



Solidarity Now!

Organize Educate Mobilize

IU Communications Workers of America
 Poplars 331 - 855-7929 or 855-8508
 Vol. 12, No. 6, June 1995

Successful Conclusion to 1995 Negotiations

by Linda Butler

Agreement between CWA 4730 and the IU-Bloomington administration was reached May 23 after the administration accepted a plan first proposed by our local last year and rejected at that time. The administration finally accepted the principle of allowing long time employees to convert part of their sick time to vacation time. This, in addition to the 16 other items already tentatively agreed to, clinched the agreement.

Details of the changes won by CWA have been mailed to all members for ratification on June 9. Some of the significant gains for clericals and technicals include:

Health and Safety in the Workplace

Employees' rights have been expanded. A third CWA member has been added to the Joint Safety Committee. The new contract will contain the statement, "Indiana University recognizes its continued responsibility to provide a safe and healthful working environment." A Memorandum of Understanding on Cumulative Trauma Disorder includes training for both employees and supervisors. These disorders are an ever-increasing hazard in the computerized workplace. CWA is taking the lead in confronting these dangers to employee health and safety.

A provision was also added that protects an employee who is asked to perform work that is unsafe or without the proper protective equipment required by law. Under the new terms, an employee need not perform this type of work until a proper review of the job is completed.

Union Access to Personnel Files to Help a Grievant

A union representative can now inspect material in a grievant's personnel file if the grievant asks and authorizes it in writing.

Sexual Harassment

A memorandum of understanding on sexual harassment and consensual relationships that goes beyond the current policy will be enacted, once approved by the Faculty Council.

Grievances

Additional protection on grievances and arbitration have been established, allowing expedited arbitration in some cases.

Access to Hourly Rolls

CWA will now have access to hourly employment rolls so that abuse of hourly employee status can be stopped.

Overtime

Overtime procedures will be tightened so that mandatory "desktop" overtime and other abuses can be stopped. Mandatory notification of employees at the beginning of each fiscal year as to how overtime will be compensated will be required. There will also be mandatory payouts twice a year for all overtime accumulated over 40 hours.

Fair Treatment

A statement on fair treatment in the workplace was produced that includes a pledge to "promote a work environment based on mutual trust and respect for the dignity of every member of the university community." It also establishes procedures to handle disputes that are not subject to the grievance procedure.

Reduction-in-Force

Improvements have been made in the reassignment policy for people on the RIF list. It establishes a two-month trial period for both sides. (continued on back page)

NEXT MEMBERSHIP MEETING: JUNE 22, BUSINESS 213 AT 7:00 P.M.

One Of Us: Dorothy Chapman

by Linda Butler

Dorothy Chapman, a steward in the Main Library, came to IU from a part-time job working for the city of Bloomington. She took a per-hour pay cut in order to get a fulltime job with health insurance. Dorothy works in Government Publications, and is a "resource person for the Main Library."

With the appearance of CWA on the IU scene, Dorothy became active. Her reason? "CWA afforded me the opportunity to discuss ideas and the opportunity to change things." Union membership is a family tradition for Dorothy. Her mother belongs to the IBEW local at GE. Sister Sharon is well known in CWA 4730 as a chief steward and negotiator. Dorothy has participated in the rallies that galvanized the negotiating sessions last year. She also likes to talk to people who have misconceptions about the union, "people who believe unions are worthless and who think union officers get paid."

A single parent, she is raising a young son on a CL06 salary. Until April, she was also working an additional 25 hours a week at her second job to make ends meet. "I did this because I have a son to raise. I had only Sunday off for four and half years and I don't know how I survived." She added, "I have one dependent, and he eats like a horse, grows like a weed - his physical, mental and spiritual well-being are completely dependent on me and my paycheck." Not surprisingly for an IU clerical employee, there are a lot of things Dorothy does without. "I live in low income housing, by the grace of God - I was on the waiting list for two and half years."

Dorothy is a local person. "I graduated from BHSN. I attended IU, but left to pay the rest of my education. I joined the Air Force. There I learned that things don't have to stay the same. I thought I could have a job, get my education, and see the world all in one. When I separated from the military, I came back to Bloomington and never left."

I asked Dorothy if working for an IU clerical's pay posed any hardships for herself and her family. Her response was, "Socio-economically it does. I live in public housing. It's impossible to remove my son from that environment. I'm stuck. It made me work two jobs. I could not pay rent,

telephone and my car payment otherwise." She added, "I feel like a second class citizen as a clerical at Indiana University. Nothing I have done in my life could have prepared me for this."

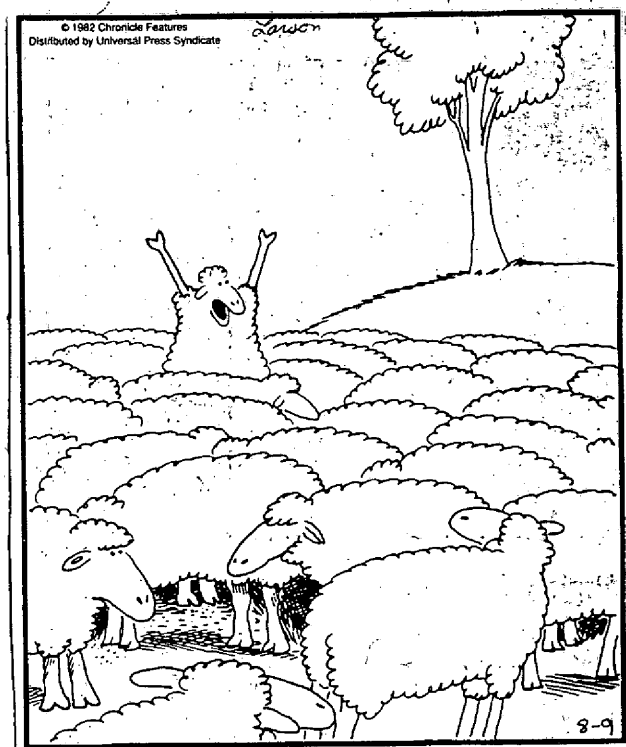
A car is necessary for Dorothy. She tried Bloomington Transit, but it added two hours to each work day, time she needed to spend with her son. "If my son falls off the jungle jim, I can get there soon if I have a car."

When asked what she thought CWA could do to make things better for the clericals and technicals at IU, she replied, "I think CWA needs to educate the clericals that we are necessary. We don't know what kind of clout we have. Whenever we have to make a sacrifice - well, where is our raise? There is strength in numbers and we do have a voice. The things we (CWA) fight for affect us all."

Dorothy Chapman is an important part of CWA 4730; she is one of the people who makes us strong.

(Ed.note: This interview is the first in a series of articles we will be presenting that highlight the dedicated members of CWA 4730 who serve us all as stewards. If you would like to write an article about your steward, please contact Todd Barnell at 855-9846 or tbarnell@indiana.edu.)

THE FAR SIDE



"Wait! Wait! Listen to me! ... We don't HAVE to be just sheep!"

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 listed in the previous month's issue.)

Tuesday, June 13

Community Services Committee Meeting
12 noon - 1:00 p.m.
Poplar Tree Suite, IMU

Thursday, June 22

General Membership Meeting
7 p.m. - Business 200

Sunday, June 25

Mass labor rally in Decatur, Illinois for the locked-out Staley workers and the striking CAT workers. This promises to be the largest rally yet! Contact Todd Barnell (5-9846) for more information.

Tuesday, July 4

CWA 4730's Fourth of July Party
5 p.m. at Pic-A-Chic Farms
See article on page 4 or contact the CWA office for more information.

Congratulations to Karen White!

Karen White has won an extremely impressive honor. For the second year she has received an invitation from Afro-American Affairs to attend a special banquet and receive a Distinguished Service Award. Last year, Karen received a certificate, a long-stemmed rose and a copy of President Clinton's inaugural poem. Professor Hanks, the dean of the department, gave Karen a glowing introduction.

Congratulations, Karen!

Remember to Fill Out Those Exit Forms

When you leave a job, please remember to contact the CWA office and fill out an exit form. These forms are totally confidential and are kept in the union office.

They serve as an invaluable resource for your fellow union members who are transferring to different departments on campus. So be sure and take just a few minutes to fill one out.

New Community/Labor Coalition Has Formed

A new coalition of unions and community groups called Community/Labor Action (C/LA) has been formed so that the different unions, housing rights groups, environmentalists and others, can share resources and back each other up more effectively.

The first mass meeting of the coalition was held Saturday, May 20th, at the West 9th Street Park. Our local is a member of this coalition, and we encourage anyone who is interested to get involved. This is a wonderful opportunity for many different people, fighting for a better community, to come together and really make some positive changes. Call the CWA office for more information.



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 _____

A Special Thank You From the Indiana AFL-CIO

by Jerry Payne, Secretary-Treasurer, Indiana State AFL-CIO

I want to express my appreciation to 25,000 hardworking union members who attended the March 14 Statehouse Rally opposing the attack on workers, and all those individuals who lobbied as part of the Labor Lobbyist Coalition during the 1995 Session of the Indiana General Assembly. I also want to thank the Unions these people represent for understanding the need to have a strong physical presence and personal involvement in political activity.

Bikers Beware!

by Linda Harl

Illegally parked bicycles have become a real safety issue on campus. If you ride a bike, please remember it is illegal to leave it chained to fences, handicapped ramps, signs, trees - anywhere but a bike rack. It is also illegal to have bikes in buildings, particularly in stair wells and halls.

All bikes on campus are required to be registered. The fee for this will go up from \$1 to \$5 beginning next year. This extra money will be used to provide more bike racks. Meanwhile, please be considerate of others. Stop and think, in particular, of those with handicaps. There has already been one case of a visually impaired person getting his cane stuck in the wheels of a bike illegally locked to a chain along a sidewalk.

Enforcement will also be increased next year. Illegally parked bikes that present a safety threat will be confiscated. If you'd like to report such a situation, call Parking Operations if the bike is outside. Report bikes inside a building to the appropriate building manager.

Solidarity Now! is the official newsletter of CWA Local 4730

Officers:

President Barb Lentz; Exec. Vice Pres. Linda Harl
Technical V.P. Bud Rodman; Clerical V.P. Laraine Cooksey
Secretary Linda Butler; Treasurer Ellen Tiberend
Executive Board Members (At Large): Helen Harrell, Jennifer Radtke, Rodney Ward

Submission of items for publication:

We encourage all CWA members to submit or suggest items for the newsletter. The deadline for the July issue will be Friday, June 23. Please contact Linda Harl, Newsletter Committee Chair, Sycamore 026, 5-9503, e-mail: LHARL.

Party For All CWA 4730 Members!!

by Todd Barnell

It's almost time once again for the Fourth of July Parade in Bloomington. CWA 4730 will, of course, be marching in the parade on Tuesday, July 4. All members are invited to meet at 1 p.m. at the parking lot on the corner of Seventh and Woodlawn. It's always a lot of fun, so bring your family along with you.

After the parade, we will have a big picnic at Pic-A-Chic farms. Our local is providing oven fried chicken, baked beans, baked potatoes, cole slaw, Brown County biscuits and apple butter, chocolate cake, lemonade and iced tea. You are more than welcome to bring alcoholic beverages, but you'll have to provide those yourselves.

From 5 p.m. until 9 p.m., we will have entertainment by Bloomington's favorite DJ, Shawn "D". We'll also be hosting softball, volleyball and horseshoe pitching. Bring along your family or a date and join in what is sure to be a lot of fun!

If you didn't receive an announcement in the mail, you can use the following card to RSVP. Be sure and contact the CWA office, so they can put your correct address on file.

Member's Name: _____

Number of Adults: _____

Number of Children: _____

Ages of Children: _____

I need a map _____

(Send this form to the CWA office, Poplars 331)

For Members Only

Once again, Shoe Carnival will host a special sale for members of CWA 4730. From June 16 through 25, all CWA members will receive a special discount. To get your discount card, contact your local steward or call the CWA office.

Also, keep an eye out for a special mailing. You should be receiving information for a special, free life insurance plan for all union members. If you do not receive an application through the mail, contact the CWA office for a copy.

CWA 4730 Raises Money for March of Dimes

by Carol Reynolds

Twelve dedicated community services supporters of CWA 4730 came out in force on Sunday, May 7 to help out the March of Dimes Walk America. At the beginning of the walk, we circled around the track with our banner and then began the 6.2 mile walk.

The total collected by CWA members was \$1,000! A special thanks to Connie Vaughn, Laraine Cooksey, Jennifer Radtke, Duncan Stewart and his wife Rachael, Ann Likes, Barb Gardner and her daughter Suzanne, Liz Feitl and her daughter LeeAnna. Also, thank you to Todd Barnell for furnishing us with a very nice banner.

Diversity Presentation A Big Success

by Helen Harrell

On Thursday, 27 April, 1995, the CWA Equity and Diversity Committee and the IU Office of Diversity co-sponsored a workshop entitled "Diversity: Everything You Wanted to Know But Were Afraid to Ask--Having Fun With the Dreaded 'D-Word'." The workshop was directed by Steve Birdine, Director of the IU Office of Diversity, and was coordinated by Helen Harrell, chair of the CWA Equity and Diversity Committee.

The workshop was a success as well as a lot of fun. All echelons of the university were well represented. Professional staff and administrators, clerical and technical staff, as well as both undergraduate and graduate students all participated in a lively discussion led by an always enthusiastic, as well as astute, Mr. Birdine.

CWA is proud to have been a part of such an important event. Diversity represents all that we are as individuals and as groups and institutions. If you are interested in diversity issues and would like to work with the Equity and Diversity Committee, please contact Helen Harrell at 855-6467, email: hharrell, or fax: 855-6014.

Legislative Round-Up

by Todd Barnell

In December, 1994, in a closed-door meeting of the Indiana Chamber of Commerce's Governmental-Affairs Committee, four issues were spelled out as top legislative priorities. They were Prevailing Wage, Teachers Fair Share, Tort Reform, and Teachers Retirement Fund.

All four of these attacks on the living standards of Indiana workers were passed by the General Assembly. The assault on prevailing wage was only passed after it was amended into an omnibus tax bill and some of the more seriously unfair elements of the bill were eliminated. Tort reform was also passed, which includes provisions making it even more difficult for injured workers and consumers to be compensated by companies that pass along defective merchandise or skimp on safety procedures.

Indiana teachers were dramatically hurt by the repeal of "fair share", which requires teachers who do not want to join the union to pay a small fee for the services they receive from a union negotiated contract. However, it is not just teachers who are affected by this new law. This is simply the first step toward turning Indiana into a right to work state, where experience has shown we can expect to see our wages and rights even further eroded.

There were numerous attempts to strip away workplace safety legislation as well, but through the combined efforts of our sisters and brothers in the labor movement, we were able to stop 27 of the 32 bills introduced by the Republican party.

There are still many issues which will be coming up at the State Assembly, and we need for people in our local to get involved in fighting back against the regressive bills being proposed. These bills will have serious impacts on your livelihood and your families. Please contact our Legislative Committee and find out how you can get involved!

Negotiations *(continued from front page)*

An employee on the RIF list now has more time and protection in learning the new job and can be returned to the RIF list at her/his request.

Physician's Statement

Amendments have been added to the Sick (Income Protection) policy to specify the exact circumstances under which a supervisor can require an employee to provide confirmation of illness with a physician's statement. This change will provide protection to workers in some areas who are required to get a physician's statement after missing only a few hours of work.

Floating Holiday

The campus holiday is now a "floating" holiday that can be observed after January 1 of each year. In particular, this allows use of the campus holiday for employees who want to observe Martin Luther King Day.

Vacation Conversion of Sick Time

Employees with 10 or more years of service who have accumulated 560 hours of sick time now have the option to convert 80 hours of this time into 40 hours of vacation time. The conversion may take place every five years. This marks the first time the administration would consider any change to vacation policy and the first time long-term employees get any benefit for their length of service. The two-for-one exchange is the same that an employee would get at retirement.

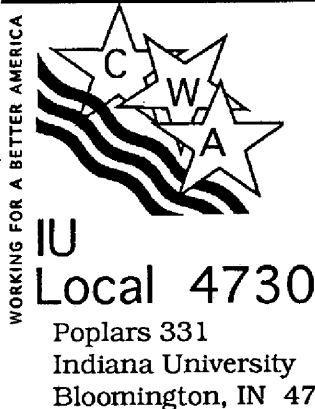
Pay Raise

The Bloomington campus received a four percent pay raise, which is one percent better than the cost of living rise in the last 12 months. CWA is not allowed to negotiate wages under the "Conditions of Cooperation" agreement set up by the Board of Trustees. But the letters, e-mail, rallies and other actions by our local over the past year have had their effect upon both the Board of Trustees and the IU administration.

PERF

According to Bill Riggs, IU's chief negotiator, our local can take full credit for changes in PERF this year. The Rule of 85 will allow a few lucky people to retire from IU early and the Indiana Senate Joint Resolution 4 will allow the PERF manager to invest in stocks and bonds the way other retirement funds do. This resolution will require a constitutional amendment, so it will have to pass the legislature one more time and be approved by the voters of Indiana by referendum. Changing the state constitution is a slow, torturous procedure, but we are in this fight for the long haul. It is for the good of all of us.

It took a lot of people working a lot of hours to create this success. It took the energies, dedication and determination of all of us. We can be proud of what we've accomplished. And we can celebrate at the Fourth of July picnic. So be sure to come to the picnic and give yourself a well-deserved pat on the back. We worked for it; we deserve it; we won it!



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