



# 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/>

February-March, 2004

Volume 21, Number 1

## A BARGAINING UPDATE

by Jane Goldsmith

Bargaining, as defined by the American Heritage College Dictionary, is "to negotiate the terms of an agreement ... between parties fixing obligations that each promises to carry out."

Another bargaining session with the IU administration is ready to commence. The bargaining session, as set forth in the Conditions for Cooperation established by the Trustees, is to start after February 1 and end by June 15 or within 10 calendar days of the end of coinciding legislative session, whichever is later. We alternate long and short yearly bargaining sessions. During a short session, the bargaining teams meet only to discuss how the salary increase will be distributed. This year, being a long session, both the union and administration teams bring issues to the table for joint discussion and, after agreement is reached, modification of the Personnel Policies for Appointed Support Staff.

You may wonder how the CWA bargaining team determines what is brought to the table to discuss. We cull our issues from various sources. For instance, our members make suggestions to us during the year when they encounter problems on the job. The staff representative keeps track of grievances and which policies were violated and may need clarification. Members of the bargaining team and the stewards keep track of inquiries they receive about policy. The bargaining team meets before bargaining and develops the list of issues we will discuss with the administration representatives. In addition, we ask the membership to rank bargaining issues and add to the list their own ideas, ensuring that we are addressing the issues that are most important to our members.

At the first meeting with administration, we exchange the concerns we wish to discuss with them and receive their list of issues in return. We briefly discuss each point with both teams and then caucus as individual groups to discuss the matters brought up. Subsequent meetings involve discussing in detail with their team what the issues are for each side and negotiating an agreement both sides can live with. At the end of the session, do we get everything we asked for to begin with? No, we usually don't. Does the administration get everything they ask for? No, they don't either. Do we eventually hammer out an

agreement both sides can accept and explain to the people we represent? In the past our members have ratified the contracts we have negotiated for them, and we anticipate that we will be successful to that end this time.

This year the CWA bargaining team consists of the following representatives: Jerry Schaeff, CWA District 4 Negotiator; Bennita Booher, President of CWA Local 4730; Bernadette Robinson-Kinzer, Staff Representative for CWA Local 4730; Stacy Felton (Chemistry Department); David Withered (Electronics); Peter Kaczmarczyk (Library) and Jane Goldsmith (Library).

## WHAT'S NEW ON THE CWA NATIONAL WEBSITE

Taking a Stand at SBC

<http://www.cwa-union.org/news/WhatsNew.asp?ID=385>

Second ALS Unit in Orlando Wins Representation

<http://www.cwa-union.org/news/WhatsNew.asp?ID=384>

Concerned About Outsourcing? Sign Up for Our Blog!

<http://www.cwa-union.org/misc/outsourcing.asp>

AFA Wins Layoff Arbitration at US Airways

<http://www.cwa-union.org/news/WhatsNew.asp?ID=383>

Help 85,000 U.F.C.W. Members Hold the Line On Healthcare!

<http://www.ufcw.org/>

State of the Union Viewer's Guide

<http://www.americanprogress.org/site/pp.asp?c=biJRJ8OVF&b=22520>

State of the Union Rhetoric vs. Reality: Job Training Proposal

<http://www.americanprogress.org/site/pp.asp?c=biJRJ8OVF&b=22536>

CWA: Empty Promises from the White House as Workers Face Continuing 'Jobless Recovery'

<http://www.cwa-union.org/news/PressReleaseDisplay.asp?ID=397>

Find Out How Exposure to Asbestos Can Affect You

<http://www.cwa-union.org/osh/FactSheets.asp?ID=333>

The Website of the Week belongs to CWA Local 3310 of Louisville

<http://www.cwalocal3310.org/>

## THE "BACK TO WORK" PLAN – A REPORT FROM THE SAFETY COMMITTEE

by Jane Goldsmith

Last year, the Office of Risk Management (ORM) made changes in the procedure for on-the-job injuries and illnesses for the Bloomington campus. The primary goal of these changes is "Back to Work" - to keep employees on the job and productive while recuperating from work-related injuries/illnesses.

When an employee of Indiana University Bloomington (IUB) has an injury or illness (either traumatic or cumulative) where critical care is not needed, there are specific steps they need to follow. First, they need to notify their supervisor and subsequently complete the Occupational Injury/Illness Report. The supervisor must download and complete an authorization-to-treat form for the employee to take to with them to Promptcare/Bloomington Hospital Center for Occupational Health (BHCOH). BHCOH is located at the corner of East 3<sup>rd</sup> St and Woodcrest Drive at 326 Woodcrest Drive. The authorization-to-treat form must include the phone number and fax number for the supervisor. The supervisor needs to fax both completed forms to ORM as well.

When the employee is treated at BHCOH, the physician will treat the employee and subsequently determine what job restrictions the employee may have while recuperating from the injury/illness. If necessary, the physician will call the employee's supervisor to discuss the employee's duties to determine what restrictions to place on the employee. The physician may also ask the supervisor to fax a copy of the employee's job description to help ascertain what restrictions are necessary.

Upon completion of initial treatment by the physician, the employee will be given, among other things, a form that lists what job restrictions they may have placed on them. This form will also be faxed to the supervisor and the ORM. The employee is expected to return to work after treatment and report to their supervisor, unless the physician tells them they should go home.

After discussing job restrictions with the supervisor, if it is determined that the employee can't do their current job while recuperating, the supervisor needs to contact the departmental coordinator for reassignment within the responsibility center. If

the departmental coordinator cannot locate duties for the employee within the RCM, the departmental coordinator needs to contact ORM for help in crafting a special assignment within the RCM or, failing that, for a reassignment outside the RCM. The job the employee is temporarily assigned to will not result in loss of pay for the employee nor will it result in a permanent reassignment. The maximum number of days the employee can be assigned to one job is 90 days. If a temporary job is still needed after 90 days, another position will be found.

If the employee chooses not to accept the temporary assignment, they have the option of charging the time off to personally accrued sick, vacation, comp or holiday time. In this case, the option of receiving partial payment by worker's comp is not available.

For additional information, please check ORM's website at: [www.indiana.edu/~riskmgmt/OnTheJobInjury.htm](http://www.indiana.edu/~riskmgmt/OnTheJobInjury.htm).

## REPORT PROFILES JOBLESS RECOVERY

by Jane Goldsmith

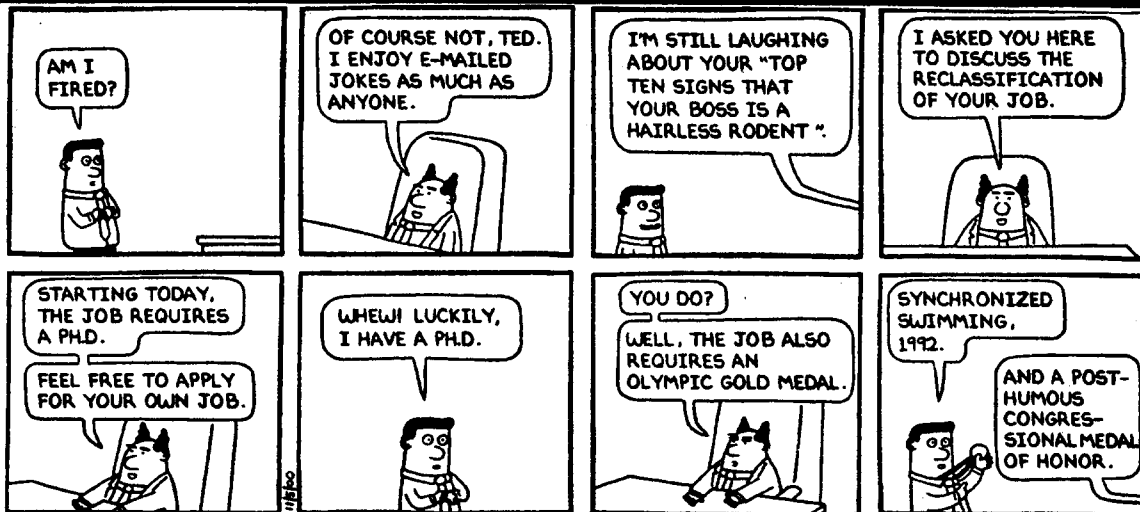
Jobless and underemployed workers are suffering the worst job slump since the Great Depression, according to the "Labor Market Left Behind," a recently released report by the Economic Policy Institute.

With a net 3.2 million private-sector jobs lost in the United States since President Bush took office, the report says the current recovery has been the worst for job growth on record since the Bureau of Labor Statistics began tracking unemployment in 1939.

The report is available at [www.epinet.org](http://www.epinet.org).

## UHR WEBSITE ACTIVE AGAIN

The University Human Resources Web page that lists the Support Staff positions filled is active again. To get to it, go to IUB's homepage at [www.indiana.edu](http://www.indiana.edu) ...choose Administration, choose Human Resources, chose Employment, choose Job Seekers, and lastly choose Support Staff positions accepted.



## WELLNESS SERVICES AND PRESCRIPTION DRUG HEALTH PLAN COVERAGE CHANGES

As published in *The Informed Employee* bulletin and Open Enrollment materials last fall, a class of prescription drugs called non-sedating antihistamines moved to Tier 4 prescription drug coverage in the IU-sponsored PPO plans effective January 1. Non-sedating antihistamines include Clarinex, Allegra, and Zyrtec. The Tier 4 discounted copay is 100 percent of the cost of the drug after the plan's discount has been applied. This can be a meaningful benefit—up to 20 percent or more off the retail price that a member would pay without the benefit. Payments for these prescriptions are also covered under the IU Tax Saver Benefit plan, which lowers the member's cost even further.

Some plans, like M-Plan, an HMO that covers about one fourth of IU employees, discontinued coverage for these drugs in 2003 when one drug in this class, Claritin, became available over the counter. Others, like the IU PPO plans, followed a year later with this change.

Enhancements to the PPO plans were also made this year in the area of wellness benefits. These are changes that employees have requested. Wellness services are screening tests and preventive services, and include an annual comprehensive eye exam with refraction. (Refraction is the part of an eye exam that measures the need for vision correction.) In the IU PPO \$900 Deductible plan, wellness services are now covered with only the 10 percent copay, even if the deductible has not been met. In the IU PPO-Plus plan, these services are covered with the \$20 office-visit copay.

Employees often ask what services are included in the wellness benefit. Examples of typical wellness services are: an annual physical, a Pap test, a screening mammogram, routine lab tests (such as for prostate, cholesterol, colon cancer), a colonoscopy, an eye exam for diabetic patients, and certain screening bone density exams. Each covered wellness service is generally limited to one per member per year, but may be covered more often as recommended by the American Cancer Association. Wellness services also include routine childhood, adolescent, and adult immunizations; however, immunizations required for travel and exams required for insurance, camp, or employment are not considered wellness services.

***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 Jane Goldsmith via email at [goldsmi@indiana.edu](mailto:goldsmi@indiana.edu)**

## CWA LOCAL 4730 RECEIVED THREE AWARDS IN DECEMBER OF 2003

The GOLD SCROLL award in recognition of Distinguished Achievement in the practice of good citizenship.

100% Participation to CWA's charity of choice, The Pediatric AIDS Foundation – A commitment to the compassionate spirit that is CWA – a collective determination to create hope ... Hope For Children With AIDS

And, the CWA Global Solidarity Award in recognition of 100% participation in CWA's Union-To-Union Program Of International Solidarity. CWA's Union-to-Union Program continues CWA's reputation as a leader in international solidarity. Today there is a special emphasis on empowering and improving the living standards of women workers throughout the world.



### 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) \_\_\_\_\_

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

Department \_\_\_\_\_

Work Phone \_\_\_\_\_

Work Address \_\_\_\_\_

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

Email Address \_\_\_\_\_

Home Address \_\_\_\_\_

City/ST/Zip \_\_\_\_\_

Home Phone \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_

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

**MAKE A DIFFERENCE!  
JOIN CWA TODAY!**

## CORRECTIONS/ADDITIONS TO PREVIOUS ARTICLE ON HEALTH INSURANCE FOR EARLY RETIREES

by Gayla Bradfield

In the last issue of *Solidarity Now!* (Oct./Nov.), my article, "Health Insurance for Early Retirees Will Become More Affordable in 2004" contained an error and omitted some important information, which I would like to correct in this issue. The new lower health insurance premiums for early retirees, which took effect on Jan. 1, 2004, **DO** include the same prescription plan that active employees currently have. Also dental insurance **IS** available to this group of retirees, at an additional fee. Since many IU employees are taking advantage of the PERF Early Retirement Incentive this year, I wanted to make sure the information provided in *SN* is accurate.

In the past, early retirees had only one IU sponsored health care plan available to them until they reached age 65 and became eligible for Medicare—the IU PPO \$750 Deductible. As of January 1, 2004, this same group of early retirees now has the choice of the IU PPO \$900 Deductible or IU PPO-Plus. Both have lower rates than the old plan. Rate comparisons are given in the table below and current dental premiums have been included. These are the 2004 monthly health insurance premiums you will have to pay if you retire and elect to continue your coverage through IU, and are not yet eligible for Medicare.

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### OLD 2003 IU PPO \$750 Deductible Monthly Premium

One participant	\$402.32
Retiree & Spouse	\$971.76

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### NEW 2004 IU PPO \$900 Deductible Monthly Premium + Mo. Dental Premium

One participant	\$264.22	\$19.48
Retiree & Spouse	\$644.29	\$45.78

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### NEW 2004 IU PPO -Plus Monthly Premium + Mo. Dental Premium

One participant	\$373.89	\$19.48
Retiree & Spouse	\$907.08	\$45.78

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Before you retire early, make sure you understand and can afford the expenses you will incur. For more information, check the website, <http://www.indiana.edu/~uhrs/benefits/retirees.html> or contact Karen Hill, Retirees' Benefits Specialist (856-4459, kashill).

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Poplars 331  
Indiana University  
Bloomington, IN 47405

IU  
Local 4730



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