

# Solidarity Now!

September—October 2007

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Communication Workers of America

Local 4730

Indiana University

Poplars 331

855-8508

<http://www.indiana.edu/~cwa/>



## This Year's Bargaining

*Peter Kaczmarczyk*

Before continuing on with my regularly scheduled piece on this year's raises, already written, I wanted to make one thing clear. I have talked to a number of you about this year's raise, and on one point I agree completely. This was an insult. However you divide it up, the amount granted us by the powers that be was pitiful and does not even come close to keeping up with expenses, not to mention correcting the long standing pay issues for staff. Money may be tight, but this year's raises showed, more than ever, that staff are not valued by the university, and that we are considered expendable and unimportant. I feel as sick about it as the rest of you and am very concerned about what we can do about it.

So I ask, if we held a rally outside of Bryan Hall would you come? Would you write a letter to the Trustees, to the HT, to the President, to the Legislature? If not already a member of the union, would you join? Would you be willing to do anything, invest some time and energy, to put pressure on the university to stop treating us like interchangeable and expendable pawns?

If the answer to the above question is yes, then great, write those letters and when we hold a rally, help organize and, more importantly, show up. We can provide opportunities to act, and we will, but you, the staff of IU, must choose to act. It's as simple as that; we can effect change but only with your help, and you all really need to start helping.

Now, on to our regularly scheduled article. Bargaining between the university and CWA has concluded for 2007, and staff raises for the 2007-2008 fiscal year have

been ratified by the membership. By now you have all received your first paychecks with the new pay rate, and hopefully all the kinks were worked out. I still want to give some details of how we ended up with the raises that we did.

This year's wage distribution is much simpler than last year, and while not what we really wanted, it does take some longevity into account. Longevity this year is based on 'years in grade' and not 'years in job' as it was last year. While we tried for university seniority as the benchmark for longevity, the nature of negotiation is such that we had to agree on 'years in grade.' However we have agreed with HR to start discussions early next year to see if we can work out some of our differences and come up with a more equitable plan.

This year's raises are at two levels. First, all support staff in the 1<sup>st</sup> quartile of their grade with 3+ 'years in

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*CWA marched in the Bloomington 4th of July parade, with other unions and their friends and families, in support of labor unions and working families.*

## A Message from the Safety Committee

Marilyn Saum

Every building on campus has an Emergency Action Plan (EAP) filed by the building coordinator. These are posted on the web at <http://www.indiana.edu/~riskmgmt/eap.htm>. The original is filed with Risk Management and has additional confidential pages. Those pages list any employee known to have a health condition that might be of concern during an emergency. For example, this confidential portion would provide detail on the planned, emergency assistance for an employee who uses a wheelchair.

The IU/CWA Joint Safety Committee has considered that building occupants could have health problems of which the building coordinator has no knowledge. For example, someone could have a pacemaker that could be affected by an emergency. Asthma could be affected by a fire or explosion. Someone could have an artificial leg. The building coordinator could not plan for these unless the employee has informed them.

The building coordinators are notified by the Physical Plant of any work to be done in the building they supervise. Since health conditions can potentially be affected by these activities, the committee has tried to encourage building coordinators to keep employees informed of Physical Plant work. Asthma and breathing difficulties could be affected by dust particles, and allergies could be affected by some fumes. If building coordinators are not aware of health conditions, they cannot let employees know of any work that could affect their health. Employees should give additional encouragement to the building coordinators to keep everyone informed.

It should be emphasized to the building coordinators that any health or medical information is to remain confidential. If you discuss a health condition with your building coordinator, remind them of this fact. Ask the coordinator to help you stay healthy.

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## This Year's Bargaining

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grade,' and all staff in the 2<sup>nd</sup> quartile with 7+ 'years in grade' received an annual raise of \$707.20 on July 1. All other support staff received an annual raise of \$561.60 on July 1. This distribution does result in larger raises for staff in the lower quartiles with some degree of longevity. We pushed very hard for extending the larger raises to staff in the 3<sup>rd</sup> and 4<sup>th</sup> quartiles with extensive longevity, but there was yet again resistance from the university to give longevity raises to staff already past the midpoint of the salary range.

Raises this year were given in dollar amounts and not percentages. This was done because we did not want to see the largest raises going to those who make the most money already, which happens with straight percentage raises. Why, after all, should a G level staff person who was just hired get a larger raise than a C level staff person who has toiled 10 years or more? While a straight percentage raise might have benefited some long term staff who make a fairly high wage already, it would have been unfair to lower grade staff positions or staff who, for whatever reason, have been unable to make progress through the wage scale. A dollar amount raise, especially had it been given with the wage plan that we originally put on the table, would have made sure that the largest raises went to those most deserving, regardless of their current wages.

One last component to this year's wages - one we were not able to touch in negotiations - was the President's 'appreciation' money. This is a one time check for staff who make under \$30,000/year - \$225 for all support staff with 1-4 years experience and \$325 for all those with 5+ year's experience. All of you who are eligible should have already received a notification letter, as well as the money. While small, it is a nice gesture from President Herbert. Whatever other issues he might have had, he was willing to try to reward staff with a little something extra. We will have to hope that President McRobbie feels the same about staff.

So we are done for another year. We will continue to work and lobby throughout the year, so that we can go into next year's negotiations with a real ability to take care of all support staff with real raises that reflect the needs and desires of the staff.

Until the great mass of the people shall be filled with the sense of responsibility for each other's welfare, social justice can never be attained.

*Helen Keller*

## Since you asked.....

Bernadette Robinson-Kinzer

*I am going on maternity leave very soon to have my first child. But I have to come back to work after maternity leave and will need to find a child care situation for my baby, who should be 6-8 weeks old by that time. Do you have any suggestions?*

Thanks for the inquiry. IU provides excellent daycare. Good quality on-campus child care was one of the original organizing points for CWA in the late 80's and early 90's. Currently the newborn care facilities have waiting lists. I recommend contacting them to get your child on the waiting list as soon as possible. (If you have recently learned you are expecting then get your child on the waiting list immediately. This can give you 7-9 months lead time for a spot to open.) The last time I checked, IU child-care prices were competitive, and it is reassuring to have your child at an on-campus facility.

I provide the web link below for your convenience. Navigate through it for full information. <http://www.childcare.indiana.edu/>. For just the index, click on this link: <http://www.childcare.indiana.edu/services.html>.

I also recommend checking the city of Bloomington information website. Bloomington offers several good provider options. <http://www.bloomington.in.gov/cfrd/>.

*My boss just asked me for information I gave him 2 weeks ago. Do I have to provide it again? Since he makes more money than I do, shouldn't he be organized and knowledgeable about the department and know the answer without getting it from me...again???*

Support staff exist to provide support for professors and professional staff at IU. Some need more support than others, and some require repetitive support. They need the same information ALL THE TIME!! What did they do with it the last time you provided it? Who knows, and in most cases, who cares? Just give them the requested data, regardless of whether it is the first or fourteenth time, smile and tell yourself, "I just earned my paycheck."

*During the last pay period I worked 16 hours overtime (16 x 1.5=24 hours). I thought I had a choice if I received pay or comp time. I was handed the overtime slip with 24 hours as CPE (comp time earned), when I wanted to be paid for those days. I ended up negotiating and will receive 8 hours pay, with 16 hours in comp time. Bernadette, I really need the money. I came in on scheduled days off. I OK'd this with the manager and said "you know this will be overtime." At this point, I don't want to sound grumpy, but do want to protect myself. In the future*

*I will ask for documentation in writing. Is there anything I can do about back pay?*

As public employees, the rules are a bit different for us than in the private sector. Indiana University must adhere to its budget each year. With RCM (Responsibility Centered Management), each RC unit must balance its budget annually and can not overspend without repercussions imposed on them. The policy and desired practice is for each unit to notify their staff at the beginning of each fiscal year regarding their ability to pay overtime. If the unit has the revenue stream to support it, they can approve OT pay. If they do NOT have the funding, they can compensate staff with comp time. Unless the employee leaves the unit that year, comp time will not impact their budget. They collect the same wages calculated for their position and budgeted for them annually. If they separate from the unit, the comp time must be paid out with their separation pay. In short, YES, they can pay you with comp time, and in fact, they might be bound to do so by RCM.

That said, each unit should still notify their staff at the beginning of each fiscal year (July 1-June 30) what options exist for OT. You should be able to ask the HR Rep for your department for that information at any time. Sometimes the HR rep in a unit is also the payroll clerk. I'd start there. If you have any other questions, or if you feel your question is not being answered forthrightly, please let me know.

*Who can I speak with about more opportunities to finish my degree? I'm a full time employee and part time student here at the university. I would like to know how many hours I must work to receive my benefit. I'm trying to figure out a way to complete classes that are during the daytime.*

Thanks for the question. The best way to understand your rights as far as career development and your fee courtesy benefit is to familiarize yourself with a few IU support staff policies. I recommend starting with Policy 6.5 Career Development and Changing Positions <http://www.indiana.edu/~uhrs/policies/ss/6.0/6.5.html>.

You should also read policies 6.2 Training & Education <http://www.indiana.edu/~uhrs/policies/appointed/training.html> and 5.2 Alternate Work Schedules <http://www.indiana.edu/~uhrs/policies/ss/5.0/5.2.html>.

I also recommend you contact your area steward if you need further clarification. S/he will be happy to meet with you to review the policies and advise you in any way needed.

*Continued on page 4*

## Hug Your Steward

*Peter Kaczmarczyk*

Have you ever hugged\* your union steward? I know a few of you have, since I have been hugged, but I bet there are a few more stewards out there that could use one.

Being a union steward is probably more important than any other union duty. Everyday, while you go about your jobs, the stewards of CWA Local 4730 are working to make IU a better place for you. We are researching cases, talking to HR and management, resolving problems and filing grievances. We are doing whatever it takes to right a wrong or fix a problem. Most importantly, we are talking to you, learning about what's wrong (and what's right) in your department, and working to make sure that you have a voice.

Did you realize that union stewards are completely voluntary? They don't get paid, and are often expected to put in there own time to work on cases. Being a union steward is like a second job, and a tough one, but luckily not all blood, sweat and tears.

There is nothing more satisfying than helping someone. Any time we can prevent discipline, help someone get an equity raise, or help a laid off employee find another job quickly, we are doing good work. There is nothing like the feeling that comes with doing the job well. And right now, as you read this, a steward is probably out there somewhere, working hard and doing their job to help your fellow staff. That steward deserves a hug.

Do we sometimes fail to achieve victory, and do we sometimes make mistakes? Yes, it happens, and it is very frustrating, because every one deserves the best representation they can get. But we learn from our mistakes and move forward.

So what can you do to help? If you are a member, I urge you to become a union steward. Training is scheduled for October 10 from 8:00-11:30 in E075 Wells Library. All members are welcome to come learn the basics. We will provide you with everything you need to get started and all the support you will need to learn and do the job well. Please give it some thought.

To those of you who are stewards, or who have been stewards, THANK YOU! This union could not function without you. As President, I cannot say strongly enough how much I appreciate all the work you do. Nothing we have accomplished in the last few years in growing the union and increasing our profile on campus could have been done without you, the front line against injustice,

unfair practices and bad management. You are invaluable. Again, THANK YOU, and keep it up.

\*Hugging could be considered inappropriate in certain situations and circumstances, and this article should in no way be seen as cause to justify or excuse a hug that might be deemed inappropriate. That said, hug your steward.

### Since You Asked.....

*Continued from page 3*

I also recommend you contact the School for Continuing Education and seek their council and advice: <http://scs.indiana.edu/>.

Union members also qualify to apply for CWA and AFL-CIO scholarship funds and awards.

There might be more online classes available to you than you realize. This would minimize the need for an alternate work schedule to accommodate daytime traditional classes. It will depend upon what classes you want to take, if they include laboratory sections, or how many times per year the class is offered.

*Last year I read (I think on CWA's website) about wage adjustments. I was trying to find the same information this year and cannot locate it. It was about staff being eligible for a wage adjustment increase. Does this sound familiar to you? If you know where this is located, can you please share it with me?*

*Thanks much.*

You can find the information at the links below. The second link is the complete policy and procedures. Good luck, and let me know if you need anything further.

<http://www.indiana.edu/~uhrs/salary/bloomington/adjustments.html>

<http://www.indiana.edu/~uhrs/policies/ss/9.0/9.4.html>

One cannot be too extreme in dealing with social ills; the extreme thing is generally the true thing. *Emma Goldman*



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## Is This Equity?

*Dorothy Mokry*

I work for two departments at IU Northwest –the Dept. of Communication and the Dept. of Minority Studies, which encompasses Latino Studies and Afro-American Studies. When I was hired in February 2003, my salary was posted at \$7.93/hour. However I found out on my first day of employment that I would only be paid \$7.50/hour. I was informed by the past HR Director that I was hired as a temporary with a possibility of a permanent position, and \$7.50 would be the salary until I secured a permanent position. In the last three years, newly appointed CLOD staff in other departments (History & Philosophy, Modern Languages, and English) have started at \$10.00 to \$10.25/hour. My salary during this time was \$8.09/hour.

The volume of work in my position is very high. I have shown proof of all the work that is entailed in my two departments. Along with the normal job duties in my CLOD classification, I have additional duties - more student and departmental organizations, which require several events throughout the year. My annual evaluations have been excellent. The new hires have called me for help on how to do certain duties, and I've always been there to train them. After a while, I started getting very discouraged, knowing that I'm training these new people who are being paid more money and in some cases have less skills. My two departmental chairs have tried doggedly to get me a salary increase, as they know the volume of work I have, only to be denied time after time. I was supposedly approved by HR for a 10% equity raise (which still doesn't even bring my salary up to \$10.00/hour), only to be told there is no money.

I do not even make \$19,000 a year, which is what the federal government states is the average salary of a high school drop-out. This is so demoralizing and devalues my worth and my job here on the Northwest campus. What I don't understand is, why is there money for the new secretaries being hired, but not for us who've proven our loyalty, commitment and worth to this institution? Where is that money coming from?

I was told to apply for other positions here or even quit and rehire. Why should I have to quit or leave my two departments that I love? I recently interviewed for another position with less work but in the same classification. I was told by the HR Director that there's a salary range from \$8.57 - \$13.30, but if I'm offered the position, it would be a lateral move, and I would only make what I make now, which is \$9.03/hour.\* I do not understand how this institution can justify these unfair and in my opinion, illegal practices!

My job classification is a CLOD which is the same classification as the custodial staff, with **NO** skills required. I DO NOT mean to belittle the custodial staff, as my parents were custodians. My parents lived through the holocaust and fled communist take-over of the former Yugoslavia during World War II. They fled on foot to Italy where my brother was born. They were then placed on trains, shipped to Germany and placed in refugee camps, where my sister and I were born. My family came to America, this great "Land of Opportunity," for a better life in February of 1952. I was just 18 months old when we came into Ellis Island as refugees, and it seems in my situation, things haven't progressed much at all! My father always taught me to stand up for what I believe in, especially in right and wrong and injustices in this world. I come from a family of survivors and fighters, and I am going down fighting to the end!

I've been advised to take my story to the media and consider hiring an attorney regarding these unfair practices here at IUN. I really do not want to go these two routes, but may consider this if there is no other resolution here.

\*With the latest pay increase, I am at \$ 9.37/hour. Now I am actually at the same level of salary as a high school drop-out.

## Addendum to *Is This Equity?*

Having worked on this case for quite some time, I would like to extend thanks to all the folks on the Northwest campus who worked so hard to get Dorothy her raise. While it was slow and painful at times, many folks stood up for Dorothy, and we exhausted all available policy options. Unfortunately, once HR acknowledged the inequity and signed on to the raise, there was nothing we could do when the university turned it down for fiscal reasons. We had hit the end of the line.

If you are disgusted by this (as I am), please feel free to contact IUN Chancellor Bruce Bergland at 219-980-6700, write him at Office of the Chancellor, Library Building Room 107, North West Campus, or FAX the Chancellor's office at 219-980-6670 and tell him to "do the right thing" and pay Dorothy Mokry an equitable wage.

*Peter Kaczmarczyk*

*President – CWA Local 4730*

### Next Membership Meetings

**September 20 and October 18**

**Poplars Building, Room 185**

**5:30—6:30 p.m.**

## And the Beat Goes On

Peter Kaczmarczyk

As most of you probably know by now, IU has gone ahead with plans to outsource the IU Bookstores to Barnes and Noble, signing a 10 year contract that went into effect on July 1, 2007. While our failure to prevent this, despite 6000 petition signatures and community wide support for our cause, is a frustrating and tough pill to swallow, the evidence that our voices were heard and had a direct influence on the process is clear. This is no time to give up, because we can win and we will win.

The package that was negotiated with Barnes and Noble does a tremendous job of taking care of current employees and making sure that, while they have been cut loose from the IU family and the union that represents them, they will, at least for the moment, be fairly compensated. The agreement between IU and Barnes and Nobles assures current employees the same pay, plus extra pay to offset lost benefits. It also created something equivalent to fee courtesy to assist those who want to continue their education at IU or get their children an education here. In almost every way, the staff currently working for the bookstore are being assured that they will lose little in the way of tangible compensation that comes with the job. This would never have occurred had we not raised our voices loud and clear. We were heard. We can make a difference and we did make a difference.

Don't take this to mean I think we scored a victory. We did not. We only made sure that the damage was minimized. Studies show that when universities outsource their bookstores, prices increase, service decreases and a second class of staff are created working side by side with university staff. This will obviously be bad for students and all of IU. As well, it must be made clear that the generous packages granted to all IU Bookstore employees are only for those currently working at the bookstore. Once they leave and/or are fired, they will most likely be replaced by lower paid workers with little or no benefits and no fee courtesy. And don't think that won't happen—it will. Barnes and Noble employees have little recourse. If Barnes and Noble management decides their performance is unsatisfactory and lets them go, there will be little they can do about it. They certainly won't be able to

call in the union to make sure they are being treated fairly, being terminated or disciplined for just cause. They will be on their own. And don't doubt for a second that Barnes and Noble won't start getting rid of high priced former IU employees and replacing them with low paid staff. They are a for-profit company, and that means they will be looking for ways to make a bigger profit. Jettisoning expensive employees so they can be replaced on the cheap is a primary, and for upper management, painless way for them to do it.

So the fight goes on. IU is now looking at the Residence Halls dining areas as the next area to outsource. We must keep fighting, and we must take hope from what we accomplished in the bookstore fight. I cannot stress enough that we had a direct, tangible, positive effect on the outsourcing decision; we lobbied hard and loud and got a much better deal for the current staff than ever would have been negotiated without our involvement. We have power, and we must keep using it and growing it! So please add your voice to ours to help out your fellow IU employees and possibly yourself. If you are not a member of the local, join. If you are a member, get more involved, even if it's just coming to a membership meeting and letting your opinions be heard. Together, in solidarity, we can make a difference, and we can stop the outsourcing that is leading to IU becoming nothing more than a series of strip malls with class rooms interspersed among them.



## Provost, Internet and Other Random Musings

*Peter Kaczmarczyk*

Quietly and with little fanfare, the Division of Labor Studies was saved from extinction. Faced with possible elimination, despite growing programs and restored financial health, things looked bleak this time last year. However, supporters remained persistent and determined, never letting up on the university and continuing to stress the importance of Labor Studies, as they searched for a new home within the university. We never gave up and, despite a sometimes hostile climate, it paid off. As of July 1, 2007, the Labor Studies Program is now part of the statewide School of Social Work, and all six of its programs were saved. Good news indeed.

New faces everywhere, new V.P.'s, a new President and Provost, and three new Trustees.

Regarding the Trustees, for now all I can say is that they seem to be qualified, and both should prove advantageous, based on their resumes, in the pursuit of the goals of the Life Sciences Initiative. Beyond that, time will tell.

Concerning Provost Karen Hanson, I was on the search and screen committee for the Provost, and I am extremely pleased that President McRobbie selected her. She is an excellent pick, and I think that the campus should benefit greatly from her presence. Particularly, her humanities background may provide a pivotal and much needed balance to the push for the Life Sciences Initiative.

To President McRobbie: Good luck. To all his other new appointees: Good luck and I hope we can afford you.

CWA Convention story—On my first night in Toronto I had problems with the hotel's internet cable. I called down to the hotel desk and told them I needed a replacement part, and they immediately forwarded my call to the people who handle their internet services.

Next thing I know I'm talking to a very nice woman in India. I explain to her twice that I need a cable physically brought to my room. After the second time, she gets it, and this fine woman, half way around the world, says, "Don't worry, I'll call the hotel and have them send a cable up to your room." Ain't outsourcing grand?

Sometime the next afternoon I received a call asking if I was still having internet problems, and if I needed any help. By this time, using good old American ingenuity, I had beaten the cable into submission and had it working.

## Blood Drive a Success

The CWA Blood Drive held on May 30, 2007 at Gresham Dining Hall was a success with thirty-three people coming to donate. Don Creek of the Red Cross wrote to us that, "Achieving your goal of 25 [pints] was great and to reach 29 is so special when the inventory is so low. Please share the thanks of perhaps over 80 patients whose lives you helped."

Thanks also to the volunteers for making it a successful drive. Anthony Feschyn was responsible for publicity. Jean Rhoads and her group (Jose Celis, Stew Cutshall, Jackie Farris, Linda Harl, Deb Laswell, Don Rhoads, Jan Tapp and Connie Vaughn) took care of setting up, greeting, and taking down. Liz Feitl took photos, and RPS Dining Services made the dining room at Gresham available.

The CWA will hold its next Blood Drive around Memorial Day, 2008.

## Nominations Needed For Staff Merit Awards

It's that time of year again. Nominations are being solicited for the 2007 Staff Merit Awards. Two \$1,000 awards will be made to staff employees in each of the following three categories: Service Staff, Support Staff, and Professional Staff. Full time appointed staff employees working at Bloomington with a minimum of three years continuous IU service are eligible. Nominations may be made by ANYONE! Don't wait for your department head to recognize the most deserving staff member in your area. DO IT YOURSELF!

A committee of faculty and staff will choose and interview the finalists and then select the recipients from nominees submitted by colleagues and supervisors. A CWA member sits on this committee. This is one of the most positive and action affirming duties we perform.

Award Criteria: 1) Demonstration of a positive attitude toward position and the university. 2) Exemplary job performance. 3) Good attendance record. Persons who have had serious medical conditions or have been on approved FLMA will not be penalized. 4) Demonstrated special effort toward improving Indiana University for the benefit of students, faculty, staff, alumni, and other university associates.

Deadline for nominations for the annual Staff Merit Awards is Thursday, September 27, 2007. Forms may be printed directly from <http://www.indiana.edu/~uhrs/pubs/forms/bloomington/nomination.pdf> or call University Human Resource Services at 855-2199.



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**LOCAL 4730**  
**Communications Workers  
of America, AFL-CIO**

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Department \_\_\_\_\_

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

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

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

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

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

City/State/Zip \_\_\_\_\_

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

Signature \_\_\_\_\_

Date \_\_\_\_\_

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