



# Solidarity Now!

The Award Winning Newsletter of CWA 4730

Organize Educate Mobilize

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

February '99

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## GOOD BOSSES - WE HAVE LOTS OF THEM

by Linda Butler

*SN* received enthusiastic responses from our readers to last month's article asking for Best Boss nominations. The nominators enjoy working for these people and lavished praise on their outstanding bosses. The attributes our nominators list include respect for employees, understanding and caring. Recognition for work well done - pats on the back - are very important to our contributors, and the good bosses are liberal with praise. Honesty, dependability, and fairness are also mentioned. Bosses who ask for employees' opinions and respect them are appreciated. The bosses who receive rave reviews from their employees are:

**Lisa Townsend**, Assistant Dean for Undergraduate Education, COAS. She treats her staff with the utmost respect, encourages teamwork, and always recognizes her staff publicly.

**Jack Dvorak**, Professor, School of Journalism, and Director of the High School Journalism Institute, is credited with being a very sympathetic boss who also tells employees how much he appreciates the work being done for him.

**Sandra Fowler**, Director of Dining Services, receives accolades for being honest, dependable, understanding and fair.

**Marge Schrag**, Associate Director for Residential Colleges, listens to her employees, asks for their opinions and treats them as equals.

**Denise Gowin**, Assistant Director for Academic Initiatives and Services, "is a wonderful supervisor - fair, understanding, supportive, kind."

**Janet Tapp**, Payroll Manager/Human Resources, Residential Programs and Services, "really listens to you and works with you when a problem arises...has a sense of humor, which helps also."

**Suzanne Thorin**, Ruth Lilly University Dean of University Libraries, makes time in her busy schedule for a monthly meeting with the library CWA stewards. She also has an "open door hour" monthly for any library employee who wants to talk informally with her without an appointment.

**B. Edward McClellan**, Professor of Education and Acting Chair for Educational Leadership and Policy Studies, received a very special accolade from his employees. It can be seen below.

Congratulations to all outstanding bosses! May your numbers grow!

**B**enevolent

**E**nthusiastic

**D**edicated

**W**ise

**A**wesome

**R**espected

**D**istinguished

**M**erciful

**C**onscientious

**C**ongenial

**L**oyal

**E**mpathetic

**L**ikable

**L**enient

**A**ppreciative

**N**ice

## BAD BOSSES

by Linda Harl

What makes a bad boss? *SN* received several responses when we asked this question in our December issue. Since retaliation is one thing bad bosses are good at, we aren't going to publish any names. But, if you are a supervisor and find a copy of this article in your mailbox, chances are you've been recognized anyway!

Which personality traits annoy workers the most? A controlling nature ranks high. No one wants to work for someone who thinks s/he owns the place and that everything not done her/his way is done incorrectly. Sarcasm and comments which belittle or humiliate people are completely out of line. Corrections should be made quietly, patiently, and out of ear-shot of co-workers whenever possible. Diplomacy and a sense of humor go a lot further than yelling and threatening. Bad bosses never say thank you or express appreciation for a job well done. People would much rather feel "part of the team" than to be pushed around or bullied.

There are several specific kinds of actions that workers don't like either. Ignoring or skirting university policy is one. The rules are there for everyone's protection, and a staff member shouldn't have to file a grievance to get them followed. Not doing paperwork promptly is another complaint. One group of employees has been waiting for months for upgrade requests to be signed by their department person and sent on to HRM. If such delays are necessary, they should be explained. Some bosses require staffers to account for every minute of every day, but they routinely "disappear" without explanation.

I could go on and on, but I'm sure you've got the picture. The key is to treat employees politely and humanely. Maybe we could get HRM to photocopies of the golden rule and mail one to every supervisor on campus!

## IF I CAN'T FIND A PLACE TO PARK, DOES THAT MEAN I CAN GO HOME?

by Jane Goldsmith

For several months, as the plans for the Neal Marshall Center began to be released, the employees who use the parking lot by the Main Library have become increasingly concerned. Rumors were circulating about parking and the planning being done. Questions were raised as bits and pieces of information about the construction were released. There has been a lack of timely answers to those questions by the departments who are responsible for the planning and development on this campus.

Over semester break, 72 C spots (two complete parking bays), as well as Seventh Street between the Auditorium and Jordan Avenue, were appropriated by the construction companies who are working on the Neal Marshall Center. These spaces and this street will be lost to normal usage for the duration of the construction (30-36 months).

Also over semester break, the entrance to the parking lot off Jordan Avenue was widened to three lanes. 72 A spaces in the western portion of the lot were changed to C classification to help accommodate the C permit holders.

According to a memo sent from George Smerk, dated January 8, 1999, complementary bus passes are available for those employees affected by the construction. You can park in the White Lot (the lot on the west side of the stadium) and take the "A" Bus to campus. The passes are valid for the regular "A" bus (operates normal hours) and for the "A" Express bus (operates between the hours of 7:30 a.m. and 4:30 p.m. Monday through Friday). To request a complementary pass, call Parking Operations and give them your name and social security number. You will receive a bus pass in campus mail. The bus pass will state it is valid only when accompanied by a validating sticker. In checking with the Campus Card Center in Ashton Center, the bus drivers know these passes are valid for the "A" Route and will

accept them. The full bus schedule is available by calling Campus Bus Service at 5-8384. We have been assured that cars will not have to be moved for sporting events.

A police officer is currently assigned to traffic control at the exit from the main library parking lot around 5 p.m. Monday through Friday. A request has been submitted for a more permanent form of traffic control at this intersection, both for the safety of the drivers and the pedestrians who use this intersection.

Despite the bus passes and the policeman, the level of concern is still high as the frustration level of would-be parkers rises. CWA will continue to monitor this situation and will try to work with campus officials on better solutions. If you have questions or suggestions, contact CWA's TPAC representative, Linda Harl (lharl).

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## UNION COUNSELOR PROGRAM

by Linda Harl

Have you ever wished you knew how to help a co-worker in need? Have you ever wondered how to match your friends up with agencies in the community which could help them cope more effectively with their problems?

If you answered "yes" to these questions, you should know about the Union Counselor Training Program to be offered starting next month. The program is jointly sponsored by the United Way and the White River Central Labor Council. The AFL-CIO and the United Way have been working together on such programs since 1946. The classes have two purposes. The first is to train people to help their fellow workers. The other is to give interested people a chance to find out more about their communities.

The classes meet on Tuesday evenings from 6:30 to 8:30, beginning March 30 and ending May 6. Participants learn about various United Way agencies and

## 1999 LOCAL 4730 CWA AREAS AND STEWARDS

Area	Locations Covered	Steward
1	Poplars	Barbara Lucas (5-9082, belucas)
2	Franklin Hall, Student Bldg.	Valerie Pritchett (5-1746, vpritch)
3	Main Library	Jay Wilkerson (5-1650, wilkersj) Jane Goldsmith (5-1627, goldsmi) Doug McKinney (5-1666, pdmckinn)
4	IMU, Student Legal Svcs., Speech Comm., Ernie Pyle	Jean Collier (5-2536, jcollier) Elaine Raines (5-7266, iraines)
5	Business, SPEA	Becky Westerfield (5-4149, rwesterf)
6	Cyclotron	Vacant
7	Ballantine Hall	Vacant
8	Real Estate, Bryan Hall, Law School, Law Library	Ann Likes (5-1890, alikes) Beth Plew (5-2310, bplew)
9	Kirkwood, Lindley, Swain East & West, Wylie, Rawles	Dee Heifner (5-6057, dee@cs) Tina Gilliland (5-5397, mgillila)
10	Maxwell, Owen	Lawrie Hamilton (5-9745, lhamilto)
11	Chemistry	Stacy Felton (5-6987, cfelton) Judy Summerville (5-2254, jsummerv)
12	Goodbody, Morrison, Sycamore, Memorial, Social Research Institute	Dorothy Laue (5-0282, laued)
13	MAC, Merrill Hall, Music Annex, Speech & Hearing	Carol Reynolds (5-1493, cnreynol) Marcy Brooks (5-8583, mabrooks)
14	Afro-Am. Studies, Fine Arts, Admissions, HPER, Latin Am. Studies, Lilly Library, Learning Skills Ctr., Radio/TV, Honors, Theatre, Art Museum, Woodburn, Auditorium, Int. Programs	Bud Rodman (5-8767, rodmanf) Vicki McQueen (5-0214, mcqueenv) Sachiko Higgins-Kante (5-9271, sghiggin)

	Office, Campus Card Program, Animal Lab	Terri Stigall (5-1476, tstigall) Jerry Burton (5-5412, burtonj)
16	Campus Children's Ctr., Mail Svcs., Copy Machines, Maxi, Communications, Ctr. on Aging, Environmental Health, Creative Arts, Smith Research, Central Stores, Univ. Computing, ISDD	David House (5-0468, housed)
17	Social Work, Optometry, Am. Historical Review, Aerospace Studies, Global Change	Vacant
18	Nursing, Halls of Residence, Health Ctr., Residence Life, Wells Scholars, COAS Placement, SRSC, IU Police	Connie Vaughn (5-0224, vaughnc) Karen White (5-3578, kjwhite)
19	Radio/TV at Fountain Sq., Campus Bus Svcs., Bookstore Warehouse, IU Press, Campus Food, Industrial Res., Univ. Printing, Showers, Publications, Transportation Res. Ctr., Optometry Eye Clinic	Vacant
20	Assembly Hall, Alumni Relations	Ellen Tiberend (5-6242, ctiberen) Marcy Brooks (5-8583, mabrooks)
21	Workshop in Political Theory, Folklore, Mathers Museum, Bradford Woods, Am. Indian Studies, Archaeology, Poynter Ctr., CIC, Commun./Mktg., Arbutus Hall	Vacant
22	Briscoe, Campus View, Collins, Edmondson, Eigenmann, Foster, McNutt, Read, Tulip Tree, Shea	Vacant
23	Jordan, Myers	Vacant
24	Ashton, Evermann, Forrest, Read, Teter, Wilkie, Wright	Steve Johnson, 5-4034, rasjohns)
25	Education, Aydelotte Hall	Michelle Pauley (5-8015, mpauley)

how to help people find the right one to help them. The cost is \$25. You must be a union member to take the class.

If you are willing to take the class as a representative of our local and be available to help other members after your training, contact Liz Feitl about the possibility of the local paying your tuition.

Registration deadline is Feb. 28. Checks should be made payable to the White River Central Labor Council and mailed to them at PO Box 1966, Bloomington, IN 47402.

## COLLEGE SCHOLARSHIPS FOR CWA MEMBERS AND THEIR FAMILIES

by Gayla Bradfield

*CWA offers the following scholarship opportunities for all members and their families each year. If you would like more information or an application form, contact our Local 4730 office.*

**The Ray Hackney Scholarship Fund** provides 8 scholarships of \$4,000 each, payable at the rate of \$1,000/yr. CWA members and their spouses and children are eligible. (Grandchildren are not eligible.) Applicants must have already graduated from high school or be graduating in 1999. Current university undergraduate and graduate students may also apply. Winners are chosen by lottery in May/June. **The application deadline is February 28, 1999.**

**The Beirne Memorial Foundation** provides 30 two-year scholarships of \$3,000/year for CWA members and their families. Grandchildren ARE eligible for this award. Applicants must have already graduated from high school or be graduating in 1999. Current university undergraduate and graduate students may also apply. Winners are chosen in mid-June based on academic credentials and financial need. **The application deadline is March 31, 1999.**

## UNITY EQUALS STRENGTH

by Linda Harl

In unity there is strength. This axiom is well known by today's union members and was proven by our predecessors in their struggles to organize. The history of unions has been a story of vital working people making contributions for the good of society in general.

Examples of this strength are the goals set and achieved by the first national trade union in 1881. Their first platform determined to fight for compulsory free public education, an end to child labor, achievement of the 8 hour work day, protection against garnishment, apprenticeship laws, payment of wages in legal tender, repeal of conspiracy laws, creation of a National Bureau of Labor Statistics, worker's compensation, and the use of the ballot to elect our legislators.


Succeeding generations have extended the platform to include and also to achieve social security, unemployment insurance, civil rights, health care for the elderly and poor, minimum wage, occupational safety and health, regulations, pensions, a National Labor Relations Act, food stamps, and so much more. These achievements are now permanently etched on the pages of history.

The examples above prove that workers have common interests, needs and expectations. This is true on the local level as well as the national level. Only by uniting can we effect change right here at IU and in our society as well.

Remember there is...

## STRENGTH IN UNITY

Fill out a membership card below right now and join in the struggle.

	<h3>LOCAL 4730</h3>
	<p>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.</p>
	<p>These dues can be revoked on proper notice.</p>
<p>NAME (print): _____</p>	
<p>Work Address: _____ Room #: _____</p>	
<p>Department: _____ Work Phone: _____</p>	
<p>Home Address: _____</p>	
<p>City/ST/Zip: _____</p>	
<p>Home Phone: _____ Soc. Sec. #: _____</p>	
<p>Signature: _____</p>	
<p>Received by: _____</p>	
<p>Date: _____</p>	

## SINCE YOU ASKED

*Does the proposed bus fee sponsored by the students apply to staff members taking one or two classes? We don't want to pay for a service we won't use.*

Local President Liz Feitl and Vice President Bud Rodman were at the Trustees meeting on Jan. 22 where Dave Orensten, IUSA president, presented the proposal. Liz asked Dave this very question. He replied that the proposal as written doesn't mention part-time students, but one possible option would be to charge on a sliding scale, similar to the way the technology fee is handled now.

Liz made the point that full-time staffers taking a course or two should not have to pay this fee. She felt that the trustees were sympathetic to her concerns, as was Orensten. Furthermore, Vice Chancellor for Budgetary Administration and Planning Maynard Thompson has told *SN* he believes the proposal as written covers only full-time students.

The proposal will be discussed and possibly voted on by the full Board of Trustees at their February meeting. CWA will continue to press for exclusion of staffers taking one or two classes.

## ANOTHER SUCCESS STORY

by Benita Brown

The 1998 CWA Food Drive was once again a great success! The 1998 drive provided substantial boxes for 18 families (over 50 individuals) who have difficulty making ends meet with their IU salaries. Cash donations this year totaled \$142. Thanks to everyone who helped by bringing in food, making cash donations, sponsoring a box, referring a potential recipient, sorting food, etc.

Special thanks go to Doug Porter for once again providing vendor parking permits for those who retrieved the collection boxes from around campus; to Josh Cazares of United Way, who made it possible for us to supplement the donations with food purchased at Hoosier Hills Food Bank; to our anonymous donor in the Music School, who again this year provided Kroger gift certificates; to Valerie Pritchett for securing a room to use for sorting and distributing; to Connie Vaughn for staying to the "bitter end" and then delivering one box that could not be picked up; and to Marlene Griffin, Melissa Hawkins, Dee Heifner, Carmella Nohe and Carol Reynolds for helping with box collection and sorting of the food.

Box recipients have expressed their gratitude to all of you for your kindness. The holidays are an especially stressful time when finances are extremely tight. The CWA Food Drive boxes helped to relieve the stress and make the holidays happier for these families.

Our plan for 1999 is to again have just ONE food drive in the month of November. A drive chair will be needed for 1999. Begin thinking about it now; if you would like to volunteer to be the 1999 CWA Food Drive Chair, contact Carol Reynolds at 855-1493.

## MEMBERSHIP MEETING

FEBRUARY 25, 1999

5:15 P.M.

IMU

PERSIMMON ROOM

RETURN SERVICE REQUESTED

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Bloomington, IN 47405



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