



# Solidarity Now!

## Communication Workers of America

Local 4730, Bloomington and Northwest Campuses, Indiana University

Poplars Building, Room 331, (812) 855-8508

<http://www.indiana.edu/~cwa/>

September, 2010  
Volume 27, Number 6

### **Synchronous TIME – Coming to a Campus Near You!**

**by an IUN Support Staff member**

On April 2, 2010, IU Northwest's outgoing Chancellor Bruce Bergland sent a campus-wide email informing employees that all bi-weekly paid employees would begin using the TIME recording system "synchronously", which means punching a time clock, starting July 11. The reasons given in the email were: 1) "the *synchronous* method is used on most IU campuses", 2) after discussions with IU Internal Audit, Vice Chancellors, Campus Interim CFO, and the Campus Budget Committee, and "after reviewing the results of the campus staff survey", they (the cabinet) "decided that the *synchronous* method offers significant advantages", and 3) "Converting to the synchronous method ensures employees are paid for all hours worked, and promotes faculty and staff supervisor engagement."

It took a little while to take this in; this email came quietly to our inboxes and did not seem to leave any room for response. Eventually, we caught our collective breath from the shock and began a petition. We gathered nearly 200 signatures from faculty, administrators, and staff opposing this change. We also began to do our own research.

1) The survey staff conducted on other IU campuses showed the first stated reason to be misleading and incorrect. Almost all campuses, including IUN, use the synchronous method for many hourly employees. That is a very different use than for full-time employees. For full-time employees, we found three campuses using synchronous time, four using asynchronous, and two that used it both ways. IU Southeast left the choice to the department level, and only t

two departments use it synchronously. IUPUI gave us great hope: we found that they had fought this change, with the full support of the staff council as well as the faculty council, which wrote a resolution opposing the change. The chancellor at IUPUI eventually changed the decree; he left the decision to the vice-chancellor level. However, this resulted in 75% of the campus punching time clocks, and only 25% still on asynchronous.

2) The campus survey about time recording referred to in Chancellor Bergland's email was also misleading. It consisted of 5 statements for employees to respond to:

- "It is important that the campus make improvements in the timekeeping system to improve overall accuracy."
- "In the interest of equity among staff, it is essential to have a common time reporting system."
- "The campus needs to demonstrate its good stewardship of resources to the university and our constituencies."
- "It is important that the campus establish fair workload expectations among staff."
- "The campus administration is committed to fairness and equity in its treatment of staff."

It is difficult to determine whether an "agree" or a "disagree" response to these questions would be more likely to be used as justification for punching time clocks. Additionally, once we obtained the results of this survey, almost all of the seventy-seven written comments clearly and decisively opposed the change.

Also keep in mind that this has actually decreased equity among staff, as now all of the lower paid positions are required to punch time clocks, while some

**continued on page 3...**



## Some Thoughts From the President

**by Bryce Smedley**

This has been an extremely busy summer for CWA 4730. We took the lead on the Day of Black July 1st protest which was very successful all across campus. We organized free breakfasts for staff at various locations throughout campus to help raise awareness of the union and what we do. We have also been giving a lot of attention to the new IU Health Care Engagement program, learning as much as possible and asking critical questions of university administration. We held a successful steward training and have been actively going out and locating CWA union board space and networking with various organizations around the university.

We are facing tough times ahead with increases in parking, health care and benefit costs. We have a lot to do! The support staff is our number one concern, and we will keep fighting on your behalf. However, we need your help! We are only as strong as those who join the union and pay dues. If you are not yet a member, please consider joining! We need your ideas and enthusiasm to make Indiana University the best, safest and most enjoyable place to work.



**LOCAL 4730**  
**Communication Workers**  
**of America, AFL-CIO**

I hereby request full membership, and all the benefits that go with it, in Communications Workers of America (C.W.A) Local 4730. I authorize with this form my membership and the deduction of dues from my pay as established by C.W.A.

Name (print) \_\_\_\_\_

University ID # \_\_\_\_\_

Department \_\_\_\_\_

Work phone \_\_\_\_\_

Work address \_\_\_\_\_

Room # \_\_\_\_\_

E-mail address \_\_\_\_\_

Home address \_\_\_\_\_

City/State/Zip \_\_\_\_\_

Home phone \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_

Received by \_\_\_\_\_

Please return this form to CWA Local 4730,  
 400 East 7th Street, Poplars Bldg., Room 331,  
 Bloomington, IN 47405

*continued from page 1...* professional and all administrative positions are self reporting. Synchronous TIME does not even guarantee equity among those who are using it; the only way to ensure that all workers are actually at their desks and working forty hours a week is for supervisors to actively supervise.

3) There has been no indication from the administration of interest in paying employees for more than a forty hour week, nor has there been any indication of looking into changing workloads that cannot be managed within a forty hour week. In fact, we are told that we must not accrue more than forty hours per week without prior supervisor approval, which can be tricky given the TIME rounding system, computer glitches, human error, and of course, workload. Thus we are turned into a campus watching a clock, rather than focusing on the quality of our work. The rest of the statement, that synchronous time promotes faculty and staff supervisor engagement, seems ridiculous on the face of it.

Chancellor Bergland retired on June 30, and Chancellor William Lowe started at IUN on July 1. Chancellor Lowe agreed to meet with four employees presenting the petition on July 7. He talked with us for over an hour, but told us that he was going forward with the implementation as planned, despite our request that at the very least he postpone the decision until he had time to further research the issue.

In his campus-wide letter sent the following day, July 8, Chancellor Lowe stated, “the IU Office of Internal Audit (with reference to federal-level Fair Labor Practices compliance requirements) has assigned a high priority to the implementation of Synchronous Time-keeping”, and that he himself is, “very much an advocate of acting in anticipation of higher expectations for public sector accountability.”

After finally receiving a copy of the actual IU audit report from the staff council at IUPUI and discovering the report made no mention whatsoever of synchronous time, staff asked Chancellor Lowe in an email to provide documentation for the “high priority” assignment by IU Audit.

Chancellor Lowe directed the question to the HR department, who found that this had been a verbal rec-

ommendation. In response to a staff request, HR requested and received an emailed response from IU Audit stating, “Internal Audit believes synchronous time reporting provides the best level of internal control; however, it is management’s decision to implement synchronous. Internal Audit does not make management decisions.” This statement seems noticeably different from Chancellor Lowe’s interpretation that “Internal Audit has assigned a high priority” to synchronous time. Perhaps the largest rebuttal to this argument is that IU’s main campus in Bloomington is itself using the TIME system almost entirely on an asynchronous basis for full-time employees.

The reasons given to our campus, by both Chancellor Bergland and Chancellor Lowe, for implementing synchronous timekeeping have all turned out to be unbelievable or inaccurate. Perhaps the biggest slap in the face is the claim, from Chancellor Lowe’s campus email, that this system will “underwrite a transparent commitment to equity among all colleagues.” As Chancellor Lowe himself noted at the IU Northwest Council Meeting on July 13, this burden for higher accountability is being placed on the shoulders of the lowest-paid workers. It is the bi-weekly paid employees, as well as some forty professional staff employees, who are asked to account for every minute of their days.

Looking at the salary spread for IUN for 2009-2010, thirty-four employees at IUN were paid over \$79,000 per year, totaling just over three million dollars. In contrast, eighty-seven employees (over two and a half times the number of the highest paid population) were paid less than \$30,000 per year, totaling just over two million dollars. If the concern is “public sector accountability,” it is important to clarify this issue. If an employee who is paid \$20,000 a year is one tenth of an hour late, it “costs” the public \$1. If an administrator paid \$150,000 a year is one tenth of an hour late, it “costs” the public \$7.50. If this is an issue of accountability, tax dollars and internal control, the employees who need to punch clocks are the ones at the top. If this is an issue of power, division, and the removal of any autonomy in our working life, let’s look at it for what it is.

## When Health Care Trumped Parking Complaints....

The July, 2010 issue of *The Informed Employee* alarmed many support staff because it informed us of a major change in our health care coverage. The administration has been saying for several years that our rates will be increased. We thought it would be our base rates (they have specifically avoided telling us what our new base rates will be – who knows where those will end up). However this is the first inkling we had that the rates we pay will be dependent on our health condition. The following are comments from support staff regarding the testing we will have to undergo in order to keep additional charges from being added to our health insurance fees.

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“I do understand that there are good reasons for doing this... but to give up our privacy about our bodies in exchange for money which we desperately need is a very, very ugly choice. Additionally, as others have already pointed out, having a university and/or an insurance company decide how to keep any individual healthy is a very ridiculous and dangerous thing. A doctor friend of mine already pointed out how medicines that had been thought to be good, because they kept your blood pressure low, later turned out to be actually increasing mortality. The university could end up presiding over a catastrophe by forcing us to follow their medical recommendations in order for us to have enough money to buy groceries. It churns my stomach to think of handing my body over to my employer for inspection and review, and to follow their "recommendations" for changes. Maybe I'll get over it... but maybe instead we should be focusing our efforts on pushing for a single payer health care system. All the same health problems would be addressed, and the insurance companies would not be getting fat off of all of us.”

“This reminds me of something that happened a few years back. I started getting letters from direct marketing pharmaceutical companies about ordering my prescription drugs directly from them. How did they get this private information? How did they know what drugs my doctor has prescribed for me? Not from my doctor. They got it from my health insurance provider and/or pharmacy who collected this information and then "shared" it without my knowledge or consent. Apparently I was not alone in getting targeted for this marketing campaign. Thankfully, this business practice was outlawed a couple of years ago by new government regulations.”

The way I see it, this new "voluntary" program that IU/Clarian is instituting is just another variation of this outlawed business practice. It's a win-win for IU's hospital / health care partner. Clarian will get all the statistics they could ever hope for, because we will "volunteer" this private information to them in the name of getting healthy. And if we don't cooperate with this business plan of theirs in order to maintain our doctor-patient privacy, we will have to pay for the privilege of keeping our health issues private.

Who says you can't make a profit from health care? I can see their business plan including pressuring us to take medications manufactured by "business partners" of theirs. What a marketing plan. All they have to do is intimidate us into complying. Nothing personal. Just business.

Will we all get healthy from this attention? Will we be less sick? Maybe, maybe not. Ask your doctor if you will continue to be healthy throughout your life. If you are lucky enough to not die in an accident, a war or an environmental catastrophe, at some point each of us will become ill and will die. The health insurance people want you to feel that you are the weak link in this battle against sickness. However, the statistics show that age is the real culprit. Older people die more often than younger people. The older you get the more likely you are to fall outside of their "healthy standard." So, they calculate that you will need to pay more for your insurance coverage the older you get. Nothing personal. Just business.

Clarian's carefully designed "get healthy" program is packaged to make us feel warm and fuzzy toward our health insurance provider. Advertisements and informational newsletters shout out how much they "care" about us and our health. Have you forgotten who created "pre-existing" conditions? Who decided how long you can stay in the hospital after major surgery? How much psychiatric care you are allowed to get in a year? Who decided what is "reasonable and customary" and "standard practice?" Who? Your buddies in the for-profit health insurance industry, that's who.

If the health insurance industry cared about us at all, they would want every person in the United States to have adequate health care. But they have run the figures, and they can't make a profit insuring everyone equally. Nothing personal. Just business. Just business as usual.

# The Truth About “Free” C Stickers (reprinted from the August ’96 issue of *Solidarity Now!*)

by Linda Harl

I have been asked numerous times over the last two years why FS/SM people get “free” C parking stickers and CL/TE’s don’t. This article is an attempt to answer that question and to explain what is behind those “free” stickers.

The agreement reached between the administration and AFSCME (the union that represents FS/SM people) two years ago was the first one that included the C sticker arrangement. At that time it was agreed that all members of that group would receive the free C Sticker or equivalent credit toward the purchase of an A sticker.

However, to get this arrangement, AFSCME agreed to extend the probationary pay period for new hires. As a result of this agreement, it now takes a newly employed worker 18 months to get the salary that she or he would have gotten after six months without the “free” sticker. So anyone hired since July 1994 is, in a sense, paying for the stickers received by those in the FS/SM group. In actuality, the cost of the stickers is charged directly to the accounts that carry the salary lines for FS/SM workers.

CL/TE’s, unlike FS/SM’s, have never had a probationary wage period. Our union’s negotiators have always felt that our starting salaries were disgustingly low and would never have agreed to diminish them in any way. But even so, we were not offered an option involving starting salaries in the 1994 negotiations. Instead, we were offered “free” C stickers in exchange for a reduction in the overall raise being given. Instead of a 3% raise, for example, we would have gotten 2% or 2.5%.

We turned this down for several reasons. First of all, we felt it would have been very unfair to those who don’t need parking stickers. Secondly, anything which reduces someone’s base pay is poten-


tially bad, because it affects their salary for the rest of his/her working life and then into retirement. And, most obviously, the cut in salary for most people was more than the cost of a C sticker. So what appeared at first glance to be free would actually cost people a great deal in the long run.

The old adage, “There’s no such thing as a free lunch,” comes to mind here. Remember when you hear about these “free” C stickers that someone is paying for them. CWA remains committed to reforming the way parking stickers are sold. Our primary effort is directed at getting the “Sliding Scale Proposal” adopted. But we will never accept a benefit in parking or another area which would help some CL/TE’s at the expense of others or accept a “freebie” which really isn’t free at all.

**Please Be Our Eyes and Ears**

According to the RIF policy, staff may be RIF’ed due to budget, lack of work, reorganization, or reduction of staff positions beyond the employee’s control. When a department needs to reduce its work force, it must lay off all temporary and/or hourly employees first (not including student help). Then they can lay off support staff.

The local has been attempting to monitor whether some departments have laid off support staff and then hired hourly employees to do the work the support staff had been doing. Due to the limitations of monitoring hourly postings and analyzing hourly duties, we need some assistance from our brothers and sisters in the field. You know the departments and the work laid off support staff were doing before they left. If you know (or suspect) an hourly or two was hired to replace a laid off employee, please let the local office know ([cwa4730@indiana.edu](mailto:cwa4730@indiana.edu)), and we will then contact IUHR.



## Remembering Chris Crago and Judie Foster

**By Peter Kaczmarczyk**

During the first week of August, the Wells Library and Local 4730 lost two people from the family.

Chris Crago passed away on August 5 after battling numerous health issues. Chris was a loyal member of the local, but I remember him more for his outgoing personality and for being my first boss. Chris loved to chat, make jokes, and see the humor in a situation. He was a friend to all and could be counted on to lighten any situation. His seemingly endless knowledge on just about every topic always added to any conversation.

Judie Foster, retired for more than 10 years, also passed away in early August. She was a founding member of Local 4730 and worked on the early organizing drive and as a union steward. She always spoke up for staff and was the person who helped me file a grievance when I first needed the union. She also persuaded me to fill out a membership card. She was not afraid to tell it like it was and made it abundantly clear that my membership mattered and was needed. I joined, and the rest is history. Judie, like Chris, had been ill for some time and, like Chris, will be missed.



## *Two Categories for IU Hourly Positions* *By Carole Baynes*

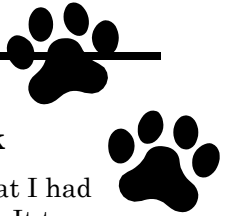
Personnel policies for hourly employees\* at Indiana University have been changed to determine which hourly positions are eligible for retirement benefits and the maximum number of hours an hourly employee can work in one calendar year. There are now two categories:

- 1) Employees who work less than 1,000 hours in one calendar year (no retirement benefits)
- 2) Employees who work from 1,000 to 1,929 in one calendar year (retirement benefits)

**All hours worked at IU in the calendar year in all positions are counted to determine the total.** An Hourly with PERF (HRP) position must be established if a worker is expected to work more than 1,000 hours per year. These employees are eligible to participate in the PERF base retirement plan and IU TDA and IU Retirement Savings supplemental retirement plans. However, Hourly with PERF employees are not permitted to work over 1,929 hours in a calendar year. If an employee is needed for 1,930 hours or more, a staff position (approved by campus officials) must be established, following university policies and guidelines. Hourly with PERF employees must be terminated after reaching the threshold of 1,929 hours, if they are not selected to fill an existing staff position. They can be rehired at the beginning of the following calendar year.

Guidelines for filling hourly positions can be found at: [www.indiana.edu/~uhs/policies/hourly/establishing.html](http://www.indiana.edu/~uhs/policies/hourly/establishing.html)

**\*Hourly employees are temporary or seasonal employees and are not in a permanently budgeted position.**



## Farewell to Linda Harl

On July 31, Linda Harl, one of the founding organizers of CWA 4730, retired. Linda began working at IU in 1982 and became active in the organizing movement for the local in the late 1980s/early 1990s. Through the years, she has worn many hats in the local - eboard member, bargaining team member, contributor to and editor of *Solidarity Now!*, and she was also one of the original participants of TPAC (Transportation Policy Advisory Committee). Linda has always been a very vocal advocate for IU staff. At her request, we are re-running the article she wrote for *Solidarity Now!* in 1996 about the "free" C stickers.

Thanks, Linda, for all the time and support you have given CWA, and good luck in your retirement.

### Get Your Social Network On!

Look for us on Facebook  
and join!!

<http://www.facebook.com/group.php?gid=47515380185>

### VOLUNTEERS NEEDED!

**Do you want to help disseminate the views of support staff at IU?**

***Solidarity Now!* needs more reporters to help do so.**

**If you are interested in volunteering for this (or any of the other Local 4730 committees), please contact the union office at [cwa4730@indiana.edu](mailto:cwa4730@indiana.edu).**

## Feline Local 2010

By Peter Kaczmarczyk

I thought the cats would be glad that I had more free time at home. They were, sort of. It turns out that while I had been busy running a union, they had formed their own union. This came as a great surprise to me. I thought they were a happy group of cats. Sure, they had a few rules to live by, but my wife and I run a pretty lenient home. I knew their nearly constant demand for attention and open doors went unmet, but other than that, I didn't see what the problem was.

They presented their demands in the form of a dead rabbit. Having long lived with cats, I have learned to read the entrails of their kill and after much divination saw that it was an extensive list. Constant rotation and a wide selection of foods; a cat door on every door of the house; permission to bring live toys into the house; it went on and on. I knew cats were a needy bunch, but this amazed me.

I thought about this and conferred with my wife while the cats milled around the food dishes and waited. They clearly wanted a response now. Hops, the oldest and Queen of the Castle, screamed periodically at us. After much discussion, making them wait as long as we thought we could without a literal pissing match, we decide to play hard ball. I reminded them that we provide free room and board including wifi. I also pointed out that Indiana law allows me to be very, very mean to them and get by with no more than a fine.

They were not impressed. They pointed out that the house had been infested with mice when we moved in, and now they are never seen and seldom heard. They also noted all the chipmunks and moles that would be tearing up our gardens and yard, if not for their hard work. This message was delivered, to emphasize the point, in the entrails of a mouse. Their point: they earned their keep and then some, and felt their demands were only reasonable requests for a humane home environment.

I was again shocked, but felt we had to negotiate. It wasn't fun, and it wasn't easy, but we worked it out. They got some things they wanted, and we got some promises on leaving the birds alone, and we both came out of it reasonably happy. I will say however, for the record, that I will never, ever grant the right to sleep on my face.

Am I thrilled the cats have a union now? Not really, but I recognize the right and can work with them in good faith. If they will as well, we can have a long and healthy relationship.

It's good to be home.



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# CWA Local 4730 Calendar

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## September

**Thursday, September 16, 2010**

Members Meeting  
Poplars Bldg., Room 185  
5:30-6:30 P.M.

Executive Board Meeting  
Poplars Bldg., Room 185  
6:30-7:00 P.M.

## October

**Thursday, October 21, 2010**

Members Meeting  
Poplars Bldg., Room 185  
5:30-6:30 P.M.

Executive Board Meeting  
Poplars Bldg., Room 185  
6:30-7:00 P.M.

## November

**Look for combined November/  
December Members Holiday Pot-  
luck meeting next month!**

**Members Potluck—September 11**

For updates on union events as they happen, please check our online calendar at <http://www.indiana.edu/~cwa>.

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**Join Now!**  
Membership form on page two

Poplars 331  
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