involved in improving your work environment and your community, please give one of the committee chairpersons below a call.)

Community Services

chair: Carol Reynolds (5-1493)

This committee is involved in reaching out to our community as a whole and networking with a variety of social agencies and other groups which seek to help working people.

Education and Training

chair: Kim Shipley (5-6508)

This committee is, among other things, responsible for developing educational forums for staff members and training programs for stewards and union officers.

Election

chair: Vonnie Peischel (5-3849)

This committee does all the nuts and bolts work to make sure our local elections are fair and run as smoothly as possible.

Equity and Diversity

chair: Helen Harrel (5-6467)

This committee addresses civil and human rights issues, develops programs to combat bigotry and intolerance, and seeks to make IU more accessible to people with different abilities.

Legislative

chair: Barb Lentz (5-6454)

This committee coordinates our local's efforts to secure the passage of laws which protect working people on a local, state and federal level.

Mobilization

chair: Jennifer Radtke (5-7511)

This committee has the huge task of building up membership in the union, arranging area tours by stewards, and encouraging the active participation of members in various events.

Newsletter

chair: Linda Harl (5-9503)

This is the committee which puts out *Solidarity Now!* each month.

Organizing

chair: Rodney Ward (5-4334)

This committee is the one which puts together rallies, picket lines, poster campaigns, e-mail blitzes, phone banks, and even brought you the famous "stretchy dollar."

MEMBERSHIP MEETINGS

Our local holds open membership meetings on the fourth Thursday of every month. They are held at 5:15 p.m. and 7:00 p.m. on an alternating basis. We do this to accommodate the different schedules we all have.

Monthly membership meetings are just that - meetings where the members come together to discuss the business of the local. Members pay dues for the right to have a voice in the affairs of their local, and most feel more comfortable expressing that voice when they know that everyone present shares their concerns. If you would like to come to a membership meeting, but are not a member yet, there will be membership cards you can fill out before the meeting.

There are also informational meetings which we encourage non-members to attend. These meetings are usually held on an area level. Check with your steward about the next informational meeting scheduled in your area.

UNION OPEN HOUSE

Some volunteers are currently working on setting up an open house for members and non-members alike. If you are not yet a member, these open houses would be a great way to meet union members, ask any questions you may have about the union and what it does, and enjoy an open, social atmosphere. If you would like to help set up such an open house, please contact Jennifer Radtke at 5-7511.

OCTOBER MEMBERSHIP MEETING

During our October Membership Meeting, we will have a special presentation by Keith Dayton, AFL-CIO representative to Monroe County United Way. Keith will be discussing how our local can take on a greater role in helping working people in our community.

MEMBERS ONLY BENEFITS

Once again (and just in time for all that back-to-school shopping) Shoe Carnival has agreed to give CWA members a special deal. From September 10 through 30, all CWA members will receive a 25 percent discount on all non-sale items. All sale items will be an additional 10 percent off for members of local 4730. If you do not receive your special Shoe Carnival card by September 10, call Liz in the CWA office to have one sent to you right away.

RAPE AWARENESS WEEK BEGINS SEPTEMBER 18

by Karen Frane

Violence is an intolerable condition of our society. Last year 88 rapes were reported to the local agencies who respond to sexual assault. However, CWA Local 4730, in conjunction with the Rape Awareness Week Steering Committee, is committed to establishing a climate of "zero tolerance."

During this year's Rape Awareness Week, September 18-25, we are participating in the week's activities by sponsoring a program titled "Understanding Sexual Assault" on Thursday, September 22, at 5:15 pm in Business 200. Darrell Anne Stone from Middle Way House will be the presenter.

Help continue the fight against violence in our community. Find out:

- the facts and dispel the myths about rape awareness/prevention
- information on how to talk to your children and family members about rape
- what do I do if someone I know has been sexually assaulted
- campus services and local agencies that are there to help you.

THANKS AGAIN ANGEL!!

It seems our "Angel" has struck once again! Once more an anonymous well-wisher has donated money to our local to help us in our fight for a better work environment and a better community for all working people. Thank you, whoever you are, for the financial and more importantly, the moral, support.

Solidarity Now! is the official newsletter of CWA Local 4730

Officers:

President Barb Lentz	5-6454
Exec. Vice Pres. Linda Harl	5-9503
Technical Vice Pres. Bud Rodman	5-8767
Clerical Vice Pres. Laraine Cooksey	5-0661
Secretary Linda Butler	5-1726
Treasurer Ellen Tiberend	5-6243

Submission of items for publication:

We encourage all CWA members to submit or suggest items for the newsletter. The deadline for the October issue will be Friday, September 23. Please contact Linda Harl, Newsletter Committee Chair, Sycamore 026, 5-9503, e-mail: LHARL.

WORKING PEOPLE CAN MAKE A DIFFERENCE

by Todd Barnell

I have participated in many picket lines, labor rallies and demonstrations. But up until recently, all of these events have taken place outside of my community. That all changed at our last big CWA rally here at IU.

When you are standing among your brothers and sisters, chanting and singing songs, you can't help but feel the power that working people possess. The solidarity between people and the sense of being part of a struggle that really matters is extremely inspiring. It proves not only the potential for change; it proves that YOU are an important part of that change.

I was standing out at Sample Gates, a bunch of membership forms in my hand, getting ready to start chanting. I

had heard some UAW folks were going to be joining us, but I had not seen any yet. I figured a handful of folks would show up and show their support for our fight. So I stood there with my friends and waited.

All of a sudden, four huge buses stopped on Kirkwood, with a couple of police cars as escorts. I figured some athletic team must have come into town for a tournament or something. But then, hundreds of UAW members stepped out of those buses, lined themselves up in the middle of the street, hoisted their flags, and started to march towards us, singing the old union song, "Solidarity Forever."

I must say, tears welled up in my eyes when I saw that sight. I was not the only one, it seemed, who was moved by that show of solidarity, because there were few dry eyes in my area of the rally.



That is what solidarity is all about. Those UAW folks didn't have to join our rally. What do they care if some public employees are engaged in a bitter contract dispute? They have their own concerns. Besides, they were in the middle of a huge District conference and probably didn't really have the time to spare.

But they did spare the time.

Those brothers and sisters took time out of their own schedule and came to show IU that they were standing beside our union. They did so because they deeply believe the old saying which sums up labor solidarity, "An injury to one is an injury to all."

If we don't stand up for each others rights, who will? If we ignore the children of our union brothers and sisters, who is going to be there to help defend our children? If we ignore the

struggles for justice that others wage, who will support us in our fight?

That rally, and thousands like it that are taking place in Illinois, Iowa, New York, Virginia and California prove that we have strength when we come together. They prove that we are not alone in our battle for a decent life for ourselves, our children and our grandchildren. Because we are not just fighting for our kids; we are fighting for a better world for ALL children.

When people come together and say, "Enough is enough," mountains can be moved. There really is strength in solidarity. Just ask anybody who stood and sang "Solidarity Forever" surrounded by hundreds of CWA and UAW members.

So the next time you hear that other brothers and sisters need a hand, take a little time out of your own busy life and reach out. Who knows, you may need their help again someday soon.

UNION MEMBERSHIP PAYS!

by Jennifer Radtke

IU-CWA is proud to be part of a renewed labor movement in America, and we hope that you'll join us. Union membership in the U.S. is rising again after 14 straight years of decline. In 1993, total membership in unions was up 208,000, to 16.6 million, according to the U.S. Department of Labor's Bureau of Labor Statistics (BLS).

Much of this growth is the result of organizing public workers, like Indiana University. In the public sector alone, membership went up by about 400,000.

In 1993, union workers also increased their wage advantage over non-union workers. BLS reports that unionized full-time workers had median earnings of \$575 per week, and non-union only \$426 per week. This means that the advantage for union workers in 1993 was \$149 per week or \$7748 per year!

Union membership is one of the best investments you'll ever make. AFL-CIO economist John Zalursky reports that, "The monetary return on a union card is 14 times the average cost of union dues." In addition to the money, a strong union will give staff a greater voice in university decisions and the right to be treated with fairness and respect.

Like any investment, the return may not be immediate, but it will increase each year as IU-CWA grows stronger and stronger. As we become more involved in our union, we make it easier to win better pay, more benefits, and greater respect from the IU administration.

Join IU-CWA today and guarantee a better future for yourself, as well as your brothers and sisters in the union!

..."SMITH"

(continued from page two)

"some plan not based on longevity" knowing full well that wage progression is our number one priority. You are supposed to be the experts in this field, but you offered nothing.

The current mess is your doing, and you don't seem to be able or willing to change it. You know very well that this cannot be fixed at the bargaining table. Further, these meetings and your memo ignore the final paragraph of the Riggs/Walsh letter.

The language is simple. We should have had some input "to those involved in the budgetary discussions prior to and during the development of the 1994 budget." We had none. The budget is set and ready to go to the legislature. Business as usual. I want to proceed to the next step of the grievance procedure.



COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

I hereby request and authorize for the deduction of dues from my pay as established by the Communications Workers of America (C.W.A.) of which I am a member. This will be paid to the Treasurer of C.W.A.

As a union member, I intend to pay dues after a union agreement has been voted on and approved by the members.

These dues can be revoked on proper notice.

NAME (print) _____

Employed by: **Indiana University** _____ CL _____ TE _____

Work Address _____ Room # _____

Department _____ Work Phone _____

Home Address _____

City/ST/Zip _____

Home Phone _____ Soc. Sec. # _____

Signature _____

Received by _____ Date _____

