



Solidarity Now!

The Award Winning Newsletter of CWA 4730

Organize Educate Mobilize

Communications Workers of America
 Poplars 331, 855-7929 or 855-8508
<http://php.indiana.edu/~kawelch/>

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WHAT'S THIS MERIT PLAN, ANYWAY?

by Jane Goldsmith

During Spring Break, Support Staff received a copy of a letter that outlines the procedure to be followed for the implementation of the merit portion of the wage progression plan. There have been many questions raised about this plan and its implementation. This article will attempt to address some of those concerns.

First of all, CWA did not actively pursue having a merit component in any wage progression formula for our members. However, it became abundantly clear that in order for us to get any portion of the plan to reward seniority, we had to have a merit component in the formula to satisfy the demands of the administration. Therefore the agreement that was ratified last year contained the following formula:

Components of Distribution	Cost of Living plus 0.5%	Amount over Cost-of-Living plus 0.5%		Measure
		First 1%	Over First 1%	
Across-the-Board	100%	--	--	National Consumer Price Index for all urban consumers, change of average 12-month thru. Jan.
Longevity	--	75%	50%	Total years of service, adjusted service date
CWA has agreed to be a part of any discussions with the goal of developing universal guidelines for the performance/merit component of the wage progression plan. However, since the Bloomington campus does not have universal performance/merit measurement guidelines, this part of the formula will not be implemented until this goal has been achieved. Until jointly developed universal evaluation guidelines are in place, any funding available above the cost of living plus 0.5%, will be distributed using the longevity portion of the formula.				
Performance/Merit	--	25%	50%	--

To insert some real-life figures here, last year the salary increase for Support Staff was 3.5%. The cost-of-living adjustment (COLA) figure was 2.2%. When you apply the formula, this means all Support Staff got an increase of at least 2.7%. The .8% which was left was applied entirely to longevity. We do not know the amount of increase the trustees will determine this year. We do know that all Support Staff will get the COLA plus .5%, and the balance of the raises will be applied to longevity again.

Next year the formula will be applied according to the final formula. CWA tried very hard to make this program - as much as we are opposed to it in theory - beneficial to Support Staff. It is not an optional program. Supervisors HAVE to participate in it. They have to define what an employee's job is, what the duties are and what the standards of performance are. If Support Staff have been asked to do more duties than their PAQ says they should be doing, it should be identified during this process, and a new PAQ should be filed. We want to use this program to make supervisors accountable to the people they supervise and to make sure that the performance standards are understood by all affected parties.

There has also been some consternation that only 25% of the support staff will be awarded merit increases during any fiscal year. The committee felt we needed to make the percentage appropriate for the amount of work involved in the earning and awarding of the merit increases. If this formula had been applied last year, the amount of money that would have been awarded for the approximately 400 employees who would have received the awards would have been \$188.00 per person. This amount will vary from year to year due to the percentage of raise Support Staff will be given and the variance in the COLA, but we wanted to make sure it would be worth the effort of earning it.

According to the Conditions of Cooperation, if we had NOT been able to come up with a mutually agreeable formula, one could have been implemented without CWA's input. This is the best program we could develop at this time.

PARKING DEMONSTRATION A RESOUNDING SUCCESS

by Linda Butler

Honking horns, cheers, waves, and a sea of red balloons signaled the success of the CWA April Fool's Day demonstration at the main library parking lot. Organized to protest the ever-worsening parking problem on the Bloomington campus, it also kicked off a month-long drive to get signatures on letters to present to the Board of Trustees at their May meeting.

The library parking lot was chosen because the parking problem there is especially severe and getting worse. 72 spaces were lost recently for a construction staging area that may last for years. Over 100 spaces are already permanently gone in that area, because a building will be sitting where parking spaces once were. When the Fee Lane Garage is torn down, the problem will get much worse. Although the cumulative losses cause problems for employees and library users alike, the administration has yet to acknowledge a problem, much less create a plan to help people cope with the shortage.

Publicity for the parking demonstration included interviews on WGTC and B97, articles in the *Indiana Daily Student* and *Bloomington Herald-Times*, and the lead news story at 6 pm on WTIU. Thanks to everyone who participated.

SINCE YOU ASKED...

Question: I remember several years ago that we used to get a memo from the College every spring encouraging us to take time off without pay during the summer. I couldn't do it back then, but I could now. Do you know why the memos stopped coming?

Answer: Jim Levens, COAS Director of Budgetary Administration, replies, "I don't remember the memos, but we do discuss this with departments every year. We encourage departments who can to allow their staff to take time off during the summer. Some can do this, but many can't. Individuals should discuss this with their supervisors or chairs."

ADMINISTRATORS RESPOND TO RALLY

by Linda Harl

After the CWA-sponsored parking rally, Mike Wright of the *Bloomington Herald Times* and Jeff Shireman of the *Indiana Daily Student* asked several IU administrators for their reactions to the problems raised. What follows is a synopsis of those quotes with what I will call a "reality check" after each one.

Doug Porter, Director of Parking Operations: The parking situation will get better once the students are gone for the summer. People should buy A stickers and park in the Jordan Ave. Garage.

SN: Yes, fewer students generally mean more parking, but they always come back! We need permanent solutions. Also, even the Jordan Garage has a finite number of spaces. There are times now when it is close to full. Plus, you are asking people to pay more for the inconvenience of walking further.

J. Terry Clapacs, IU Vice President for Administration: Temporary lots become permanent and there's a sense of loss when they're removed. The master plan would continue to emphasize a pedestrian campus with bus service.

SN: Of course there would be a sense of loss. Since parking is so scarce, any spot becomes almost sacred. This shortage is the root of the problem. But, that's a thin excuse for not temporarily replacing the number lost to construction projects when it is at all feasible to do so. Then, there's the bus idea. I won't repeat all the anti-bus arguments here, but I'll simply point out that the bus schedules are tied to student needs and aren't even an option when students are gone, as for Spring Break.

Kenneth Gros Louis, Bloomington Chancellor and University Vice President: ...short term inconvenience for employees would be outweighed by the benefits of the new Neal Marshall/Theatre Education Center...student bus proposal may alleviate some of the parking problems.

SN: The new Center may well be a great addition to the cultural and academic atmosphere of IUB, but I can't see how its existence is going to make me a better employee. In fact, people going to it may well make parking in the area even tighter than it was before construction started! Implementation of the student bus fee may well help the parking problem, but only if its implementation is accompanied by strict limits on student driving on campus. Somehow, I doubt if this is the result the IUSA had in mind.

There is obviously a big gap between staff and administrators both in perception of the parking problem and in what would be viable solutions. CWA will continue to present staff concerns wherever and whenever we can.

INDIANA STATE AFL-CIO LEGISLATIVE DAY 3/22

On Monday, March 22, 1999, Laraine Cooksey and Liz Feitl attended the annual AFL-CIO Legislative Day in Indianapolis. The day began with a briefing of current legislative action in both the House and Senate chambers on issues of concern to working men and women. Then we spoke to our own legislators from the Monroe County area. We also introduced ourselves to the legislators from the Gary area, where we represent the clerical staff at IU Northwest. At dinner that evening we continued to lobby our legislators. We were pleasantly surprised when one of the Gary legislators, for whom we had left a message earlier in the day, actually looked us up!

Each legislator told us how important it was to make contact with them about our issues, and we plan to continue to do just that!

EDITOR'S NOTE

The *Solidarity Now!* staff will be taking a late Spring Break. There will NOT be a May issue of *SN*.

BALANCE IN THE LIFE OF A WORKING WOMAN

by Linda Harl

Myra C. Selby, Associate Justice on the Indiana Supreme Court, was the keynote speaker at the "Women in the Workplace 1999" Conference held March 26 at Chapman's Restaurant in Bloomington. This is an annual Bloomington conference which Local 4730 helps to sponsor.

Justice Selby spoke on "The Balanced Life - Myth or Reality." The title refers to the particularly female problem of balancing the demands of a job and the demands of a family. She defined balance as "the exact adjustment of opposing forces" and said it's impossible to always achieve it. In fact, approximately 75% of all women say that the tension caused by competing needs of work and family is their most important problem.

The Justice said that this balancing problem is compounded by inequities women face which are built into the work side of the equation. She said, for example, that the first thing she had to do when appointed to the high court was get someone to build her a bathroom! She pointed out also that men never have to ask if they can be both "masculine" and a good lawyer, but females often feel the need to suppress their femininity to be considered good at the law or any other profession. Problems of harassment and pay inequities still haunt many women.

What advice did she have? On the work front, don't assume that the work situation is static. Try for flexibility and work for change. Try to find work you find interesting and take advantage of education and training opportunities. Justice Selby also advised that the word "fairness" is a good one to use when lobbying for workplace changes. And perhaps most importantly, if you have some muscle or can bring some in to work on your behalf (like a union), use it.

Away from work, the Justice advised to take some time just for yourself and then add other people. Strive for a peaceful center. She advised that guilt is a female thing too and should be avoided. Do

what you can one day at a time and let go of the rest. Don't think you have to do everything. Ask for help.

And remember, men sometimes don't understand what it's like to be a working woman. Justice Selby said she originally thought this was limited to older men, but has decided that men can be "clueless" at any age.

WALK AMERICA

by Connie Vaughn

CWA's Community Services Committee is sponsoring a team for the fifth straight year in the March of Dimes WalkAmerica. We ask anyone interested in participating to come join us on May 2, 1999. The theme is "WALK FOR SOMEONE YOU LOVE."

Registration will be between 12:30 and 1:00 p.m. at Memorial Stadium, with the walk beginning shortly after that. We'd really like to see a big group of walkers so we can raise money for a good cause.

The nice thing about this event is that you get the money up front as people agree to sponsor you; no hunting them

down after the event. There are prizes for different levels of pledges. In the past these have been T-shirts and sweatshirts or both, depending on the amount of money raised.

This is an upbeat, fun event. And even though the walk is five miles, you walk at your own pace, and there are breaks with food and music. People bring babies in strollers, dogs on leashes, whole families.

The March of Dimes funds research against birth defects and provides funds to help children born with these conditions. Everyone has benefited from March of Dimes funded research such as the protein test for newborns and new studies on the effects of folic acid.

If you would like to participate, please contact me, Connie Vaughn, at 5-0224 or email: vaughnc. I'll be glad to get you registered and answer any questions.



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.

These dues can be revoked on proper notice.

NAME (print): _____

Work Address: _____ Room #: _____

Department: _____ Work Phone: _____

Home Address: _____

City/ST/Zip: _____

Home Phone: _____ Soc. Sec. #: _____

Signature: _____

Received by: _____

Date: _____

NATIONAL AFL-CIO AND "PRIDE AT WORK"

by Helen Harrell

Pride at Work (PAW) is a national constituency group of the AFL-CIO. PAW targets discrimination based upon sexual orientation by educating and sensitizing the labor movement to the needs and concerns of its lesbian, gay, bisexual and transgender (LGBT) union members. PAW seeks to increase understanding of the labor movement within the LGBT community and wants to encourage their union membership. The group works closely with LGBT civil and human rights organizations whose members have been active in organizing drives at workplaces with high concentrations of LGBT workers.

At its national convention held in February, PAW passed several resolutions that are of critical importance to LGBT workers. Members voted to: (1) consider the passage of the Employment Non-Discrimination Act (ENDA) a major priority and to include "gender identity" in the ENDA language; (2) oppose the "Defense of Marriage Act" and all anti-same sex marriage initiatives; and (3) ensure that bargaining be inclusive of the LGBT community.

Other resolutions call on the AFL-CIO to bargain for "domestic partner" benefits covering bereavement leave, parental leave, pension rights, and the extension of FMLA coverage.

A new PAW chapter has been formed in Bloomington to serve South Central Indiana. The organizational meeting included eleven representatives from eight participating organizations.

The new chapter's first outreach event will be held April 18 in the Monroe County Library auditorium from 2 to 4:45 p.m. The event will feature a showing of the movie "Out at Work," followed by an open discussion.

If you would like more information, please contact Helen Harrell (5-

6467 or email hharrell) or Josh Cazares, United Way AFL-CIO Community Services Liaison (333-3433). Participation is inclusive and does not require union membership. Friends and allies are welcome to join as well.

NATIONAL ASSOCIATION OF LETTER CARRIERS FOOD DRIVE

On Saturday, May 8, 1999, the National Association of Letter Carriers (NALC) will hold its seventh annual food drive in thousands of communities across the nation.

This food drive is the largest single volunteer participation day in America. Millions of Americans leave non-perishable food items near their mailbox each year on the second Saturday in May to be collected by their letter carrier. The millions of pounds of food collected benefit the poor and hungry through local community food banks. The drive is deliberately planned when the shelves of community food banks, pantries and shelters are at their barest. Please consider how you might be able to participate in this very worthwhile cause.

MEMBERSHIP MEETING

APRIL 22, 1999

5:15 P.M.

IMU REDBUD ROOM

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