



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/>

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CHANGE ISN'T COMING AFTER ALL

by Linda Harl

In past issues of *Solidarity Now!*, we have reported on two new separate plans affecting staff: the electronic time-keeping project in which we were to keep attendance records on our computers and the Biweekly Time Off policy which was to condense several current categories of paid time off into one. We can now report that neither change will happen very soon - certainly not by this January as previously thought.

Not surprisingly, the technology to support these changes is not developing as fast as originally predicted. The new Human Resource Management System will not come on-line until January 2003. Like everything else attached to or concerned with People Soft, it is taking longer than predicted to get up and running.

CWA has been told that there is also another reason for the delay in the BTO plan. The administration has apparently decided that the proposed plan (see *Solidarity Now*, July 2001 for details) might be too expensive. That is, pay off at time of termination might cost more than it does now. We have been told that there will be a new proposal which leaves sick time as it is, but still combines the other categories into a modified BTO plan. While we reserve final judgment until we see the new proposal, it does seem that pulling out such a big chunk of time might defeat the purpose of the whole proposal, which was to make record keeping easier and allow more flexibility to staff.

Remember that the BTO plan was developed by a committee appointed by Vice President Clapacs. It was not proposed initially by CWA or any other employee group. The committee (which included CWA members, myself and Patty Woosley) did its very best to combine the categories and to have the result be as cost neutral as possible. Plus, the university is not taking into account the amount of money saved in record keeping time by using a newer, simplified plan.

I can't imagine that the increased terminal pay benefits (if there are any) would affect more than a handful of people each year. For the university to say that, on the one hand, this is an unacceptable expense while, on the other hand, spending millions on People Soft and its problems, is an insult to staff. Furthermore, a good many staffers really need whatever extra money they can get especially, for example, at retirement. This

"windfall" might be used for an insurance payment or maybe for food until PERF finally starts.

Give us a break. Spend some money on people instead of computers and software.

SINCE YOU ASKED

Question: *When is a Search and Screen Committee required to fill a vacant position? And can an individual or department create and fill any new job without advertising it?*

Answer: This gets complicated but the basic answer is that if the upper level administrative position has an academic component it is to be filled by following guidelines set forth by the Bloomington Faculty Council. This policy can be found at www.indiana.edu/~bfc/BFC/policies/search.html. Normally this would mean a Search & Screen committee.

If the position is not academic, it most likely falls in the PA category, and search and screen committees are never required for PA positions. New jobs are supposed to be advertised, but don't have to be if the request to waive advertising is approved by the campus Human Resources department (PA Policy manual, 2.6). All qualified applicants should be considered in any case, but if the job isn't advertised, it will probably be filled by the person it was created for. While this seems a little unfair at times, it doesn't seem to be a violation of any written policy.

NOVEMBER/DECEMBER MEMBERSHIP



DECEMBER 6, 2001

5:15 P.M.

TELECOMMUNICATIONS

10TH & THE BYPASS

LARGE CONFERENCE ROOM

KNOW YOUR POLICY: POLICY 9.4 SALARY DECISIONS FOR INDIVIDUAL EMPLOYEES

by Jane Goldsmith



Do you think the only employees who have any leverage in negotiating salaries are the new hires when they start at IU? According to policy 9.4 "Salary Decisions for Individual Employees," there is also salary flexibility available when you are promoted or when your job is reclassified to a higher level.

There are minimum and maximum parameters to any salary increase that can be offered. The minimum you are entitled to is either a 5% increase from your current salary or the minimum of the new salary range - whichever is higher. This is provided that the new salary would not be higher than the salary range you are moving into.

The maximum amount you could be paid is to the same relative position in the new salary range that you were in your old salary range (in other words, if you were 1/3 of the way through your old salary range, you could be moved 1/3 of the way into your new salary range) or to the midpoint of the new range, whichever is higher.

The salary increase you are offered should take into consideration several factors. First, you should make at least as much as a new hire would be offered. Secondly, the salary would not create an equity disparity with the employees assigned to the same job and salary range. Third, you will be doing higher-level work in your new job. Fourth, that it is consistent with other promotions under comparable circumstances. And fifth, that your qualifications be considered for the position. The department will work with Human Resources to establish a salary increase amount that will meet these criteria. To get information regarding what salary amounts new hires have been paid and what the other people in the department make, go to the CWA homepage at this link:

<http://www.indiana.edu/~cwa/ranks/adjust.html>

NO SWEAT UPDATE

by Linda Butler

CWA 4730 is part of the NO SWEAT coalition at IU, working to win basic rights for workers in factories throughout the world that manufacture IU-logo apparel. NO SWEAT succeeded in gaining an agreement that IU would not sign contracts for IU-logo apparel made in sweatshop conditions. Other NO SWEAT groups throughout the country got similar agreements from their schools. Now NO SWEAT at IU has received word of a big organizing victory in an apparel factory in Atlixco, Mexico. Here is an excerpt from the message:

The workers at the Kukdong apparel factory in Atlixco, Mexico (now known as Mex Mode) have succeeded in their effort to obtain recognition for their independent union as the bargaining representative for the factory's workforce. On September 21, the new union SITEMEX, and factory management signed a new collective bargaining contract, making Mex Mode the first Mexican factory of its kind to have signed a contract with an independent, democratic union. This is an extraordinary breakthrough in the context of labor rights in Mexico's export manufacturing sector.

The progress at Kukdong/Mex Mode is also of great significance in the context of college and university efforts to address workers rights issues in the production of logo goods. A central question on campuses across the country has been whether colleges and universities are really in a position to have a meaningful impact on working conditions in their licensees' overseas supplier factories. The example of Kukdong/Mex Mode suggests that the answer is yes. Had colleges and universities not adopted strong codes of conduct and joined organizations dedicated to enforcing these codes, thereby causing licensees to rethink and strengthen their approach to labor rights questions, I think it is very unlikely that the breakthrough at Kukdong/Mex Mode could have occurred. Moreover, the specific expressions of concern about the situation at Kukdong/Mex Mode that colleges and universities conveyed to the licensees

played an important role in forging the company's resolve to take aggressive action. Colleges and universities can take justified pride that efforts to improve conditions in factories producing college logo goods are bearing fruit.

CWA LOCAL 4730 NOTICE OF NOMINATION

Nominations for the office of Executive Board member at Large of Local 4730 are now being accepted by the CWA Election Committee.

Our by-laws state that if the term of this position is less than one year that the Executive Committee is allowed to appoint someone into the position and no formal election is necessary.

Any member in good standing may nominate, provided the nominee is a member in good standing and agrees to be a nominee. Please send your nomination in writing to the CWA office or by e-mail to estepm@indiana.edu. Anyone interested in the position may nominate themselves also.

The following is a list of the responsibilities for Executive Board Member At Large:

- a.** Be responsible for making decisions and taking action in behalf of the Local membership between local meetings on all matters concerning the good and welfare of the members
- b.** Meet prior to the next Local meeting and with the Local Officers be responsible for the development of the next Local meeting agenda
- c.** Cause an annual budget to be prepared and presented to the membership
- d.** Actions and decisions of the Executive Board shall be subject to approval by the membership
- e.** A majority of the Executive Board shall constitute a quorum
- f.** Strive, generally, to advance the welfare and solidarity of the Local

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

Bargaining Survey: What is Your #1 Priority Issue?

It is time for all members to be thinking about our workplace issues related to bargaining. Your negotiating team (Liz Feitl, Stacy Felton, Jane Goldsmith, David Withered and Patty Woosley—Chaired by our Chief Negotiator Jerry Nelson from District 4, CWA) will begin meeting with the IU administration around February 2002. As usual, your team will be focusing on many of the already-identified issues such as

- retirement benefit improvements
- low wages
- time-off benefits
- parking

just to name a few!

We do, however, need YOUR input to know what YOU are thinking. What do you think CWA's priorities should be this year? We would like a list of your own priorities, starting with what is most important to you, along with any solutions you might suggest. Please take a couple of minutes to fill out this survey and return it to Liz Feitl, CWA, Local 4730, Poplars 331, Indiana University, Bloomington, IN 47405. We will be taking these responses into consideration, as well as other issues brought about by other processes, such as grievances, since the last bargaining session, to formulate this session's bargaining proposals.

#1 Priority:

#2 Priority:

#3 Priority:

We would also like to know your willingness to help our Local Union in its very important missions. If we can count on you, please say so below:

I am willing to help with issues relating to CWA, Local 4730's mission!

Please contact me!

Name: _____

E-Mail: _____

Phone: _____

RETURN TO: LIZ FEITL, CWA, LOCAL 4730,
POPLARS 331, 400 E. 7th STREET
INDIANA UNIVERSITY,
BLOOMINGTON, IN 47405

DO YOU NEED A "REASONABLE ACCOMMODATION"?

by Linda Harl

The rules sound pretty simple: The Americans with Disabilities Act (ADA), the Indiana Civil Rights Act, and Indiana University policy prohibit discrimination in employment against qualified individuals with disabilities. IU will provide reasonable accommodations when necessary for persons qualified under the ADA. These rules apply to performance of a position, the application and selection process in which employees and applicants participate, and equal access to employee benefits and employment privileges such as training, facilities and university-sponsored events.

There are lots of statements and policies about the ADA and reasonable accommodation on the University Human Resources web site. The main statement of policy is university Personnel Policy 3.2 (www.indiana.edu/~html/3.0/3.2.html).

However, people sometimes aren't sure what to do when they think they actually need some sort of accommodation to properly do their job. Remember, it is the responsibility of the employee to identify him/her self as an individual with a disability and provide documentation of the disability or impairment. It is also the responsibility of the employee to demonstrate how the disability limits his/her ability to perform the essential or marginal functions of a position or limits participation in employment programs or services.

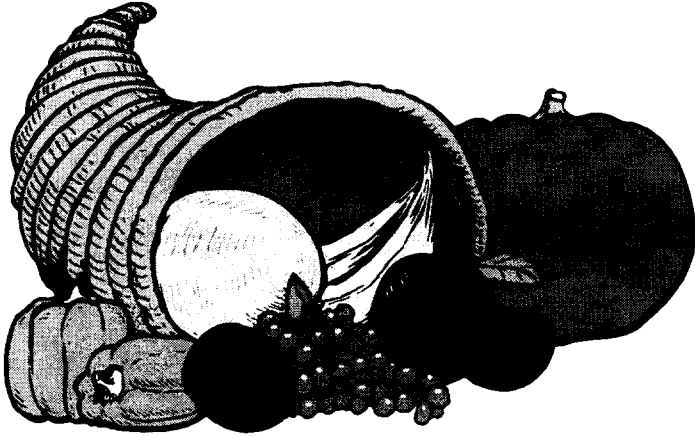
If you think you are ready to do this, the first step is to contact your supervisor or the accommodation specialist at University Human Resources Services, Frank Epperson (5-7511, fepperso@indiana.edu). He can explain the process to you.

The specialist will determine if the employee is disabled under the ADA. If so, he will work with the department and the employee to see if any accommodation can reasonably be made. If no reasonable accommodations can be made, the employee will be offered another open position for which s/he is qualified in the same department. If there are no such open positions, the employee will be placed on the campus-wide reduction in force list for placement purposes.

If you need an accommodation for a training program or an interview, contact the sponsor directly, giving them a reasonable amount of time to honor your request.

It's not always easy, then, to get what the law provides. But, you are entitled to this benefit and you should fight for what you need to work comfortably and safely. Remember too that you are entitled to take a CWA representative with you when you meet with the Accommodation Specialist. Our officers and stewards stand ready to help whenever they can.

*Happy
Thanksgiving!*



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: _____

RETURNSERVICEREQUESTED

Poplars 331
Indiana University
Bloomington, IN 47405



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