



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

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Weber Report Exposes IU's Priorities

by Gayla Bradfield

Indiana University is in outstanding financial health with increasing fund balances, increasing financial flexibility and decreasing long-term indebtedness according to a recent study commissioned by the national office of CWA. The administrators' claim that IU has insufficient resources to give raises or additional benefits to clerical and technical workers doesn't hold up under careful financial scrutiny. IU has plenty of money, they just choose to use it for other purposes.

On Monday, April 22, Mark Blum presented a summary of the Weber Report on the Economic Status of Indiana University at a news conference and later at a meeting of IU employees. Mr. Blum is an economist and associate of Dr. Richard Weber, a leading authority in analysis of college and university finances and a professor of economics and finance for over 20 years. Dr. Weber has performed comprehensive financial analyses for well over 100 colleges and universities. (He was unable to make the presentation himself due to illness.) Although commissioned by CWA, the Weber Report was an impartial study based on the university's own financial audits and the IU Foundation's IRS 990 forms filed with the federal government.

The Report shows us that IU's total Net Assets (also called Fund Balances), which are perhaps the most significant indicator of university financial health, have increased at an adjusted average annual rate of 4% since 1990 and are now at \$1.3 billion. Nearly \$484 million of these assets are liquid expendable balances, enough to pay off 92% of IU's long-term debt, or allow IU to operate 40% of a year without any additional income. True endowments (funds which are restricted in use) account for an additional \$38 million. The remainder of IU's Net Assets are in Student Loan Fund balances of \$60 million and Net Investment in Plant (buildings, equipment) of \$700 million. This large expendable fund balance places IU in the top 25% in comparison with other similar state public institutions, indicating IU is wealthier and in a more flexible financial position than most of

them. IU has greater liquidity to finance such discretionary expenditures as employee compensation, since the money in expendable balances can be moved from one use to another as needed.

IU gets about a third of its funding from the state, one-third from student fees and one-third from federal and institutional grants, private gifts, etc. Although IU's wealth has been steadily increasing over the last 5 years, there has been a relative decline in the rate of growth, especially in the last 2 years. To a large extent this decline is due to the declining proportion of state funds that IU receives. State support has grown at only 1.2% over the past 5 years, and has thus fallen from 39% to 33% of IU's total financial support. It is unlikely this source of support will increase in the immediate future.

No doubt you have also heard about the problem of declining student enrollments and the serious consequences that has for the university. However, since student tuition accounts for only approximately 36% of IU's income, small fluctuations in enrollment are actually not that significant. Also, Mr. Blum presented some interesting graphs from the United States Department of Education (USDE) which indicate the downward trend in enrollment is likely to reverse yet this year. According to USDE statistics, the number of high school graduates has been declining since 1988 and bottomed out in 1995. This decrease is believed to be due to the generation of "baby boomers" who postponed starting their families in the early to mid 1970's. However, by 1979 and the early 1980's they began having children, and these children will soon be graduating from high school, pushing college enrollments back up again. Over the years, an increasing number of high school graduates has been a reliable indicator of a corresponding increase in college enrollments. The USDE information further projects that enrollments will continue to increase over the next several years. So it is unlikely that declining enrollments will be a major problem in the years immediately ahead.

In addition to IU's \$1.3 billion in net assets mentioned above, \$338 million in net assets (valued at cost,

(continued on page six)

Classification Questions Answered: An Interview with Linda Rasmussen

In an attempt to learn the latest about the ongoing classification project, SN reporter Linda Harl interviewed Associate Director of Classification and Compensation, Linda Rasmussen, on April 29.

Linda Harl: What information will employees get about how their current job is slotted?

Linda Rasmussen: Employees will receive a letter with information on what title (job) their position has been slotted to. They will also receive a copy of the applicable job specification. There will be an explanation about the appeals process.

LH: Will employees know how their position compares to others? Will they have access to other titles?

LR: We will have full sets of the job specs available both on the Web and hard copies at about 10 locations across campus (including the CWA office in Poplars).

LH: No job specification is going to match an incumbent's position exactly. How will that person know if what's left out is the very thing that would bump the job into a higher classification?

LR: Normally it would not be one thing left out that would change the classification. With our methodology, the job assigned would capture the essence of the work being performed, capture the major duties of a position, and capture a type of work. As you said, there will not be precise fits and the specifics of a position (such as types "this" report, etc.) won't be included. These kind of specifics should be in the position description, not in the job specifications. Nonetheless, if an employee feels something crucial was missed they should send in an appeal.

LH: Can one appeal the slotting if it matches the PAQ, but the position has changed since the form was filled out?

LR: Yes. If an employee's position has changed significantly during the time the project has been going on, now is the time to submit it for reevaluation. We expect some of these appeals, though we hope that some of these cases were caught and addressed when departments responded to our request to review the slotting for their departments. We did have a number of departments submit revised PAQ's.

LH: Why is this stage of the process (giving slotting to supervisors and incumbents) taking so long?

LR: We have received a good response from departments to the material we sent for their review. We also believe we have addressed many issues that now won't have to go to appeal. We had always expected our review of department's comments to take 3-4 weeks, but some comments are still coming in. We should be prepared to begin the notice to employees next week for the departments who responded first. Not all employees will receive their notice at the same time - but all should receive notice over the next three weeks.

LH: Originally, this study was to be done and in place by July 1. What's the time table now?

LR: I hope to complete appeals by the end of June (I say this with no idea how many appeals we may receive). We always had an ambitious time-line. I think we should be done with all of the work on the project anywhere from fall through the end of the year.

LH: Where's the wage comparison study that Mercer was going to do? What happens after everyone is slotted correctly? Who makes the decisions on range penetration and other such issues? When will we know what this study is going to mean in terms of dollars and cents?

LR: The whole compensation piece is still unresolved. I would think this summer we will be prepared to discuss this. We will have data on total compensation. As you know, many of these discussions will include CWA. Individual employees should know how the results effect them in the fall to end-of-the-year time frame.

Final note to readers from Linda Harl: Be advised that no members of CWA are on the Project Steering Committee and we greatly suspect this is where the final financial decisions will be made. We have protested this exclusion from the very beginning. Even without membership on that committee, however, CWA will continue to express our concerns about the issues related to classification and compensation.



Does Your Job Make You Sick?

Make sure and attend the Occupational Safety and Health Fair!

**June 5 from 10 a.m. - 5:30 p.m.
IMU Alumni Hall/Siairum**

- Topics will include:
- Ergonomics
- Lifting
- Sick Building Syndrome
- Vision
- Noise
- Stress Management
- Asbestos
- Fire Protection
- Chemicals
- Toxic Substances
- First Aid

Sponsored by CWA 4730, AFSCME 832 and the Bloomington Professional Staff Council

Participating Departments:
Optometry, Environmental Health & Safety,
IU Allied Health - (IUPUI)

**General
Membership
Meeting**

**May 23
5:15 p.m.**

**IMU
Sassafras
Room**

Thanks to our dedicated members, CWA 4730 has grown by TEN PERCENT in just the last few weeks!!!

Welcome to all of our new members - together we will make a difference.

If you still haven't signed up yourself, just fill in the card below and send it to the CWA Office at Poplars Room 331



Local 4730

LOCAL 4730

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 _____



Parking Proposal Discussed at TPAC

by Linda Harl

The Transportation and Parking Advisory Committee (TPAC) met Tuesday, April 23. A primary topic of discussion was CWA's proposal that sticker fees be tied to the salary of the purchaser.

I presented the stair-step plan (as described in April's SN) as one way such a system could be implemented and also mentioned a plan based solely on percentages and a third plan that was a sort of combination of the other two.

Most of the discussion, however, centered on why such a system is necessary in the first place. CWA's other delegate Laraine Cooksey and I emphasized the economic hardship the high priced stickers place on the lowest paid employees. We said that, unlike some things on campus, parking is not an option but a necessity. We thought it reasonable that everyone pay a proportionate share of the parking burden. We also presented the nearly 300 purple forms people sent in from the Justice Alert.

A special thanks to the School of Education Staff Council (representing clericals and professionals) who sent us a letter of support. We presented it at the meeting also.

Opposition was led by faculty member Jim Sherman who asked what the principle was behind asking the rich to subsidize the poor on this particular issue when it wasn't done on other issues on campus. Other members asked questions about what cheaper prices might do to the availability of spaces and whether those who pay greatly increased prices might actually expect to get more for their money than they do now.

The meeting adjourned with no action being taken. Another meeting will be held in late May or early June where the sliding scale concept will be voted up

or down. Now is the time for action! If you support the idea of a sliding scale, contact any of the TPAC members listed below and let them know. Tell them why you think they should support this proposal.

TPAC voting members (in addition to Laraine Cooksey and Linda Harl) are:

Mike Crowe: (mcrowe, Service bldg.)

Carthell Everett: (caeveret, 10th & bypass)

George Hegeman: (hegemang, Biology)

Tyson Hurst: (tjhurst, student)

Hugh Jessop: (jessopoh, health center)

Robert Johnson: (no email, Halls of Residence)

Doug Moore: (dmmoore, student)

Doug Sanders: (dsanders, campus division)

Robert Schutte: (rschutte, IU Police dept.)

Elizabeth Schwarz: (eschwarz, student)

Jim Sherman: (sherman, Psychology)

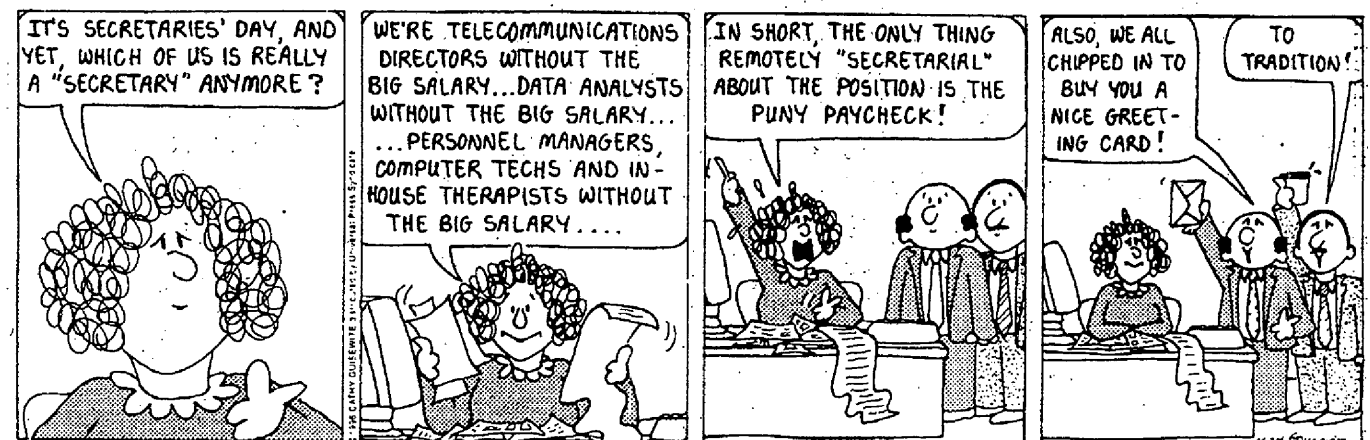
George Smerk: (no email, Inst. Urban Transportation)

Dan Watanapongse: (dwatanap, student)

Shane Windmeyer: (windmey, student)

You can also send letters to the attention of the whole committee by addressing them in care of TPAC chair Tom Swafford (swaffor, Bryan Hall.) Letters to the IDS and HT can't hurt either.

CATHY



Union Card Makes a Difference for Working Women: Labor Takes Women's Issues on the Road

Press Release from the AFL-CIO, April 18, 1996

Washington, April 18—AFL-CIO President John J. Sweeney announced his commitment to women workers by establishing a first ever AFL-CIO Working Women's Department. The department is headed by former U.S. Department of Labor Women's Bureau Director Karen Nussbaum.

Karen Nussbaum intends to make the Working Women's Department a very pro-active high-visibility department by working closely with and listening carefully to the problems and needs of working women in America. Karen begins the department's activities next week by scheduling a series of meetings with women's organizations and union groups in Atlanta, Chicago, Portland, OR, Boston and New York City.

Of the 100 million women 16 and older in the United States, 60 million are in the labor force. "Most women work because of economic need," states Nussbaum. In 1992, nearly two-thirds of America's working women were single (25 percent), widowed (4 percent), separated (4 percent) or had spouses whose earnings were less than \$17,500 (17.7 percent). Women that work in union jobs earn on average \$145 more each week and have better job security, training and promotional opportunities, health care and pension plans.



See Dick ask Jane
for coffee. See
Jane bring Dick
the coffee maker.

Solidarity Rules in Detroit Rally

by James B. Parks, AFL-CIO News - April 22, 1996

Workers and their unions delivered a message of solidarity and determination to the giant publishers of the Detroit Free Press and the Detroit News at a mass rally April 14.

"Did Knight-Ridder and Gannett think they could crush working families, destroy our lives and careers and no one would protest?" AFL-CIO President John J. Sweeney asked a crowd of 3,000 people at Detroit's Cobo Center, where top union leaders came from around the country to challenge the publishers.

"We will be with you until Detroit is once again a city where hard work is fairly rewarded and justice is done," Sweeney declared. Union negotiators have put some "fair, flexible proposals on the table," he said. "Now it's time for management to do its job. The ball is in their court."

Secretary-Treasurer Richard L. Trumka praised the strikers and their community supporters for staying the course despite repeated attacks by Knight-Ridder and Gannett. "Readers are finding other things to read. Advertisers are finding other places to advertise. The community is revolted and disgusted," Trumka said. "It's Detroit. It's 1996. It's spring. We're still here. And we're going to stay here until we win."

"I'm proud of what I see here today," Teamsters President Carey told the rally. "This strike is about good jobs. It's about decent health care. It's about secure pensions. It's about the American dream."

Meanwhile, the strikers' campaign against the Gannett-owned News and Knight-Ridder's Free Press is gaining momentum. Hearings began April 15 before the National Labor Relations Board on unfair labor practices complaints against the newspapers for failing to bargain in good faith and threatening to replace workers involved in an unfair labor practices strike.

At the same time, circulation and advertising continue to drop. Some 700,000 Detroit-area readers have dropped the Sunday editions of the two papers since the strike began, according to an independent audit by Houston-based International Demographics.

The workers at the News and Free Press have been on strike since July 13 after negotiations failed to produce a new agreement. Management and imported scabs from other papers are producing the newspapers. Hired union-busting security goons from Vance and Huffmaster are delivering the papers.

Last month, Sweeney asked federation affiliates to support a "do not buy, do not advertise" campaign against USA TODAY, the flagship of Gannett Publishing.

Meanwhile, the community continues to stand behind the strikers. The UAW wrapped up a three-day national bargaining convention with an April 3 parade from the convention hall to The Detroit News for a rally to support striking newspaper workers.

"As long as you last, we'll be standing next to you in solidarity," UAW President Stephen P. Yokich told about 3,000 chanting demonstrators massed in front of the News building.

Priorities....

continued from page one

market value should be much higher) is held by the IU Foundation and an additional \$77 million by the James Whitcomb Riley Memorial Foundation. These foundations are separate financial entities from IU, but exist solely for its benefit. According to the Weber Report, the IU Foundation is in excellent financial health as well, with fund balances increasing at an average annual rate of 10%, and expected to continue increasing by at least \$25 million/year over the next few years. The IU Foundation's current expendable balances are \$56 million.

A total of all the pertinent figures above shows that the combined wealth supporting Indiana University is over \$1.7 billion, increasing by \$90 million since 1993. But the university has no money it chooses to use to increase staff compensation. What can you, as an individual CL/TE employee, do to change IU's priorities? The answer, unfortunately, is very little.

Will public knowledge of this financial report alone change those priorities? Very unlikely. Only by all of us joining together to support CWA can we hope to exert our influence on the powerful administrators of this university. When we present a strong, united voice, it will be heard. Fill out a membership card today! Remember, "We are fighting for justice--not just us."

"Never doubt that a small group of thoughtful committed citizens can change the world; indeed it's the only thing that ever has.

- Margaret Mead

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 Hari, Sycamore 026, 5-9503, e-mail: LHARL

WORKING FOR A BETTER AMERICA



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