



Solidarity Now!

The Award Winning Newsletter of CWA 4730

Organize Educate Mobilize

Communications Workers of America
 Poplars 331, 855-7929 or 855-8508
<http://www.indiana.edu/~cwa/>

July, 2001

Volume 18, Number 5

ADMINISTRATION IGNORES CONTRACT

by Jane Goldsmith

Until the contract between CWA 4730 and the university administration in 1998, raises for support staff were applied straight across the board, with all support staff getting the same percentage of increase.

In the contract effective July 1, 1997, CWA agreed to meet in subcommittee with the Administration to discuss matters involving wage progression through an employee's salary range and the future application of salary funds. During 1997's bargaining, CWA was told that if we wanted to have seniority be a component of a wage progression plan, we had to agree to merit being another component. Take it or leave it. The Administration felt as strongly about rewarding the "good" employees as CWA does about rewarding the long-term employees. Another condition was that any wage progression plan would have to be entirely self-funded from the support staff increase as specified by the Trustees. There would never be any additional money available. The Wage Progression Plan in the 1998 agreement reflects the outcome of the talks.

Components of Distribution	Cost of Living plus 0.5%	Amount over Cost-of-Living plus 0.5%		Measure
		First 1%	Over First 1%	
Across-the-Board	100%	--	--	National Consumer Price Index for all urban consumers, change of average 12-month thru. Jan.
Longevity	--	75%	50%	Total years of service, adjusted service date
Performance/Merit	--	25%	50%	--

The first part of the Wage Progression Plan is a cost of living increase plus .5 percent for all support staff on the payroll as of July 1 of each year. CWA's contention is that a cost of living increase is just that - it keeps an employee's earnings even with what they earned the last year. The cost of living figure used for our formula is the National Consumer Price Index for all urban consumers, with the percentage being the average of change from January to January. The Administration also adjusts the salary ranges for support staff by this percentage to reflect the increase in the cost of living. The .5 percent added to the cost of living increase for all currently employed support staff is a raise. It keeps the employee just above what a new hire should receive if the department starts new hires at the minimum of the range.

If there were enough money available, the next one percent of increase would be split 75% to seniority and 25% to merit. Any money above that would be split 50-50 between seniority and merit.

Last year the amount allotted by the trustees was 3.5%. With the cost of living figure at 1.6%, it meant that each support staff got a base increase of 2.1%, with the balance of monies split between seniority and merit. Our agreement with the Administration was followed as bargained.

This year the trustees again designated 3.5% as the amount for the support staff increase. However, this year, the cost of living percentage was 3.4% which, when inserted into the formula, used all the monies for the basic increase for all support staff. The seniority and merit portions, according to the agreement, could not be funded.

ADMINISTRATION IGNORES CONTRACT

(CONTINUED)

In the meantime, the merit process was continuing - job expectations were being discussed, evaluations were being given, merit recommendations were written and being evaluated by committees around the campus. Acting on the results from the committees, the letters to the merit recipients were sent, saying that a merit increase would be awarded.

At the June 12 bargaining session, the Administration team acknowledged that the seniority and merit portions could not be funded with the monies allowed for support staff increases. However, miracle of miracles, in this tight budget year, the Administration "found" \$120,000 to fund a merit bonus for support staff on the Bloomington and Northwest campuses. This bonus did not follow what we hammered out in bargaining - it won't be added to the recipient's base salary. If they follow customary university policy on one-time payments, it should be taxed at 28%; and most importantly, they totally ignored the seniority increase portion of the formula. This money was found by the Administration to save face - in essence, to put their money where their mouth is.

Upon hearing this proposal, the CWA bargaining team voiced our objections to the Administration's blatant violation of our agreement. But in the end, being a pragmatic group, we accepted their proposal. We knew if we objected to not having any funding for the seniority portion of the formula, the money for the merit bonus would have been withdrawn, and there would not have been funding for either part. And just like the faculty, the support staff at Indiana University is among the lowest paid support staff in the Big Ten. To turn down even a couple of hundred dollars per merit recipient would be irresponsible on our part. We will be discussing the entire wage distribution plan with the Administration after July 1, 2001, and will report any changes to our constituency.

SOLIDARITY ON THE MARCH



AN OPEN LETTER TO NEW CHANCELLOR SHARON BREHM

by Steve Ingeman

On the Bloomington campus alone there are 1658 appointed support staff members represented by CWA who keep the university running smoothly. These are the people who process payroll, maintain student records, administer financial aid, support the faculty, and enforce parking regulations—and this doesn't even count the many people who feed the students, clean the buildings, and do physical maintenance. While I can't speak for all of these staff members, it does seem to me that there are some universal concerns among staff around campus that you should know about.

1) For many years now, the university has eliminated positions and asked departments to streamline their operations in an effort to increase efficiency and reduce costs. Simple logic dictates that this process can't go on indefinitely, and some departments on campus are now so understaffed that they can only accomplish their mission as long as employees remain healthy and do not use their vacation time. In some cases the office only operates because of the dedication of a single long-term employee. Far too often I hear someone saying that they are the only person in their office, and that they can't get all the work done. How can they be expected to provide needed services under these conditions? This policy of minimal staffing is misguided and detrimental to the university. In my own experience, an important financial aid deposit was unacceptably—delayed recently, because the only staff member in the office who could authorize the payment was apparently taking vacation time to look for another job. I hope this sort of thing isn't happening often, but I suspect it is.

2) Another persistent complaint concerns the university's inability to reward its long-term employees. At this time, there is no systematic way of promoting long term employees or any way of rewarding them financially. Recent contracts negotiated with CWA have tried to incorporate salary increases based on years of service—but only as an afterthought. This is at least a start toward solving the problem, but the amount of money provided for those raises has been either very small or non-existent (as is the case this year). The Arthur Anderson report noted that "the reclassification process is being used to support general mid-year salary adjustments...." This is true and will remain true as long as reclassification is the only way to give people decent raises. (And I use "decent" here charitably...often the amount involved is still pitifully small.) And if long-term employees aren't being rewarded financially, how are they being rewarded? Not with promotions. At IU upper level positions are almost always filled from outside, and I can think of only a few cases of employees working their way up through the system. It's hard to imagine how it benefits the university to provide such a disincentive to its most loyal workers.

3) In fact, the long term employee is at somewhat of a disadvantage at IU even for lateral transfers. An employee whose salary is high in the salary range often have hard times moving to another

department, because that department is not prepared to cover the higher salary. This locks some of IU's best employees into jobs they do well but have outgrown, and keeps them from using their talents in other areas where they could make a real impact. It would be good to establish a centralized fund that departments could petition to cover the additional salary costs of transferring employees. It would be good for employee morale, and ultimately, good for the university.

4) A relatively new concern for staff is the sudden rise in prescription drug prices. With wages already low, sudden jumps in the cost of benefits hit some of the university's most vulnerable employees the hardest. To date we have not received a satisfactory answer to where the jump in costs is coming from. The increase in the direct cost to the employee does not seem to be commensurate with overall drug cost increases, or if it is, the case has not been made to our satisfaction. But even if the cost increase is legitimate, the university should consider using its own resources to cover some of the price increase for those most in need.

5) But let's face it—the single biggest frustration on campus is *parking*. If salaries were high and benefits were ideal, it would still be demoralizing to pay hundreds of dollars for a parking sticker that only guaranteed you a parking space close to your workplace if you managed to arrive before 8:30 a.m.—and let's not even talk about driving somewhere over the lunch hour. The lack of affordable, accessible parking on campus is such a constant problem that employees' meetings are scheduled around it, and afternoons are lost because people know they won't be able to park again after an off-campus appointment. And it could all be resolved with a few well-placed garages funded by sources other than user fees. I can't even imagine how much staff morale would increase. And yet, to date, Parking Operations has practically dismissed the problem, instituting, for instance, a system of shuttle buses from the stadium parking lot. This idea ignores the culture of the staff community, many of whom drive long distances from small towns all around south central Indiana and don't want an additional complication added to their commute. It is also underutilized and broadly unpopular among staff, who would rather take their chances on the "parking lottery" every morning.

This is, of course, only a partial list of staff concerns, but I hope it will give you some indication of how staff feel on this campus about some key issues. You will doubtless hear from many other interest groups who have other viewpoints and other wants. Somewhere in between all of these competing petitions there may well be a happy medium, a compromise solution that is satisfactory to everyone—staff, students, faculty, and administration. If so, it certainly won't be easy to find, though, and so I'd like to wish you good luck as you begin your tenure as our new Chancellor.

NEW E-COMMERCE WEB SITE SELLS ONLY UNION-MADE, AMERICAN-MADE PRODUCTS

LOOKING TO BUY UNION-MADE PRODUCTS?
BUYUNIONNOW.COM

Have you ever tried finding a union-made, American-made product only to be frustrated because it's virtually impossible without wasting the better part of a day shopping?

Be frustrated no more!

For the first time in trade union history, there is now a fast, convenient way to buy union-made products in the privacy of your own home! Just log onto the Internet and go to: **BuyUnionNOW.com** (don't fret over the capitalization, just type in **buyunionnow.com**).

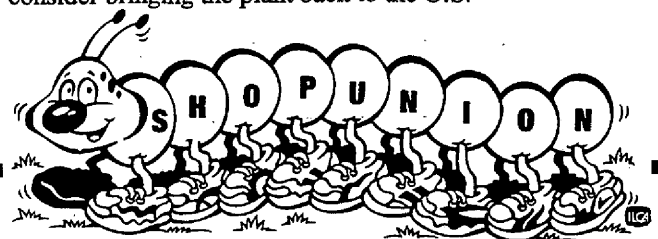
BuyUnionNOW.com sells only union-made products. With over 500 items in 23 product categories on the site, the choice of products available is growing weekly, so please be patient and keep coming back, founder Chris Kuban urges. Kuban is a union member and a labor and Democratic activist. The firm is organized by UNITE Local 2698. Each product listing includes the name of the union that organized its production facility. **BuyUnionNOW.com** verifies each product with the appropriate union. Credit card information is on a secure server.

"Our goal is simple: a one-stop shopping mall of union-made products and services for union families," Kuban said. Some large products are not on the site, because they cannot be shipped directly to a consumer by the manufacturer. However, the company hopes to solve that problem sometime in the future by eventually having a list of ALL union products made in the U.S.A. and where to buy them.

Kuban said union members can notify them of union-made products that should be on the web site by e-mailing products@buyunionnow.com or calling toll free to 1-866-Buy Union (1-866-289-8646) and providing a telephone number and the name of a person to contact.

"We'll try to get any and all union-made products on the site," Kuban said. He added that for the first time, companies will be able to see — in dollars and cents — just how valuable union families' buying power is. "They've never really seen our purchasing power. This will get their attention, which can't hurt during negotiations," he added with a smile.

"And of course, the more we can demonstrate union workers' buying power the more job security we provide for union workers everywhere," he added. Already one firm who moved some production overseas has told Kuban that if their union-made products sell well on **BuyUnionNOW.com's** site, the company will consider bringing the plant back to the U.S."



TIME OFF BENEFITS WILL GET A NEW LOOK

by Linda Harl

As reported in a past issue of *SN* (Nov. 2000), a university-wide committee was formed last fall to study combining various paid time off categories into a system that was easier to understand and administer. The committee made a final recommendation which was accepted by Vice President Clapacs. That proposal was then presented to our bargaining team and accepted by them. Final approval rests with President Brand, but if that is forthcoming, the new Biweekly Time Off (BTO) Policy will take effect January 2002.

Please remember that everyone involved has done their very best to insure that no one loses any benefits they have accumulated or would have accumulated under the old policies. Time off categories will be combined and renamed, but all the time will still be there and the pay-off rules at retirement remain basically the same. Furthermore, part-time staff with at least a 50% FTE appointment will now earn BTO time (prorated). Under the old policies, those between 50 and 75% FTE had no sick time.

What the plan does is combine current accruals of vacation, honorary vacation, bonus holidays, and sick time into BTO which accrues on a pay period basis. Currently, 40 hours of vacation time are added to accumulations as one time earnings at the start of the 7th and 30th years of service. In the BTO plan, these amounts will also be added. Funeral leave remains as it is and is not changed by the new plan.

Currently, one week of honorary vacation accumulates as a lump sum at the beginning of each year starting with the 15th year of service. Under the BTO plan, the amount of time earned each pay period will incorporate honorary vacation as part of the biweekly accruals starting with the 15th year of service. However, each person will be given a lump sum of 40 hrs at the beginning of the 15th year, much like the current policy. So an employee will get lump sum payments of time off at the beginning of the 7th, 15th, and 30th years.

There will be two kinds of usage categories: Scheduled BTO (similar to current vacation) and Unscheduled BTO (much like sick time now). No reason need be given for scheduled BTO. From years 1-14 of employment, maximum usage for one year is the amount earned in one year. After year 15, the maximum usage of BTO will be the amount earned plus 40 hours, to account for what is now the honorary vacation. There are no maximum accumulations of BTO.

This policy also establishes personal sick banks. Current sick time will be your starting balance in your sick bank. Each year you can add up to 96 hours of unused BTO. This is to be used for personal and family illnesses and injuries. There is no limit on how much can be used per illness. It is the employee's choice as to whether any given day off will be charged to BTO or sick bank. Used sick bank time is not counted toward the yearly maximums.

This is just an overview of the new policy. HR will put out the entire policy as soon as the President approves it. They will also hold informational meetings and have information on the web. If necessary, *SN* will also devote space in future issues to answering questions about the new policy.

OFFICE NOT JUST FOR STUDENTS

by Linda Butler

A number of campus organizations invite support staff to take advantage of their programs and activities. In some instances they offer direct job-related support. Offices from Affirmative Action to HPER to Women's Affairs help support staff, as well as the student body. The following is the first of several articles covering campus organizations whose activities are open and available to support staff.

The Gay, Lesbian, Bisexual and Transgender Student Support Services, regardless of the "Student" in its title, does offer services to staff. The purpose of this center is to be a resource center for the entire university community, supplying educational resources on gay, lesbian, bisexual, and transgender (GLBT) issues and offering information, support, and referral for GLBT individuals. The office provides:

- * A welcoming environment for individuals seeking to grow in their understanding of GLBT issues
- * Referral for women and men who are coming out or dealing with matters such as family concerns, relationships, or religious matters, employment issues, discrimination or harassment
- * A lending library with books, CDs, newspapers, periodicals, and videos
- * A resource list of community professionals sensitive to GLBT issues in areas including health, law, psychology, and religion.

The GLBT website, <http://www.iub.edu/~glbt/office.htm> (from which the above was taken) also connects to a resource list of community professionals sensitive to GLBT issues. Much more information is available on this extensive website.

Carol Fischer, GLBT office staff employee, states, "Most importantly, we offer a feeling of "Welcome Home" to the GLBT and GLBT-friendly community at IU and beyond.

Office: Gay, Lesbian, Bisexual, Transgender Student Support Services

Staff: Doug Bauder, Director; Carol Fischer, Administrative Asst.

Location: 705 East Seventh Street

Phone: (812) 855-4252

Email: GLBT Office

***Solidarity Now!* is the official newsletter of CWA Local 4730 and is made possible by the dues paying members of that local.**

We encourage all CWA members to submit or suggest items for publication. If you have any questions about the newsletter, or would like to serve on the committee, contact Linda Harl, Sycamore 026, 5-9503, email: LHARL.

No More Free Newsletters!

Beginning with the August issue, the CWA newsletter will be sent only to members of Local 4730. If you are a member, you will get *Solidarity Now!* at your home address. Non-members can still read the newsletter on line at Indiana.edu/~cwa/solidnow.html. But the on-line version isn't as current as the printed one.

This decision to stop providing *SN* to all support staff was made by the Local's Executive Board after much debate and discussion. Finally though, it was determined that the cost of printing and mailing enough copies for everyone was prohibitively expensive. So if you want to continue to read *Solidarity Now!* (which is, after all, one of the best sources of news about what's really happening on campus), join the Local. It's that simple. If you are already a member, make sure Liz (efeitl) has your current home address.

CWA SURVEY

by Jean Collier and Dorothy Laue

Please take a few minutes to complete the following survey and return it by U.S. mail to:

Liz Feitl
Indiana University
Poplars 331
Bloomington, IN 47405

To request an email version of the survey, please email Tina Gilliland at mgillila@indiana.edu.

We are interested in the views of our members, as well as those who are not members. Since this is the last issue to be sent to non-members, we would appreciate your input. Please circle all that apply.

1. Why haven't you joined the CWA Union?

- A. Dues
- B. Unions accomplish nothing/not needed
- C. Need more information/not approached
- D. Know I will be represented anyway
- E. Think all unions are corrupt.
- F. Other _____

2. As far as you know, who was responsible for the merit raises?

- A. CWA
- B. IU Trustees
- C. IU Administration
- D. Don't know
- E. Other _____

3. As far as you know, who determines what percentage of wage increase IU staff receive?

- A. CWA
- B. IU Trustees
- C. Immediate supervisor
- D. IU Administration
- E. Don't know
- F. Other _____

4. Can CWA bargain for staff wage increases?

- A. Yes
- B. No
- C. Don't know

5. How do you think you have benefited from CWA representation?

- A. Equal enforcement of employer responsibility
- B. More job security
- C. Staff voice in University affairs and policies
- D. Grievance representation
- E. Don't know
- F. Other _____

6. How do you think you would be affected if CWA were not at IU?


- A. No difference
- B. Less job security
- C. More job security
- D. Less benefits
- E. More benefits
- F. Don't know
- G. Other _____

7. What action would prompt you to join CWA?

- A. Talking to a CWA member
- B. Job was on the line
- C. Unfair practices in area of work
- D. Lower dues
- E. Other _____

8. Would you like to be contacted by a CWA member?

- A. Yes
- B. No
- C. If yes, please list phone number to reach you.
Home _____ Work _____

 IU Local 4730	LOCAL 4730 Communications Workers of America, AFL-CIO
	I hereby request and authorize the deduction of dues from my pay as established by Communications Workers of America (C.W.A.) of which I am a member. These will be paid to the Treasurer of C.W.A.
NAME (print) _____	
Department _____	
Work Address _____	
Work Phone _____	
Home Address _____	
City/ST/Zip _____	
Home Phone _____	
Soc. Sec. # _____	
Signature _____	
Received by: _____	
Date: _____	

CWA Local 4730 NOTICE OF NOMINATION

Nominations for the office of Secretary of Local 4730 shall be conducted at the membership meeting of CWA Local 4730 on Thursday, July 26, at 5:15 p.m. in the IMU Maple Room.

The Election Committee will open nominations from the floor. Written nominations will also be accepted, provided they are received at the CWA office, Poplars 331, by noon July 26. Any member in good standing may nominate, provided the nominee is a member in good standing and agrees to be a nominee.

The nominations of a person for the office of Secretary shall constitute the nominations of the same person as a delegate to CWA Conventions held during the term of office for which the election is being conducted.

Duties of The Local Secretary

- a. Maintain a record of the Local membership;
- b. Record and maintain the minutes of all meetings of the Local, the Local Executive Board, or Local Officers;
- c. Furnish the Local Executive Board and the Vice President and Secretary-Treasurer of the Union with copies of any changes in these by-laws within ten (10) days after such changes are made;
- d. Perform such other duties as may be assigned by the Local, the Local Executive Board, or the Local President, and;

e. Strive, generally, to advance the welfare and solidarity of the Local.

The election will be conducted at the monthly membership meeting in August.

Marilyn Estep, Chair
Election Committee
ESTEPM@indiana.edu
855-6456

NOMINATIONS AND ELECTION

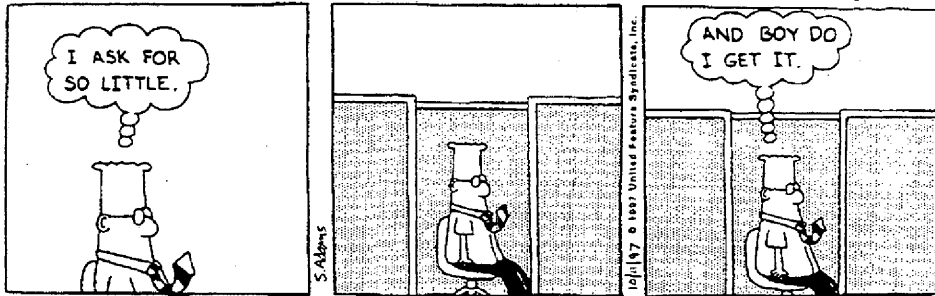
by Marilyn Estep

Nominations for the position of Executive Board Member at Large of CWA Local 4730 were held on Thursday, June 28, 2001. The final nominees are:

*Doris Dunigan
Linda Harl
Natalie McKamey*

The election will be held during the July membership meeting.

Date: Thursday, July 26, 2001
Time: 5:15 pm
Place: IMU, Maple Room



RETURN SERVICE REQUESTED

Indiana University
Poplars 331
Bloomington, IN 47405



WORKING FOR A BETTER AMERICA

NON PROFIT ORG.
U.S. POSTAGE PAID
BLOOMINGTON, IN
PERMIT NO. 197