



Solidarity Now!

The Award Winning Newsletter of CWA 4730

Organize Educate Mobilize

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

August/September 2003

Volume 20, Number 4

LETTER TO THE PRESIDENT

The following letter was sent by Local 4730's Executive Board to President Herbert on August 8. As of press time, there has not been a response.

Dear President Herbert:

Congratulations on your selection as President of Indiana University. We, the members of the Communications Workers of America Local 4730 Executive Board, welcome you to Bloomington. We hope our relations with you and your office will be cordial and productive.

CWA Local 4730 was founded ten years ago with the intent of fostering better communication and professionalism between the support staff and administration. As with most labor unions, we concentrate on improving the quality of life and working conditions of our members. In this respect, our work benefits both the membership and Indiana University, as appreciated workers are also generally productive workers.

We would like to meet with you at your earliest convenience, to get acquainted, and to discuss our respective views on the state of support staff employment at IU.

The Executive Board, CWA Local 4730

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 Tina Gilliland, Interim Editor, Kirkwood Hall 202, 5-5397, email: MGILLILA.

Solidarity Now! is seeking a new editor. If you enjoy sharing knowledge, writing, and want to get involved, then this is the job for you. The editor is responsible for scheduling committee meetings, identifying news worthy topics, and communicating with the Executive Board. Come join us and make a difference!

NOTICE OF NOMINATION

Nominations for the office of Executive Board member at Large of Local 4730 shall be conducted at the Local's membership meeting on Thursday, September 25, 2003 at 5:30 p.m. in the Indiana Memorial Union (IMU) Redbud Room.

The Election Committee will open nominations from the floor. Written nominations will also be accepted, provided they are received at the CWA office, Poplars 331, by noon September 25. Any member in good standing may nominate, provided the nominee is a member in good standing and agrees to be a nominee.

Duties include:

- a. Be responsible for making decisions and taking action in behalf of the Local membership between local meetings on all matters concerning the good and welfare of the members
- b. Meet prior to the next Local meeting and with the Local Officers be responsible for the development of the next Local meeting agenda
- c. Cause an annual budget to be prepared and presented to the membership
- d. Actions and decisions of the Executive Board shall be subject to approval by the membership
- e. A majority of the Executive Board shall constitute a quorum
- f. Strive, generally, to advance the welfare and solidarity of the Local

Marilyn Estep, Chair
 Election Committee
estepm@indiana.edu
 855-6456

A WORD OF ADVICE

by Barb Lentz

One of the ways an administrator can earn a big raise is by proving to his boss that he/she can save big bucks for his "responsibility center" by cutting staff. It takes no imagination or budgeting skills on his part. The work still gets done because remaining staff are afraid not to do what they are told. They enable the boss to shine because they need their jobs and take on the additional responsibilities and tasks -- often at great personal sacrifice.

How many of you are doing a job and a half or more? How many of you are unable to finish your work in 8 hours? How many of you haven't had a break in years and often work through lunch? I know that many of you are working overtime that never gets recorded or reported because you are afraid of losing your job if you open your mouth.

Be aware that working extra hours and then taking time off - hour for hour - at a later date is illegal. When you take that time off, even if you've earned it, you can be accused of stealing hours from IU and can be disciplined or fired.

Unless you work in one of the few departments that has adopted flex time, hours worked over 8 are overtime hours. You must receive either time and a half in pay or an hour and a half off for each hour worked. Once worked, the time must be reported to payroll. Your boss does not have the authority to change that rule nor to suggest an hour for hour "comp time" arrangement.

Stop participating in your own persecution. The money saved by laying off your co-workers will not end up in your pocket no matter how much extra work you do or how many hours you work. Give IU an honest 8 hours of work for 8 hours of pay. Take your breaks and your lunch. If you get hassled or threatened, call us and we'll help you file a grievance.

NOMINATIONS AND ELECTION

by Marilyn Estep

Nominations for the position of Executive Board Member at Large of CWA Local 4730 were held on Thursday, July 24, 2003. The final nominees are:

Zachary Downey
Doris Dunigan
Peter Kaczmarczyk

The election will be held during the September membership meeting by secret ballot.

Date: Thursday, September 25, 2003

Time: 5:30 pm

Place: Indiana Memorial Union, Redbud Room

LOCAL ON THE WEB

by Keith Welch

Feeling out of touch with CWA and Indiana University? The CWA Local 4730 web site provides a wealth of information and communication resources for CWA members and non-members alike.

Located on the web at URL: <http://www.indiana.edu/~cwa>, the newest addition to the site is an improved message board, where participants can post messages under their own name or anonymously, as they prefer. A variety of general preset topics include **General Local Issues, General Labor Issues, Events Calendar, Off-topic Discussions, My Job Sucks!, and My Job Rocks!** You are encouraged to use the web forum to post questions, stay in touch with CWA activities, or just vent your frustrations about work.

In addition to the forum, the CWA web site includes contact information for Local officers, committees, and stewards, links to other web sites of interest to IU employees, and a comprehensive monthly listing of hires, fires, and transfers within the support staff population of IU. Of particular interest is a listing of all IU support staff employees, their appointment date, and salary, sorted by rank. This can be useful in determining whether your current salary is fair in comparison to other employees with similar seniority and job duties.

CWA local 4730 is always looking for contributors to its web site. If you have some information or a link you feel belongs on the site, please send it to kawelch@indiana.edu.

SUPPORT STAFF EMPLOYEE RIGHTS CWA LOCAL 4730

- You have the right to file a grievance without fear of reprisal.
- You have the right to have a union steward present at any disciplinary meeting, even just an oral warning.
- You have the right to request that a disciplinary meeting be postponed to give your steward time to attend.
- You have the right to talk about CWA at work if conversations about your kids, TV shows, etc., are allowed.
- You have the right to know on what basis a person was hired when a position is filled.
- You shall not be discriminated against because of your membership or non-membership in the Union.
- You have the right of timely access to all your personnel files.
- You have the right to have a union steward represent you in a grievance (or just help problem solve or mediate in less serious matters) if you wish.

Please contact any Steward for more information or call the CWA Office at 855-7929.

SINCE YOU ASKED

QUESTION: Since we no longer have to list our vehicles to buy a parking permit, how will Parking Operations know when someone is using a permit who shouldn't be? How will stolen decals be discovered?

ANSWER: Doug Porter, Director of Parking Operations, replies that the parking regulation which states the parking privilege is not transferable is still in effect. In the past, drivers who were cited for having the permit on the wrong vehicle had usually drawn attention to themselves by parking illegally. Since parking tickets are assigned to the permit holder, the person who purchases the permit has to be careful who they share the permit with. Also, the enforcement officers and garage attendants get used to seeing the same vehicles and drivers in the same areas and they are good about questioning the misuse of permits. The practice of sharing a permit only works if the individuals have schedules that are compatible.

The computerized ticket writers that we use allow us to flag a permit as lost or stolen so that the enforcement officer gets a warning if they enter that permit number. If a vehicle displays a permit that was reported as lost or stolen the vehicle receives a \$200 ticket, it is usually towed, the permit is confiscated and, if the driver is a student, the incident is reported to the Dean of Students Office. We also invalidate lost or stolen permits so that they cannot be used to enter or exit the parking garages.

QUESTION: I work at the Main Library at 10th and Jordan. Bike lanes are being painted on the sides of Jordan Avenue. My concern is about the number of driveways on Jordan and the potential for bicycle/auto accidents because of the bicycle lanes. Bicyclists have a tendency to disregard traffic laws in the best of times. The bicycle lanes make it appear that they are in a "safe lane" and that people driving cars will see them when the car drivers are turning off Jordan.

I know I can't make bicyclists or drivers pay attention and be aware. I would like to know who - in most cases - will be liable for any damages or injuries if an automobile driver turns in front of a bicyclist when the bicyclist is in the bike lane? It's still a 2 lane street - right? Is the bike lane considered a real lane as far as writing tickets are concerned or is it more of a courtesy lane? I am confused.

ANSWER #1: (compiled by Jane Goldsmith) Since the street in question - Jordan Avenue - is a major street through campus, the first department I contacted was IUPD. This is the answer I received:

"IUPD was not consulted concerning the 'bike lanes'. I can only say that a bike lane is not a free zone or a safe lane. Bicycles must observe all laws and motorists must observe for bicyclist and pedestrians.

A motorist turning in front of a bike "could" be at fault--I would have to hear a specific situation.

Lt. Jerry L. Minger, IU Police

Since the repaving was being done by the City of Bloomington, I next contacted the Engineering Department through the City of Bloomington website. This is the answer I received from them:

ANSWER #2: "The city is in the process of having new bike lanes stripped on Jordan Ave. Though it is true there are several road or drive entrances off Jordan, the bike lane will become a dotted line at each place that a car and a bike could possibly come into conflict. This is designated as a warning to cars and bikes that they will and could be sharing that space. The bike lanes will range in size from 4 ft. to 5 ft and are for use by bikes, though there will be striped areas or areas where the bike lanes will be nonexistent, these are areas that are and will be shared. Bikes will have to share the spaces with the buses when they are present. As for the issue of bikes disobeying traffic control devices such as stop signs, there is no way to design a car or bike lane to get people to obey traffic laws. That is a police enforcement issue. If you have any further questions, please feel free to contact me."

Russell White - Engineering Department for the City of Bloomington

Since these responses have been received, the city has completed painting turn lanes on the street and posting a sign at 3rd and Jordan. Since the sign has been posted at 3rd and Jordan instructing us to yield to bicyclists at the end of the bike lane, my vehicle has been sideswiped twice by bicyclists while I was stopped and waiting to turn right at the light. Although the statements from law personnel and the engineering office indicate that bicyclists have to obey the same laws as motor vehicle drivers, we all know that many don't. Be careful out there.

AND ON THE MATTER OF SALARIES ...

Many readers no doubt read the recent *Bloomington Herald Times* story on the growth of really huge salaries at IU. In past years, the *Solidarity Now!* staff has written follow up stories on this topic to go along with the HT's reporting. This year we have decided to let Dilbert speak for us. Presenting the pointy-haired boss and his long-suffering secretary Carol:



DILBERT
By Scott Adams



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.

NAME (print) _____

University ID # _____

Department _____

Work Phone _____

Work Address _____

Room # _____

Email Address _____

Home Address _____

City/ST/Zip _____

Home Phone _____

Signature _____

Date _____

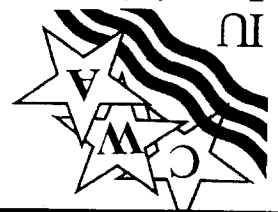
Received by: _____

UNIONS - THE FOLKS THAT BROUGHT YOU THE WEEKEND!

RETURN SERVICE REQUESTED

Poplars 331
Indiana University
Bloomington, IN 47405

Local 4730



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