



IU
Local
4730

Solidarity Now!

Organize Educate Mobilize

IU Communications Workers of America
Poplars 331 - 855-7929 or 855-8508
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CWA MEMBERS AND SUPPORTERS DELIVER A MESSAGE TO MYLES BRAND

by Todd Barnell

Nearly 100 members of CWA, along with student, faculty and community supporters, rallied on September 22 to show their frustration with IU and its bargaining team. We have patiently bargained with IU since April, and our patience is wearing thin. If we are going to get anywhere, we need to keep *turning up the heat!*

Over 2,000 members of our community signed postcards, showing their support for our struggle. We are not alone: thousands of people are aware of our working conditions, low pay and lack of choice in selecting our own retirement plan.

At the beginning of the rally, everyone received a small stack of these postcards. We lined up, softly humming the tune of "Solidarity Forever," and walked into Bryan Hall. We filled the stairwells and slowly marched into President Brand's office. One by one we laid our postcards on his secretary's desk. It was an incredible show of solidarity, reminding us all once again that together, we really can make a difference.

When we all gathered again outside by Sample Gates, we sang "Solidarity Forever," and thanked all those who have

continued to stand beside us in our fight. Rodney Ward, the chair of the Mobilization Committee, reminded us all that, "The union is a community in which we exercise our collective strength and in which we all look out for each other. If we're all just looking out for "#1", the administration can easily divide us and pick us off when we challenge it. The question shouldn't be, 'What can the union do for me?', but 'What can all of us do for each other?'"

IU is busy trying to convince us that they are doing all they can. They say the Conditions of Cooperation do not allow them to discuss wages, yet they have done just that with AFSCME, CWA and even Staff Council in the past. They say the Board of Trustees only mandated a 3 percent raise, but many IU administrators received more than a 3 percent raise this year. They say it will take a long time and much research to decide whether or not we can switch to TIAA/CREF, yet the research was already done when they allowed the PA's to switch after only two months of consideration. In addition, IU has only spoken to PERF *once* about allowing us to switch.

We need to remember that we have the support of most of our co-workers, including many faculty, students, PA's and even some administrators, as well as the community. We need to stand up and say, "Enough is enough," and keep doing all we can to *turn up the heat!*

NEXT MEMBERSHIP MEETING: OCTOBER 27, PERSIMMON ROOM, IMU AT 5:15 p.m.

GRIEVANCE REPORTS

by Liz Feitl and Rodney Ward

Case "Attucks":

A clerical was not considered for a promotion within her/his own department. The department stated that it was due to the lack of a college degree, which was not listed as a requirement in the job description. The grievant accepted the resolution, was interviewed and given equal consideration with the other candidates, and settled the grievance with CWA's help in six days.

Case "Bahr":

A clerical on the RIF list interviewed for another clerical position of the same classification and was not offered the job. A grievance was filed, but after a meeting with the grievant, the department and CWA at level one of the grievance procedure, the grievant felt no intent to pursue the grievance any further. CWA continued to assist the grievant and was happy to learn the grievant was successful in obtaining employment in another department.

Case "Chavez":

After months of negotiation, CWA is happy to report a long-term employee was placed in another building/work location due to her/his reaction to what is commonly called "sick building syndrome."

Case "Debs":

One day after completion of her/his probationary period, a new clerical employee was informed by the department that they had decided not to confirm her/his appointment. A settlement was reached at level two. The department agreed to extend the probationary period two more months, making it possible for the department to

more fairly evaluate the employee's performance after the routine summer down time. In addition, the employee will be able to pursue other departmental job openings during this time period. S/he will also receive a mentor to assist with training in the current position.

Case "Ettor":

A technical employee has filed a grievance (level one) due to unfair labor practices. The grievance involves the supervisor's unwillingness to take action regarding another employee's behavior.

Case "Flynn":

A clerical employee is grieving (level one) the fact that her/his department is not allowing time off without pay to be changed to personal affairs to some other time of the employee's choosing.

Case "Garnet":

Two months ago a grievance was filed due to a supervisor who engaged in a concerted campaign of harassment against a secretary. In one incident, the supervisor retaliated when the secretary refused to give her/his EMMA password to a workstudy student. CWA filed the grievance, and the supervisor backed off significantly from the harassment. Our efforts resulted in the secretary being transferred to a new job in a different department, with a higher classification. S/he is very happy with the resolution. CWA stewards are monitoring the supervisor to ensure all new employees are treated with dignity and respect.

(Ed. note: In order to maintain the anonymity of grievance cases, we are assigning names from American Labor history to each case. Crispus Attucks, a mulatto worker, was killed at the Boston Massacre. Morty Bahr is the current president of CWA. Cesar Chavez was a leader of the United Farm Workers. Eugene Debs, a Hoosier, was Labor's top spokesman in the early 1900's. Joseph Ettor was an organizer of immigrant workers. Elizabeth Flynn was a popular textile and miner's organizer. Deb Garnet was a working woman who loaded guns and ran supplies during the American Revolution.)

CALENDAR OF EVENTS

(If you want to include your union-related event in the calendar of events, please contact Todd Barnell at 855-9846 or via e-mail at TBARNELL by the fourth Friday of the month before your event is scheduled. Remember, Solidarity Now! comes out on the tenth of the month, so if your event is scheduled before then, it would be best to have it published in the previous month's issue.)

Saturday, October 15

National Labor Rally - Decatur, Illinois
Here is your chance to repay the UAW for supporting us in our struggle. Our brothers and sisters in the UAW, UPIU and URW are on strike or locked-out of their jobs. Over 10,000 union members from around the world are going to be coming together to show people that solidarity really works! Buses leave Bloomington at 8 a.m. Call Todd Barnell (331-9075) or Rodney Ward (336-4829) for information.

Thursday, October 20

Equity and Diversity Committee Meeting
Call Helen (5-6467) for more information.

Thursday, October 27

General Membership Meeting
5:15 p.m. in the IMU Persimmon Room
Keith Dayton, Community Services liaison for the AFL-CIO, will be giving a special presentation to the membership.

"DEAR MR. SMITH..." part 2

[Ed. note: These two memos are a continuation of the correspondence reported in last month's SN.]

August 31, 1994

To: Barb Lentz

From: Maurice Smith

With regard to the letter signed by Mr. Riggs and Mr. Walsh, it is our position that this is not a grievable issue since new salary structure for Clerical and Technical staff will directly concern and affect salary increases.

The University's grievance procedure, Paragraph D.2., "Jurisdiction and Exclusions," states, "This grievance procedure shall not apply and may not be utilized in regards to any issues arising either in whole or in part concerning: 1. Salary increases,..." The University continues to be committed to seeking a mutually agreeable salary structure.

September 8, 1994

To: Maurice Smith

From: Barbara Lentz

I received your response of August 31, 1994 stating IU's position that the failure to comply with the agreement referred to above is not a grievable issue. You are basing that opinion on the fact that the agreement directly affects salary increases.

The University has said over and over again that according to the Conditions of Cooperation, salary increases are not negotiable. It appears that the University may have signed an agreement that they never had any intention of living up to.

Therefore, please stop the clock on this grievance. I am sending the materials to CWA's attorney and will ask his opinion on where we go from here.



FROM AN INVOLVED NON-MEMBER

By Shannon Decker

"My name is Shannon Decker and I am a CL05 faculty secretary in SPEA. My husband was killed in a car accident last November and I was not able to pay (even though it is worth only two hours a month) the union dues, and had to withdraw my membership. Everyone has still supported me by answering my questions and concerns. I still participate as a member even though I cannot make meetings (I am taking classes over my lunch hour, because I know I cannot raise my small family with only one income as a clerical at IU any longer). I send the e-mail and letters and make phone calls whenever I can. CWA has been out there busting their butts and trying to make this organization better. CWA has supported some very serious issues like campus parking, health care, salary, insurance and many, many more. Due to the administration dragging their feet as usual, we have once again had to wait for our raises. I would wait till hell freezes over, because I know you ladies are doing the very best you can to get me and my family everything we need. Keep up the good work; keep the flame lighted."

COMMUNITY SERVICE COMMITTEE IS UP AND RUNNING

By Carol Reynolds

The Community Service Committee is finalizing plans to conduct a food drive with distribution to CL/TE's on an as-needed-basis. We are working with Keith Dayton and will be finalizing drop off points for canned goods, etc. If you are in a situation of need, please call the Community Services chair (Carol Reynolds, 5-1493) or contact a steward in your Area or building. All information will be confidential.

There will be a Building Blitz for Habitat for Humanity in Monroe County in the middle of October. It is always held on a Saturday at a site in Bloomington. If you are interested in volunteering to help out, our Community Services Committee will relay information, or you can call a Hotline number (331-4069) to get information on Habitat for Humanity activities.



COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

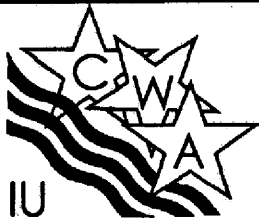
I hereby request and authorize for the deduction of dues from my pay as established by Communications Workers of America, (C.W.A.) of which I am a member. This will be paid to the treasurer of C.W.A.

As a union member, I intend to pay dues after a union agreement has been voted on and approved by the members.

These dues can be revoked on proper notice.

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 _____

WORKING FOR A BETTER AMERICA



IU

Local 4730

How safe do you feel at work?

In September 1987 Chancellor Kenneth R. R. Gros Louis appointed a standing Commission on Personal Safety. Its goal is to address personal safety issues for women and to monitor safety conditions on campus that might have a direct bearing on the personal safety of students, faculty, staff, and visitors to campus. Approximately 40 administrators, faculty, staff, and graduate and undergraduate students serve on the Commission.

Chaired by the Dean of Students and the Dean for Women's Affairs, the Commission is divided into three working subcommittees: Education, Communication and Policy, and Facilities and Services. Commission members represent most areas of academic, student, and employment experience at IUB.

Activities in which the Commission has been involved are too numerous to list here. Highlights from the list include the community/campus Rape Awareness Week, now being planned for its seventh year; production of the booklet, *Toward an Even Safer Campus*, a compilation of safety services that includes a campus safety map with designated lighted walkways, locations for

emergency call boxes, and campus safety telephones; participation in two national teleconferences; night tours to evaluate existing lighting and identify problem areas in which lighting needs to be restored or its installation considered; mailings to campus faculty and student leaders including educational programming ideas on the topics of rape, sexual harassment, sexual assault, and personal safety; and the "Toward an Even Safer Campus Conference," which was held in November 1992 for staff and students from regional colleges and universities.

A goal of the Commission is to promote safety awareness for all staff. The Education Subcommittee is soliciting ideas through the enclosed survey to assess the need for safety awareness programming and to identify issues that are of particular concern or interest to staff. Your response to the survey will be necessary for the Commission to plan ways to serve you. If you have questions about the survey, please direct them to Pamela W. Freeman, co-chair of the Education Subcommittee, Office of Student Ethics, 705 E. 7th St., 855-4463, freemanp.

- Pam Freeman

Commission on Personal Safety Staff Survey -- Spring 1994

1. As a staff member at IU Bloomington, do you feel safe at work? Yes No

2. What do you see as unsafe in your work environment at IUB?

3. If the commission could provide you with more information on safety, what topics would interest you?

- Rape awareness
- Sexual harassment
- Protecting yourself from others in the workplace
- General personal safety - answers from police
- Drug awareness
- Other (please list)

4. What is your gender? Female Male

The following information is optional. Please provide as much of it as you are comfortable with. It will help us analyze the responses we receive.

Name of the building in which you work: _____

Name of your department: _____

Your Name: _____

Please return to: Pamela W. Freeman
705 E. 7th Street
IUB