



IU  
Local 4730

# Solidarity Now!

The Award-Winning Newsletter of CWA 4730

Organize Educate Mobilize

IU Communications Workers of America  
Poplars 331 - 855-7929 or 855-8508  
Vol. 13, No. 3, March 1996

## Justice Campaign Heats Up!

by Todd Barnell

As reported in last month's *Solidarity Now!*, our Local is involved in a new partnership for higher education with our national union. This project will incorporate an intensive membership drive, increased participation in the legislative arena, and a broad publicity campaign to advance the goals of higher education and our own professional careers.

One of the most vital aspects of our new campaign is to make sure everyone in our bargaining unit is fully aware of the issues we are confronting this year. At the bargaining table and on special committees, we are currently focusing on six broad areas.

**1. Salary Levels.** As we are all keenly aware, clerical and technical employees are extremely underpaid for the work they do at IU. Many of our members are forced to work two (and in some cases, three) jobs to make ends meet. Many others are forced to accept public assistance in order to provide for their families. Last year, when the Indiana Senate was considering IU's request for additional money for construction, Senator Vi Simpson said, "I find it hard to spend \$20 million on a building here and \$20 million for a building there when there are clericals at IU on food stamps. I find it hard to justify." Your bargaining team has proposed that we receive *at least* a five percent cost of living adjustment this year, and that additional money be found to pull us up from the poverty level.

To this end, we have requested the services of **Dr. Richard Weber**, a professor of economics who has done extensive research on university finances. Dr. Weber holds a doctorate in economics from Rutgers University and works as an arbitrator for the New York Stock Exchange and the National Association of Securities Dealers. He is currently examining various financial records from Indiana University and the IU Foundation. We will be keeping you informed of the

"I find it hard to spend \$20 million on a building here and \$20 million for a building there when there are clericals at IU on food stamps. I find it hard to justify."

Senator Vi Simpson (2/17/95 issue of Indiana Daily Student)

progress in periodic *Justice Alerts* which will be mailed between issues of *Solidarity Now!*

**2. Wage Progression.** There are many names for it, but the bottom line is most of us are stuck in the bottom pay ranges of our job classifications. How many co-workers do you know who have worked for IU five, ten, fifteen years and yet they are still making "base pay"? Members of our Local are currently serving on the classification committee, and the establishment of a *fair* and *real* method for us to actually advance will continue to be a high priority.

**3. Improvements in Health/Dental Benefits.** Our bargaining team currently has several proposals on the table that seek to broaden accessibility to the various insurance plans currently offered by IU.

Many of our members who live outside of the areas covered by some of our plans do not have much of an option when it comes to deciding on insurance. We are also seeking ways to expand insurance coverage to retirees and part-time workers.

**4. Parking.** Yes, we are continuing the fight for *affordable* and *accessible* parking! Recently, our representatives on TPAC have finally been given the figures (after a struggle that lasted nearly a year) necessary to design a sliding scale for sticker prices. You will be kept abreast of the progress on this issue in future issues of *Solidarity Now!* and *Justice Alerts*.

**5. TIAA/CREF.** We are also continuing to push for the option to *choose* which retirement plan in which we want to participate.

**6. Protection from Unfair & Arbitrary Treatment.** Several proposals being discussed currently deal with expanding funeral leave, time-off to care for sick members of your family and household, binding arbitration, and changes in the weather policy.

**Watch for more information in the first issue of our new *Justice Alert!***

## **IU Employee Assistance Program Soon to Become a Reality**

by Gayla Bradfield

The Indiana University Commission on Health Care (CHC) has been reviewing Employee Assistance Program (EAP) services for the past several months. As it now stands, none of the ten IU-sponsored health care plans offered to IU employees around the state cover counseling for personal or stress-related problems. Current plans cover only those services which are deemed "medically necessary." An EAP would provide employees and their families with confidential counseling for personal issues such as: problematic relationships with spouse/partner or parent/child, job related stress, bereavement, alcoholism, drug addiction or compulsive gambling. These types of problems can affect not only our enjoyment of life, but can also lead to more serious illnesses, as well as poor work performance and absenteeism.

At their November, 1995 meeting, the CHC unanimously indicated support for the implementation of an EAP for all 16,870 full-time, appointed IU employees and their dependents. Last month, after consideration of proposals from three separate vendors, the CHC decided to engage Indiana University Psychiatric Management (IUPM) for EAP services. IUPM was established in 1993 and is owned primarily by the faculty of the Department of Psychiatry of the IU School of Medicine. IUPM currently provides managed mental health and chemical dependency services for several IU health care plans, and has proposed to provide these EAP services at no additional cost to IU, except for the printing of brochures and other distributed materials. (The other two vendors' plans, which were very similar to the IUPM plan, would have cost IU \$175,400/year or \$284,300/year depending on which vendor was selected.)

Some of the most important features of the IUPM plan follow: a 24 hour Indianapolis-based 800 phone number for counseling with professionally trained, experienced EAP clinicians (with Masters' degrees in Social Work or other recognized mental health disciplines) on any problem that interferes with the ability to function professionally or personally, up to three face-to-face counseling sessions per problem each year with a local counselor arranged by telephonic EAP referral, special consultations for supervisors of troubled employees, and crisis intervention for traumatic events. IUPM pledges total confidentiality for the employees or dependents who participate, except as required by state law in the event of threatened homicide, suicide or other similar situations.

Information provided to IU will be limited only to summary data regarding utilization and will not contain any patient identifying information. The 800 number will be answered in Indianapolis by trained master's level clinicians between 7:00 a.m. and 12:00 midnight. After your social security number is checked for program eligibility, you may start working with a counselor immediately or make an appointment for a more convenient time. Between midnight and 7:00 a.m. a medical answering machine will take the calls and transfer them to a clinician who is "on call" for the night. As the program expands, 24 hour coverage is expected. Each clinician has a data base of resources about each IU locality and will make referrals within the IUPM provider network for face-to-face counseling as necessary.

The next step involving the proposed EAP program is to assemble a committee, made up of CHC members and Human Resource personnel from several campuses, to work with IUPM on "implementation and communication" activities. Key components will be phased in, if necessary, with a target date for starting the program of July 1, 1996. The initial contract with IUPM is expected to be for a period of 12-18 months, with renewal dependent on their satisfactory performance. *Solidarity Now!* will keep readers informed of further developments on the IU EAP as they occur.

## **NEXT MEMBERSHIP MEETING**

**Thursday, March 28**

**5:15 p.m.**

**Room 202**

**School of  
Business  
Building**

## Repetitive Motion Survey

The following survey is being conducted by Communications Workers of America. We would like everyone in our bargaining unit, whether you are a member or not, to please fill out this survey and return it to the union office.

Repetitive motion illnesses are a serious and growing problem in our workplaces. In order to effectively combat this situation, we need to be aware of problem areas and occupational units.

## Job Opening in the Labor Movement

As many of you may already know, Keith Dayton has left his labor liaison position with United Way and taken a job as the new city personnel director. This has left a vacancy in perhaps one of the most vital labor positions in our region. The person in this job is responsible for acting as a liaison between a wide variety of community service agencies and local, state and federal labor organizations. If you are interested in applying for the position, or would like more information, please contact the CWA office as soon as possible.

## Special Fellowship for CWA Members

CWA is offering a Congressional Fellowship on Women and Public Policy which has been set aside for a CWA member or dependent. The recipient must be currently enrolled in a master's or doctoral program. This fellowship places graduate students in congressional offices and on strategic committee staffs. A Fellow works 30 hours a week as a legislative aid on policy issues affecting women. For more information on this exciting opportunity, please contact the office. The deadline is **April 1, 1996!**

Labor

## CALENDAR

March

March is  
Women's History  
Month



**4** Union Stockyards opened in 1865, leading to the establishment of Chicago as the world's greatest meat producing and packing center by the end of the decade. With the stockyards came thousands more workers, who organized into unions like the UFCW predecessor United Packinghouse Workers of America, to raise wages and improve conditions in the dirty, dangerous industry. Chicago later became the headquarters of the Amalgamated Meat Cutters, another predecessor union of the UFCW.

**4** President Franklin Delano Roosevelt was inaugurated in 1933. His support of the 1935 Wagner Act, which affirmed workers' "right to organize and bargain collectively through representatives of their own choosing," helped consolidate labor's gains in the 1930s.

**7** The Knights of St. Crispin, and a companion group of women workers called the Daughters of St. Crispin, organized in 1868 to try to regulate the use of machinery when the beginnings of mechanization in the shoe industry threatened hand-crafted work. Organizing by groups like the Crispins set the stage for the birth of the Boot and Shoe Workers' Union, a predecessor of the UFCW.

**17** St. Patrick's Day. Many Irish, forced by religious persecution and economic oppression in their native country, emigrated to the U.S. in the mid 1800s. On U.S. soil, the new immigrants encountered severe discrimination, such as in employ-

ment notices that advertised "No Irish Need Apply." Many Irish workers turned to the labor movement for support, and union membership grew thanks to Irish leadership and determination.

**24** In 1974, the Coalition of Labor Union Women (CLUW) was founded by some 3,000 women trade unionists from 58 labor organizations at a meeting in Chicago. The coalition was forged to promote equal rights and better wages and working conditions for women workers. Today there are more than 20,000 CLUW members representing more than 60 unions in 75 chapters throughout the U.S.

**25** A fire broke out on the upper floors of the Triangle Shirtwaist factory in New York City, in 1911. Within minutes, the fire killed 147 young workers, most of them Jewish and Italian immigrant women. The workers were locked in by their employer. The tragedy inspired new fire safety laws.

CWA VDT REPETITIVE MOTION ILLNESS SURVEY

Please fill out and return this survey to your steward to help CWA help you. This data will be used to identify worksite problems and assist in negotiating stronger safety and health protections in contracts with your employers.

How long have you been using a VDT on the job? \_\_\_\_\_ years

What percentage of your working time is spent at a VDT? \_\_\_\_\_ %

Do you ever experience:

hand or wrist pain? \_\_\_\_\_ Yes \_\_\_\_\_ No

numbness of tingling of fingers? \_\_\_\_\_ Yes \_\_\_\_\_ No

arm or shoulder pain? \_\_\_\_\_ Yes \_\_\_\_\_ No

neck or back pain? \_\_\_\_\_ Yes \_\_\_\_\_ No

leg pain? \_\_\_\_\_ Yes \_\_\_\_\_ No

Have you ever been diagnosed by a doctor as having carpal tunnel syndrome? \_\_\_\_\_ Yes \_\_\_\_\_ No

Have you ever developed cysts on the hands or wrists? \_\_\_\_\_ Yes \_\_\_\_\_ No

Have you ever been diagnosed with tendonitis in the arms? \_\_\_\_\_ Yes \_\_\_\_\_ No

Does your VDT station have the following:

adjustable chair?  
(back support, seat height) \_\_\_\_\_ Yes \_\_\_\_\_ No

adjustable screen angle? \_\_\_\_\_ Yes \_\_\_\_\_ No

adjustable surface height for screen and keyboard? \_\_\_\_\_ Yes \_\_\_\_\_ No

Is keyboard too thick (does it measure more than 1 1/2" at home row, from top of keys to work surface)? \_\_\_\_\_ Yes \_\_\_\_\_ No

Does illumination in your work area seem too bright or cause glare making screen characters harder to read? \_\_\_\_\_ Yes \_\_\_\_\_ No

What type of VDT equipment do you use (manufacturer and model)?

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Other comments related to discomfort that may be caused by design of VDT workstation: \_\_\_\_\_

## Why I "Converted" to CWA

by Steve Ashba

Upon graduating from IU (BS in Business Management, '82), I vowed to someday return to Bloomington permanently. I did return in October of 1994 after a twelve year absence and began working for my alma mater. During my twelve year absence, I held three different management positions in Corporate America, the most recent being almost six years at Ameritech in Chicago. One would probably wonder, after spending twelve years in management (non-union) positions, plus my basic philosophy that unions were not necessary, why would I join CWA?

I did not join CWA immediately upon starting at IU as I did not feel it was necessary. However, just 8 short months after my return to Bloomington (and my employment with IU), I realized there really are still situations where unions are a necessity, and IU is one of those situations! I realized it is barely possible to live on a clerical salary at IU. The low pay combined with the high housing costs make it virtually impossible. I also realized, unlike my experiences in Corporate America, some departments at IU do not view management training to be a valuable philosophy. Far too many management positions are filled by the "good ol' boy/gal" system, rather than looking at individual qualifications. And, as a result of this, it is us clericals and technicals who suffer. While these are just a couple of the reasons I am a member, the list goes on. Having been at IU now over a year, and a CWA member for 7 months, I now believe more than ever before CWA is a necessity at Indiana University.

## UNION JOBS MEAN



## A BETTER COMMUNITY

I personally have been in recent contact with our president, Barb Lentz, to inquire how I can become more involved to help make IU a fair and equitable place for all of us to work. If you are already a member, I encourage you to do the same. If you are not yet a member, I encourage you to join today, as the dues are a small monthly contribution that can help make necessary gains for all of us. Remember, numbers equal strength, and the more members there are, the more IU will listen.

## Gains in Negotiations Used for Mutual Gains Training

by Liz Feitt

On February 19 and 20 both Clerical/Technical staff and supervisors attended a training program geared to benefit the working relationship between CWA and Indiana University. This training was made possible by a one-time amount negotiated by CWA at the bargaining table in December 1994.

David Borland, who obtained his doctorate from IU and now works as a full-time arbitrator, was the training program presenter. One of Mr. Borland's main points was how the union came to be at IU, and how legislated rights and IU Board of Trustees conditions created the foundation for our victory. He then went on to discuss the wide variety of options both labor and management have when employee/employer disputes arise.

At one point during the training session, he mentioned that 97% of all disputes are resolved at level one of the grievance process--in other words at the departmental level. While grievances are officially begun when either the employee or the union has a claim that needs resolving, he suggested that when there is conflict both sides need to:

- 1) separate the individuals from the conflict itself
- 2) focus on the goal to be achieved
- 3) create several alternatives for possible solution so as not to be limiting. Go outside the problem to find solutions. Both parties can even work together to put in place basic agreements, which are non precedent setting, in an effective manner.

Several sample grievance cases were presented. Partners from both labor and management were assigned the task of resolving the issue. This tactic allowed everyone a chance to think creatively and search for solutions and hopefully served as a valuable educational experience for all parties.

**Lower the Planks Because We're Coming Aboard!  
Hip-Hip Hooray---Today is the Day!**

*by Patty Woosley, Northwest campus representative*

After a very long negotiation process, CWA Local 4730 has finally emerged the victor. It can be stated no other way. The feet were dug in, firmly planted and the tug began. After almost 3 years of organizing and negotiating, the clericals of IU Northwest are officially members of CWA Local 4730! Even though there was a lengthy and involved discussion about keeping our members in a local closer to home, we finally convinced everyone that it made more sense for all IU employees to be in the same local. Our sincere belief is that the Bloomington and Northwest campuses belong in the same local. As the area representative for the Northwest campus I welcome the challenge and rewards of working alongside other members of Local 4730. I hope many friendships and working bonds can be formed between CL's and TE's on these campuses. This victory is important for Local 4730 and other IU employees. Finally, I wish to thank Barb Lentz and Liz Fietl for their constant support during the past three years.



Local 4730

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**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.

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 \_\_\_\_\_

*Do Yourself a  
favor - Sign up  
a friend today!*

*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

WORKING FOR A BETTER AMERICA



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