



Solidarity Now!

The Award Winning Newsletter of CWA 4730

Organize Educate Mobilize

Communications Workers of America
Poplars 331 - 855-7929 or 855-8508

GEA Affiliates With CWA

The Graduate Employees Association (GEA) at Indiana University has voted by an overwhelming margin to join CWA through affiliation with Local 4730. GEA's affiliation with the Local will expand opportunities for joint campaigns over issues of shared concern among IU graduate employees and IU clerical and technical employees already represented by CWA. Indiana law does not provide collective bargaining rights for university employees, so Local 4730 uses mobilization tactics and community pressure to improve conditions on the job. The GEA affiliation with Local 4730 allows the graduate employees sufficient autonomy to organize graduate students around issues of their own, using strategies that GEA develops.

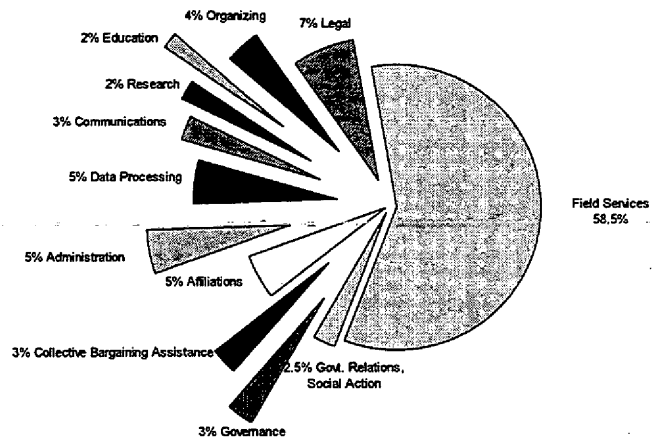
After the vote, Tim Maletic, a member of the GEA Steering Committee, said, "This vote said two things. It confirmed IU graduate employees' commitment to collectively address their concerns as employees. It also demonstrated their desire to do so in solidarity with IU's clerical and technical staff."

Barbara Lentz, President of CWA Local 4730, said that "increased solidarity between the graduate employees and clerical/technical staff has already produced a victory. A CWA plan to have campus parking fees on a sliding scale was adopted by an IU committee, due to a staff/student coalition."

"We are looking forward to increasing our number and working closely with clerical and technical staff," said GEA Steering Committee

member David Abramson. There are currently about 300 members of GEA at Indiana University.

CWA Dues - Where It Goes



Cost of dues = 2 hours of pay per month
or
1.15% of annual salary

JOIN CWA TODAY!



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, (CWA) of which I am a member. This will be paid to the treasurer of C.W.A.
These dues can be revoked on proper notice.

I
Local 4730

NAME (print) _____
Employed by: Indiana University _____ CL _____ TE _____
Work Address _____ Room# _____
Department _____ Work Phone _____
Home Address _____
City/ST/Zip _____
Home Phone _____ Soc. Sec. # _____

Signature _____
Received by _____ Date _____

Meet Your Steward

by Jane Goldsmith

Doris Dunigan is the chief steward for District 4. This district includes the IDS, Speech and Hearing, Student Ethics, Student Legal Services and the IMU. Born and raised in Owen County, Doris originally started at IU shortly after high school graduation. After leaving for several years to raise her two daughters, she returned to IU in 1978 and began working at the IMU. She has been there ever since.

1. Why did you join CWA?

Many years ago, before CWA came on campus, Barb Lentz and I tried to get a union started here. There was no doubt in my mind that I should join a union to improve working conditions and upgrade salaries. A lot of things need improving. So when CWA came on campus, I joined.

2. As a clerical staff member, what issues are of the highest concern to you?

The issues that concern me most are (1) Wages, (2) Getting a better retirement plan, (3) Job security. With the downsizing that is going on and the increasing dependence on computers, the number of clericals is being reduced on campus. Because of the budgetary restraints most departments feel, they are hiring hourly employees to replace long-term employees. The University does not recognize the value and knowledge that permanent, appointed staff members have on this campus.

3. Why did you become a steward?

I was asked if I would do this because we needed someone in this building. I'm proud to be the chief steward here, but I must admit I had no idea what the job meant when I ran for the position. But I learned.

4. As a steward, what general issues or concerns do you commonly address when assisting a CL or TE?

Most of the complaints we have had have been policy infractions. When grievances have been filed, the issues involved have been addressed, and, I must say, there haven't been any recurrences of the same infractions.

5. Is there any aspect of being a steward that you especially enjoy or find rewarding?

When I have worked on a grievance and won it, I take a great deal of pride in knowing that the union is making a difference on this campus. Just knowing I am available to help people when their jobs are in jeopardy and that I can make a difference in their lives, makes me very happy. (Doris can be reached at 5-4682, IMU 270 or email *dunigan*)

BEWARE! W.I.P. May Spell Trouble!

-by Liz Feitl and Linda Harl

What is a Work Improvement Plan (WIP)? It's supposed to be a way for supervisors and employees to work together to correct misconceptions about a particular job or a particular employee's performance in that job. However, it has been CWA's experience that these plans are being improperly used. In fact, they are often merely a tool used to fire someone without going through the progressive discipline process outlined in the Policy Manual.

Guidelines for WIP's are on the Human Resources Management (HRM) home page. If a performance discrepancy (defined as a gap between supervisor's expectations and actual employee performance) exists, then the supervisor has the responsibility to make sure the employee has the performance standards, training, direction, and the feedback to do the job. If additional information is needed in any of these four areas, then a WIP is to be created - BEFORE the progressive discipline process is begun.

However, CWA has found that often these plans include duties not in the employee's job description, and that they often lack concrete information on how the employee is to perform these duties. They may be so detailed that the employee is totally overwhelmed, rather than encouraged to try to improve.

If you find yourself faced with a WIP, call CWA right away. Don't sign anything until you've had a chance to discuss it with your union

representative. Otherwise, you may well be signing something that will be used to railroad you right out of a job.

CWA intends to discuss WIP's and their use and abuse in the upcoming bargaining sessions.

Winter is Here - Do You Know IU's Weather Policy?

-by Linda Harl

The relevant policy is #5.5 "Adverse Weather Conditions." In addition, all deans, directors, and department heads have received a memo recently from Maurice Smith on this subject.

Basically, the employee is expected to come to work if at all possible, but s/he should use their own best judgement. No one should endanger themselves or ignore local officials' advice about traveling. If you decide you can't come to work safely, then what's called a "liberal leave" policy takes effect. This essentially means that advance notice rules about scheduling time off are waived. You should, of course, still make every effort to notify your boss that you won't be there. The employee can then charge the time to vacation, bonus, comp., or pa time. Departments must allow you to charge absences to one of these categories if you so choose. One is also allowed to make up the time if it can be done during the same week. (It must be during the same week in order to avoid overtime hours.) An employee may also request that the hours be counted as absence without pay, with benefits, in lieu of charging the absence to the above mentioned categories.

In VERY rare circumstances, the campus will close. If this happens, local radio stations will announce it. Staff will not be expected to report to work, and their absence need not be charged. However, keep in mind that THE CAMPUS MUST BE CLOSED. This is not the same as an announcement that classes are cancelled. There have been times in recent winters when students didn't have to go to class, but staff were still expected to come to work.

It wouldn't hurt to discuss this policy with your supervisor BEFORE you need to use it. A lot of hard feelings and misunderstandings might be avoided. Another alternative is to hope it doesn't snow and that spring comes early. Anything is possible with Indiana winters!

Christmas Food Drive Another Success!

-by Benita Brown

Donations from our December food drive, supplemented with items CWA purchased at the Hoosier Hills Food Bank, provided ten large food baskets for needy IU families. Although donations during the December drive were down, we were still able to provide substantially large baskets to our needy co-workers. They all expressed their gratitude to all of you for your generosity. Many of you turned out to help sort food during your lunch hour. That was a big help. Thank you. And a special thank you to Judy Anderson's husband, Randy, who worked hard collecting the donations from around campus and accompanied me to the Hoosier Hills Food Bank. Also a special thanks to Dee Hiefner, who spent the entire day helping, and Connie Vaughn, who worked most of the afternoon and even returned after work to help with distribution. The way you all pitched in proves that you believe the project is worthwhile. This is truly the Spirit of Christmas—to take the time to give to those in need regardless of whether or not you know them.

Special Offer From Ameritech

If you are a member of CWA Local 4730, you are eligible to take advantage of a special offer on cellular & paging products sponsored by Indiana State AFL-CIO and Ameritech. For details, please contact Jack Cline at (317) 817-9538 or page at (317) 235-7514.



Happy New Year!

Next Meeting: January 23, 5-15 pm, Persimmon Room, IMU

College Scholarships Available for CWA Members and their Families

-by Gayla Bradfield

CWA offers three scholarship opportunities for all members and their families each year. If you would like more information or an application form for any of these scholarships, just contact our union office.

(1) **Union MasterCard Scholarships** offer one-time cash grants of \$500-\$4,000 to CWA members and their families. Applicants must be accepted into or be attending an accredited university, college, community college, trade school or technical school by June 30, 1997. Graduate students are not eligible. At least one year of membership in CWA is required for a member or a dependent to apply. Applicants are selected based on academic achievement and potential, character, leadership abilities, social awareness, career goals and financial need. **The application deadline is January 31, 1997.**

(2) **The Hackney Fund** provides 8 scholarships of \$4,000 each, payable at the rate of \$1,000/year. CWA members and their spouses and children are eligible. Applicants must have already graduated from high school or be graduating in 1997. Current university undergraduate and graduate students may also apply. Winners are chosen by lottery. **The application deadline is February 28, 1997.**

(3) **The Beirne Foundation** provides 30 two-year scholarships of \$3,000/year for CWA members and their families. Applicants must have already graduated from high school or be graduating in 1997. Current university undergraduate and graduate students may also apply. Winners are chosen based on academic credentials and financial need. **The application deadline is March 31, 1997.**

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, e-mail: LHARL.



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