



# Solidarity Now!

The Award Winning Newsletter of CWA 4730

Organize Educate Mobilize

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

October '99

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## MEMBER APPRECIATION ROUND-UPS

by Stacy Felton

Yeeee-haaw! CWA Local 4730 recently hosted two separate Member Appreciation Round-ups which were held during the lunch hour on Thursday, September 16 at the Main Library, and Wednesday, September 22 at the Oak Room of the Indiana Memorial Union.

The purpose of these events was, first of all, to show appreciation - by way of a free lunch - to all of the members of our Local. Without dues-paying members, the Support Staff at Indiana University would have no voice on important issues, no hope for positive changes, and no help in resolving workplace problems and policy violations. The second purpose was to give members the opportunity to find out more about their own Local. Members who attended were provided with information on the following:

**BENEFITS** - those available to all IU Support Staff, but also special benefits available to members only.

**MEMBERSHIP** - information on the importance of membership in the Local was provided.

**OFFICERS/ELECTIONS** - members were reminded of the various offices and their duties within the Local, and members were encouraged to make nominations for the upcoming elections.

**COMMITTEES** - a list of committees was provided, and members were given the opportunity to help the Local in its efforts by signing up for committee work.

In addition to the free lunch and the useful information provided, several door prizes were given away. A total of four Kroger Gift Certificates were given - two from each Round-up. The following members were the lucky recipients of these gift certificates:

### LIBRARY ROUND-UP:

\$20.00 Kroger Gift Certificate to Jane Goldsmith, Main Library  
\$10.00 Kroger Gift Certificate to Pam Hayes, History & Philosophy of Science Department

### IMU ROUND-UP:

\$20.00 Kroger Gift Certificate to Carla Cowden, Journalism  
\$10.00 Kroger Gift Certificate to Giuseppe Baglivi, Lilly Library

As if these wonderful prizes were not enough, all members who attended and any new members who signed up during the Round-ups were also given chances to win a Nordic Track exercise machine or the most excellent grand prize - an "A" parking permit (or cash equivalent). We are happy to announce that during the September General Membership Meeting, held on September 23, the following names were drawn for these top prizes:

Nordic Track winner: Sharon Mullins, Labor Studies  
"A" Parking Permit winner: Gayla Bradfield, Chemistry

Congratulations to all of our winners, and a hearty "thank-you" to all who attended the Member Appreciation Round-ups!

**WAY TO GO, PARTNERS!**

## NOTICE OF NOMINATION FOR SECRETARY

by Marilyn Estep

Nominations for the office of President, Executive Vice President, Vice President of Northwest Campus, Secretary, Treasurer and Executive Board Members at Large were conducted at the membership meeting on September 23, 1999. Of the three members nominated for the Local CWA Secretary position none accepted their nomination to run. At this point the District advised us to re-open the nominations for Secretary at our October Membership meeting to be held on October 28, 1999 at the Telecommunications Building, 10th & the Bypass beginning at 5:15 p.m.

The Election Committee will open nominations from the floor. Any member in good standing may nominate, provided the nominee is a member in good standing and agrees to be a nominee.

Nomination of a person of the office of Secretary shall constitute the nomination of the same person as a delegate to CWA Conventions held during the term of office for which the election is being conducted.

Elections of all officers will be conducted in November by secret ballots mailed to your home address.

## LABOR DAY SPEAK OUT

by Linda Butler

Local 4730 President Liz Feitl spoke at all three services at the First Methodist Church on September 5, as part of a national Labor Day Speak Out program. First Methodist is one of 19 Bloomington churches that observed this weekend by inviting area labor leaders to speak to their congregations.

Highlights of Liz's message that Sunday include the following:

Labor Day observance began in 1894 after long struggles for rights that workers now take for granted. The eight hour workday, the 40 hour week, the right to organize in the workplace, and child labor protection are just some of the benefits workers struggled for and won.

Labor struggles continue in the modern workplace. The fastest-growing sector of the workforce is the service sector, jobs often offering low pay and few or no benefits. Many of the service sector jobs don't begin to pay a living wage. The average wage for the four fastest growing occupations in the US is just \$13,000. How can a society expect those workers to support their families with poverty-level wages?

Liz spoke of her dream as a citizen and labor leader. "I dream of an America where every person's hard work will result in their being paid a living wage, a family-supporting wage. I dream of an America where, instead of one in four children being born into poverty, not a single child is born into poverty. I dream of an America where every man, woman, and child has health insurance. Today ten million American children have no health insurance."

To bring these concerns closer to home, Liz mentioned how the loss of Thomson, ABB, and other plants affect the community, and the difficulty of replacing jobs such as those at GE that pay \$17 an hour. She pointed out that these losses are truly a community problem that impact local business owners, taxpayers, and have a ripple effect throughout the entire community.

"Traditionally there have been two locations where people call each other by the title, Brother and Sister. One place is in church. The other place is in the union hall," Liz said.

Labor and religious communities have enjoyed a long history together and the Labor Day Speak Out observance is a continuation of that shared history. Liz concluded, "Religion and labor continue to share the common vision of economic justice for all workers and compassion for the less fortunate."

Bloomington was one of 57 cities nationwide that participated in the Labor Day Speak Out program.

## MEET YOUR STEWARD

by Jane Goldsmith

**Terry Stigall** is a Steward in District 5, which covers the 10th and Fee Garage, Geology, Psychology, Service Building, Architect's Office, Campus Card Program and the Animal Lab.

**SN:** Please tell us something about yourself.

**TS:** I moved to Bloomington from Indianapolis in June of 1981 with my husband, John, and 3 month old son. John grew up in Bloomington, and he wanted to move closer to his family. As a farm girl, I found Bloomington a far superior place to live as compared to Indianapolis and welcomed the move. Both of us have the same degree in electrical engineering technology, and John's mother, Catherine Stigall, found a job listing for John at IU Electronics. Because we were unable to live off one income, I started job hunting when our son reached the age of 6 months. I got an electronics technical position in the Geological Sciences Department, a class rank higher than my spouses :), and here, I have remained since.

**SN:** When did you join CWA?

**TS:** I joined CWA at its beginning.

**SN:** What is your background in union activity?

**TS:** I have no background in union activity.

**SN:** Does anyone else in your family belong to one?

**TS:** My husband was a member of the IBEW.

**SN:** What future benefits do you think CWA should get for Support Staff at IU?

**TS:** I would like salary ranges for all positions to be higher.

**SN:** What do you like about being a Steward?

**TS:** I like having a staff person with a grievance who is willing to really stand up and fight for their rights. I also like being kept up to date on IU matters that affect us, directly or indirectly, and fighting for fairness in the workplace.

**SN:** What do you dislike?

**TS:** I don't like staff who come to me with a viable grievance and then backdown and decide not to pursue the case, or don't help with their case.

**SN:** Any final thoughts?

**TS:** I would like to see the great salary disparity between monthly paid and biweekly paid employees with similar jobs come to an end. My husband, for instance, took a monthly position at what was Wrubal Computing Center in 1983. He learned his job responsibilities on the job, just as I have. Our jobs have changed with time and we each in our own field have adapted to the changes. We have the same degree, same number of years at IU and both still work in a technical field with our own specialties. But, because he is not in the College of Arts and Sciences and is not a biweekly pay, he makes \$12,000 more than I. That stinks.

Terry can be reached by telephone at 5-1476 or by email at tstigall. Thank you, Terry.

## Membership Meeting

October 28, 1999

5:15 p.m.

Telecommunications

10th & the Bypass

Large Conference Room

## TO FLEX OR NOT TO FLEX

by Linda Harl

Policy 2.18 "Alternative Work Schedule Patterns" begins by saying "Indiana University encourages operating units to accommodate the childcare, family care, and other personal needs of Support Staff employees by establishing alternative work schedule patterns to the extent possible and consistent with the operating requirements of the unit." The Policy then goes on to explain several different types of possible schedules. Sounds good, doesn't it?

However, Policy 2.8 "Work Schedules, Hours, Uniforms" says "administrative office hours are 8:00 a.m. to 5:00 p.m. with an hour off for lunch, unless a different schedule is necessary for proper function of the department." This sentence is the source of problems for many staffers who would like to work flexible schedules. This policy is widely interpreted as meaning that all campus offices have to be open from 8 a.m. to noon and 1 p.m. to 5 p.m. This doesn't leave much room left for "flexing," especially in small departments with only a few staffers.

Is there any reason for this rigid adherence to set hours? There may have been at some past time, but I can't think of any now. But, there are many reasons to allow more flexibility. For one thing, most departments have lost their late afternoon mail pick-up so working till 5:00 p.m. to get something in the mail is no longer possible. Then too, many offices would probably do more business during the traditional lunch hour than they do after 4:00 p.m. or before 9:00 a.m. Also, campus traffic congestion might lessen if fewer people were coming at 8:00 a.m. and leaving at 5:00 p.m., even though parking is going to remain a problem for those who might want to come in after 8:00 a.m.

The 8 to 5 mandate should be abolished. Two routes could be taken. One, allow departments to set their own schedules. After all, each office knows how best to serve its own clientele. A second option might be to take another idea from policy 2.18 and set "core hours" when the University expects offices to be open -- less than 8 per day, but still set. An example would be 9-11 a.m., 1-3 p.m. The

units could fill in the rest of the open time around the prescribed core.

As it is now, when a staffer looks at whether to "flex or not to flex", the decision has often already been made and the answer is no. This situation should be corrected so that Policy 2.18 really does apply to everyone.

## YOU PROBABLY CAN'T AFFORD TO LIVE HERE!

by Linda Harl

A national advocacy group called the National Low Income Housing Coalition has recently published a report on the costs of housing for people who rent. The report is called Out of Reach: The Gap Between Housing Costs and Income of Poor People in the United States.

The picture is bleak everywhere. Nationally, a person making the minimum wage (\$5.15 per hour) would have to work 86 hours a week in order to afford the median rent for a two bedroom apartment (using the standard of spending 30% of your income on housing). In Indiana, the number of hours drops to 77 statewide.

However, in the Bloomington metropolitan area (the city and county combined), a worker earning the minimum wage would have to work 94 hours a week to not spend more than 30% of his/her income on housing. **This makes Bloomington, Indiana, the "least affordable metro area" in the entire country.**

Rents used for this study are based on the "fair-market" rent. It is defined as the 40th percentile of local rental rates. This means that 40% of comparable units cost less and 60% cost more. In Bloomington and Monroe County, the fair-market rent for a two-bedroom apartment is \$631 a month.

Put another way, the city's "housing wage" is \$12.13 an hour. That is what a person would have to make to afford a two-bedroom apartment on a 40-hour-per-week job, using no more than 30% of his/her salary for housing.

Do Support Staff salaries meet this test? A quick glance at the Support Staff Salary Schedule shows that nobody in grade

A,B, or C makes this "housing wage." You would have to be in the top quartile of the D range; above the mid-point as an E, above the first quartile as an F, and above the minimum as a G. **No newly hired Support Staff member who starts at the grade minimum -- even if it is the highest grade available -- can afford a two bedroom apartment in this city if s/he plans to live on an IU salary alone.**

We deserve better. There are agencies in the community that are working on making housing affordable to low and moderate-income families. Those efforts are to be commended and encouraged. But incomes need to go up too. CWA will continue to push for better salaries for all Support Staff. We shouldn't have to depend on a second job, a spouse, or winning the lottery in order to provide basic shelter for ourselves and our families.



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

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.

NAME (print) \_\_\_\_\_

Department \_\_\_\_\_

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

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

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

City/ST/Zip \_\_\_\_\_

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

Soc. Sec. # \_\_\_\_\_

Signature \_\_\_\_\_

Received by: \_\_\_\_\_

Date: \_\_\_\_\_

**LIST OF THE  
'NEEDIEST AND  
GREEDIEST'  
COMPANIES**

The following article was originally published in the Indiana *AFL-CIO News*, Volume 9, Number 11, July, 1999.

Shop with your conscience. The National Labor Committee has compiled a list of companies that continue to violate human and workers' rights. The list includes:

- (1) Wal-Mart
- (2) Guess?
- (3) Walt Disney Co.
- (4) Nike
- (5) K-mart
- (6) J.C. Penney
- (7) Esprit
- (8) May Co.
- (9) Victoria's Secret/The Limited

**Wal-Mart, K-mart, and J.C. Penney in Nicaragua:** Wages as low as 15¢/hour; forced overtime; 12-hour shifts; strip searches; workers cursed at, even hit, to work faster; sexual harassment; workers fired and blacklisted for trying to defend themselves.

**Guess? Inc. goes from bad to worse:** Illegal homework; continuing violations and fines; monitoring program that

Chris Stanley, Connie Vaughn, Beth Plew and Carole Baynes staffed CWA, Local 4730's night of the White River Central Labor Council's booth at the 1999 Monroe County Fair.



doesn't work; moved production to Mexico; 50¢/hour wages.

**Walt Disney Co.:** After paying wages of 28¢/hour in Haiti and denying workers their basic rights, Disney and its contractors pulled out and fled to Mexico and China.

**Nike in China:** 12-hour shifts several days a week; wages as low as 16¢/hour; 16 workers to a dorm room; pregnant women fired.

**Esprit in China:** Wages as low as 13¢/hour; forced overtime, seven days/wk., up to 93 hours.

**May department stores in Indonesia:** 12 hour shifts for 13 and 14 year old children, sometimes forced to work 24 hour shifts; wages as low as 17¢/hour and denied legal benefits; no safety equipment; fired for trying to defend their rights.

**Victoria's Secret in the Dominican Republic:** Forced overtime; locked in; paid 32¢ for every \$12 garment they make; attempts to meet or organize met with firings and blacklisting.

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