



# 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/>

June '99

Volume 16, Number 4

## DECAL PRICES GOING UP - WAY UP

by Linda Harl

On April 21, the Transportation and Parking Advisory Committee voted to recommend increasing the cost for A and C permits by 20%. If this recommendation is accepted by Chancellor Gros Louis, an A sticker will cost \$253.80 and a C will cost \$96. CWA's representative Linda Harl cast the only dissenting vote. PA Council and AFSCME representatives did not attend this meeting and so did not vote.

The committee felt that such a huge increase was needed to cover the \$7 million bond repayment issued for the School of Business parking garage and to provide some reserve funding for future projects.

The increase coincides with the implementation of the Pre-Tax Commuting Expense Plan. This plan permits parking fees to come out of pre-tax dollars. HRM recently sent out information explaining this program in more detail. However, several points are worth keeping in mind. One, it is true that the average person who participates in the Plan will end up with more take home dollars even with the increase than they had last year without this Plan. Remember, however, that s/he would have gotten this tax break anyway. HRM is setting it up in response to new federal tax laws, independently of any action taken by TPAC or Parking Operations. The effect of both things happening the same year is that we are giving a large part of our tax savings back to the university.

Secondly, remember that any pre-tax plans like this reduce your income base for social security and FICA purposes. This MIGHT affect your social security benefit in the future. SN has tried to find examples to illustrate this, but the formula is very complex and there are many variables between individuals. But, if you are concerned, talk to the local Social Security office.

You don't have to participate in the Pre-Tax Commuting Expense Plan. If you don't want to, however, you will have to pay cash up front for your decal.

Another point to ponder: Because participants' salaries will go down for social security and FICA purposes, the university's contributions to those funds will also go down. **WHAT ARE THEY DOING WITH THIS MONEY?**

Parking Operations is self-funded. They traditionally get no money from the state or from the general university budget. The idea behind this is that people who use the service should pay for it. This might have made sense back in the days when most lots were gravel and upkeep was minimal. But not anymore. The recent *Transportation Update* which we all received says that surface spaces cost as much as \$2,000 each and garage spaces average \$8,000 each. That's quite a burden for people to bear who may only be earning \$20,000 a year.

CWA suggests that the university break with tradition (GASP!) and give some of the tax savings directly to Parking Operations. At the very least, this would help compensate for the loss of revenue from the demise of the current garage at 10th and Fee Lane. At the most, it could break the dependence on decal sales as the primary source of revenue. We can't think of another business or campus group which routinely gets away with charging increasing amounts of money for a decreasing amount of product. Such a practice is unfair and unethical.

We urge Chancellor Gros Louis to reject the committee's recommendation and find another source of money for Parking Operations.

## SINCE YOU ASKED

by Linda Harl

### Question:

In the brochure advertising the upcoming IU theatre season, it says that subscribers "may purchase a season parking permit to park in any campus lot zoned A or C." How does this work and what keeps them out of the lots when the shows aren't going on?

### Answer:

Doug Porter, Director of Parking Operations, replies: The permit states that it is valid only on weekends and evenings when the Auditorium or Theatre is in use. It is easy for the officers to tell when the buildings have shows, and the fact that all of the shows are on evenings or weekends automatically limits the use of the permit. During week nights the lots closest to the Auditorium are routinely full, so most cars that arrive for a show will end up parking at the Jordan Avenue garage.

# PARKING CONCERNS TAKEN TO TRUSTEES

by Linda Harl

CWA member Linda Harl was invited to a meeting of the Campus Community Sub-Committee of the Board of Trustees on May 6, 1999. The invitation was issued by Chair Cora Breckenridge and was a result of Trustee Breckenridge reading about the April 1 parking rally in *Solidarity Now!*

Linda showed pictures of the rally to the Trustees. (Those red balloons really photographed well!) She explained why CWA thought it was necessary to stage this rally and how, even though we emphasized the library area that day, parking frustrations are deep and wide all over campus.

To illustrate this, she presented the Trustees over 350 letters collected by CWA asking the Trustees to work on the parking problem. 332 letters were received in time to be tabulated. The results are in the accompanying table. These letters prove two things: One, the parking issue is real and affects every campus group. Secondly, the current system is costing the university money in lost work time and in decreased attendance at campus events. This is obvious by the number of respondents who say they are late for work or class or attend fewer campus functions because of parking difficulties.

Linda went on to tell the Trustees that the only solution to the parking problem was to either limit cars or build more garages. While many staff don't think students should drive on campus, most students think they should be allowed to do so. If more garages are built, a source of funding other than user fees should be found, because decal prices are already a burden for most staff. Someone has to make some hard calls in order for this problem to come closer to being solved. Hopefully, Linda's presentation convinced the Trustees to take action.

CWA wishes to thank everyone who signed a letter and in particular, everyone who wrote about their own parking woes. Thanks goes also to all those who came to the rally and those who honked in support as they drove by that morning. And special honorable mention goes to the winner of the "Name the Rally" contest, Sandra Smith. The winning entry was "Parking: IU's Action Sport."

To: The Indiana University Board of Trustees  
From: 332 Respondents

*I have trouble finding a parking space on the IU-B campus. I am a/n:*

- ▶ employee: 54 support staff, 4 FS/SM, 12 PAs, 15 faculty or librarians and 143 who made no distinction
- ▶ student: 37 students, and 34 who identified themselves both as employees and students
- ▶ visitor: 19
- ▶ other: 7

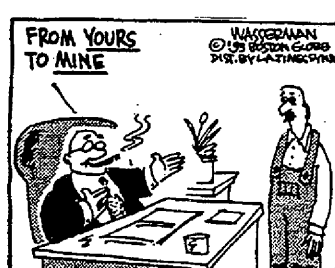
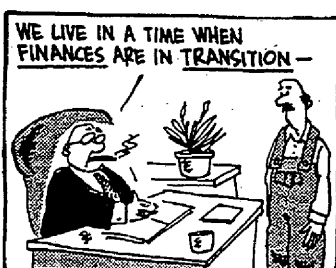
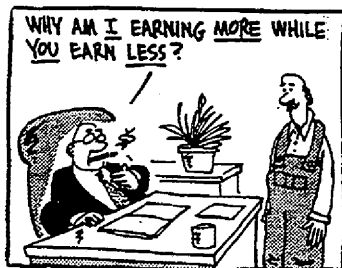
*I need to park on campus to:*

- ▶ get to work: 279 (84%)
- ▶ use the library: 106 (32%)
- ▶ get to class: 97 (29%)
- ▶ attend a campus event 130 (39%)

*If the parking problem remains as bad as it is now, I may:*

- ▶ sometimes be unavoidably late to work or class: 268 (81%)
- ▶ tell my organization not to meet on campus: 73 (22%)
- ▶ attend fewer campus events: 152 (46%)

Please make solving the IU-B parking problem a priority.



## **NEW SALARY ADJUSTMENT POLICY IN PLACE**

by Liz Feitl

Sometime last fall, CWA became aware that salary adjustments (sometimes called equity adjustments) were being approved by Human Resources. This practice is unacceptable, because it violates agreements reached in bargaining sessions between IU and CWA. According to these agreements, all wages are to be discussed with the union before any changes are made. As a result of CWA complaints about these illegal actions, we met several times with representatives of HRM and worked out an interim policy. It has been approved by our Executive Board and will stand until the next bargaining session. (At that time, it may stand or be changed, but it will be voted on by the membership before becoming permanent.) Please read this policy and see if you qualify for an adjustment. Employees should work with their department heads to initiate requests. The Classification/Compensation area of Human Resources will be processing and reviewing all requests.

### **GUIDELINES FOR SALARY ADJUSTMENTS FOR INDIVIDUAL SUPPORT STAFF**

A salary adjustment is a special, one-time salary increase to the base provided to an employee or employees to correct a significant deviation from internal equity or external competitiveness.

#### **SALARY ADJUSTMENTS MAY BE APPROPRIATE IN ANY OF THE FOLLOWING SITUATIONS:**

- ◆ An employee is paid substantially lower in the salary range than other employees in the same job or comparable jobs at IU with comparable qualifications and comparable years of service.
- ◆ There is significant compression between the employee's salary and the salaries of more recent hires in the same job within the same department which results from conditions outside the control of the department head, (such as placements through reduction in force or reorganizations).
- ◆ There is significant compression between the employee's salary and any salaries of other employees who report directly to the employee.

*Note: In these situations the department may review salaries across their organization and may request adjustments for additional individuals to insure equity is maintained.*

#### **GENERAL PRINCIPLES THAT APPLY IF ONE OF THE ABOVE SITUATIONS IS IDENTIFIED:**

- ◆ A salary adjustment may occur at any time of the year.
- ◆ Salary adjustments will not be approved retroactively.

- ◆ No employee shall receive more than one (1) salary adjustment during any twelve (12) month period.
- ◆ An employee must have been in their current position for at least six (6) months, and performance must be at least at the satisfactory level.
- ◆ A salary adjustment should not exceed 10% of the employee's current salary nor the midpoint of their salary range.
- ◆ The employee's salary should be below the midpoint of their range and the employee should have considerable years of service and/or critical experience or skills.

#### **SALARY ADJUSTMENTS SHOULD CONSIDER:**

- ◆ Competitive salaries and the individual's qualifications.
- ◆ Salaries of current incumbents in the same job or comparable jobs within the department or in other departments across the campus.
- ◆ The incumbent's placement within their salary range relative to their years of service.
- ◆ The incumbent's performance.

#### **PROCEDURE FOR REQUESTING SALARY ADJUSTMENTS:**

- ◆ Department heads will consider requests for salary adjustments from managers, supervisors and employees and will notify the person requesting the adjustment of the result of such requests (e.g. approved, disapproved).
- ◆ Recommendations for salary adjustment shall be initiated and forwarded by the department head, with notice to the Responsibility Center, and submitted to University Human Resources (UHR).
- ◆ UHR shall review the request and is responsible for the approval of all salary adjustments.
- ◆ UHR will notify the president of CWA Local 4730 prior to the approval of a salary adjustment and provide the CWA President an opportunity to discuss the request.
- ◆ UHR will provide notice to the department of the results of the requested salary adjustment. The department shall notify appropriate employees within the department of the results.

## 1998 CWA SURVEY REVEALS CATASTROPHIC INCIDENCE OF REPETITIVE MOTION ILLNESS AMONG ITS MEMBERS

-by Gayla Bradfield

The results of the 1998 CWA Computer Repetitive Motion Illness Survey are now available. Over 10,000 members across the country completed the survey, which focused on the adequacy of physical ergonomic working conditions, as well as repetitive motion health symptoms and disorders.

Significantly high numbers of respondents reported repetitive motion or cumulative trauma health symptoms. 73% had hand and wrist pain, 57% had numbness or tingling of fingers, 83% experienced arm or shoulder pain, 72% had neck or back pain and 40% reported leg pain. However, of special concern is the number of members who indicated having *medically diagnosed* severe repetitive motion illnesses or disorders. 13% reported cysts on their hands or wrists, 22% had medically diagnosed tendonitis, and 16% had medically diagnosed carpal tunnel syndrome. These percentages become even more alarming when compared with the National Institute for Occupational Safety and Health's claim that illness rates of 6% or greater constitute a *catastrophic condition*. And it is believed that the illness percentages reported above are conservative; i.e., repetitive motion related symptoms and illnesses are actually even more widespread than the 10,000 survey respondents report.

In the last several years many telecommunications employers have attempted to improve working conditions for their employees by providing more ergonomically correct facilities (based on comparison of the 1998 survey with 1992 and 1995 surveys). However, lack of correct ergonomic equipment and/or well-designed jobs is apparently still a significant factor in the increased number of repetitive strain injuries reported in the 1998 survey.

The figures above show clearly that the well being of the many CWA members who must use computers to perform their jobs is at risk. CWA has initiated a "Computer Workplace Repetitive Motion Illness Campaign," intended to increase leader and member awareness of workplace design, as well as to resolve and prevent these injuries among CWA's 450,000 computer users. This issue is a top priority for CWA's collective bargaining, occupational health and safety, education, organizing, legislative and regulatory activities in the coming year.

**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 Harl, Sycamore 026, 5-9503, email: LHARL.

## ERGONOMICS TRAINING AVAILABLE

by Jane Goldsmith

Would your department benefit from ergonomics training to help prevent injury? Does your workstation need to be evaluated for ergonomic adjustments? Help is available for you. Joshua Reilly, of the Environmental Health and Safety Department and a member of the IU/CWA Joint Safety Committee, can present training on basic work station evaluations and background on basic ergonomics and injuries related to ergonomic issues. The training session is approximately two hours long. He is also available to do individual work station evaluations. Contact him directly at 5-4477 or by email at jareilly for more information.

## 1999 MARCH OF DIMES WALKAMERICA A SUCCESS

by Connie Vaughn

The 1999 March of Dimes WalkAmerica was a success again this year. CWA 4730's walkers included nine support staff, three daughters and one niece who raised more than \$1000 in donations. CWA donations helped March of Dimes raise over \$42,000 this year for the Bloomington walk - more than a 10% increase from the previous year.

Many thanks to the walkers and the people who sponsored them.

## CLOSE TO HOME



"Your carpal tunnel syndrome should clear up in two weeks, plus you'll burn 500 calories an hour."

## IU EMPLOYEES HEALTH, FITNESS AND SAFETY DAY



Have you ever wanted to learn how to operate a fire extinguisher? Ever wonder how a fire sprinkler works? These and other demonstrations will be presented at the IU Employees Health, Fitness and Safety Day. A combination of the IU Occupational Safety and Health Fair and the Recreational Sports Employee Health and Fitness Day, it will be held on June 15 from 11:00 am to 2:00 pm at Wildermuth.

The fair will kick-off at 11:00 am. There will be a one-mile Fitness Walk at noon. Starting from several locations on campus, the walks will terminate at the exhibits. The first 250 pre-registered employees who participate in the walk will receive a free t-shirt.

If you can't make it for the walk, come to see the 22 vendors who will have booths set up. Participants who visit the vendors' booths and get the appropriate endorsements can enter their names for door prizes. Bloomingfoods will again be providing a healthy lunch for \$ 3.99 per person.

You should have already received a letter from Chancellor Gros-Louis encouraging your participation in this event and a flyer explaining it in detail. Come join your colleagues for what will prove to be an interesting event.

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## CWA MEMBERS TO SERVE ON SEARCH AND REVIEW COMMITTEES

by Liz Feitl

I am pleased to notify you that the following members have agreed to serve in the following capacities on behalf of CWA Local 4730.

**John Cash**

Review: Dean of the Law School, Fred Aman

**Linda Butler**

Review: Dean of the School of Library and Information Science, Blaise Cronin

**Helen Harrell**

Review: Vice Chancellor for Student Affairs, Dick McKaig

**Pam MacLaughlin**

Search: Dean, College of Arts and Sciences

**Linda Harl**

Search: Dean, School of Education

Thank you in advance for your service to the local!

## STAFF CAN ASSIST ONE ANOTHER

by Helen Harrell

A staff member's position was changed from one having administrative/managerial duties to one which was part of a service group. Not only was this a demotion, but during the transition the member was not kept apprised of changes and/or plans. He was told he would be relocated and would lose his private office, but was never told when to move into the new space or what preparations/adjustments to make. After everyone else was already in place and doing their new job, he was told to move in with them. He was also presented with a Work in Action Plan that stated, among other things, that he was uncooperative and that "no one liked working with him."

There was a good deal of animosity directed at him from his new supervisor. As his previous supervisor, I was shocked by this reaction to, and description of, someone I knew to be extremely knowledgeable and capable. He had done an excellent job in his former position.

Because I had been his supervisor and because he knew that I had some professional training in mediation, the staff member asked that I represent and assist him with a grievance. I agreed and we subsequently met with Human Resources. We also had weekly meetings with the new supervisor who ultimately ended the WIA plan and backed down from his complaints.

It was always apparent that the original intent was to terminate the staff member. But once confronted with evidence of his success as an employee and with constructive suggestions for personal and environmental resolution, it was determined that there was no legitimate basis for disapproval or termination. Personal dislike and discrimination in the unwillingness to address special needs to accommodate the staffer's health and welfare were found to be the real reasons behind the actions of the supervisor.

The staff member continued working in his new position for a couple of months and then moved on to a higher paying position within the IU system. We not only won the grievance, but the staff member is actually in a better situation than before.

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## CWA ENCOURAGES EMPLOYEES TO DOCUMENT MERITORIOUS WORK

by Liz Feitl

CWA would like to encourage all support staff employees to consider documenting their own meritorious work. An email, note, or whatever documentation is easy, can be sent by employees to their supervisor to mention meritorious work produced. Keeping a record for your own file regarding meritorious work should insure incidences are not forgotten. Employees should also feel free to ask their supervisor questions about how they can become meritorious. CWA wants everyone to have the same chance at the meritorious awards.



# 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: \_\_\_\_\_

## POSTMENOPAUSAL WOMEN NEEDED FOR NEW KINSEY INSTITUTE STUDY OF HORMONAL REPLACEMENT STUDY

The Kinsey Institute at Indiana University is seeking volunteers for a study of the effects of Evista®, a medication used for the prevention of postmenopausal osteoporosis, on well-being and sexuality. Clinical studies have shown that Evista lowers cholesterol levels and does not increase the risk of breast or uterine cancer. Participants must be in good health, between the ages of 50 and 65, at least three years postmenopausal, and currently in a heterosexual relationship. "They should have taken no hormone medication or Evista within the last 6 months." Participants will receive a three-month supply of medication free of charge along with clinical assessment and monitoring. Four evaluation sessions will be conducted over four months. Participants taking part in a secondary psychophysiological study will receive \$150. For more information, call Daniel Rozenman, MD, at 812-855-7686 or Cynthia Graham, PhD, 812-855-9782

**Make Our Voice Stronger!  
Fill Out A CWA  
Membership Card  
Today!**

### MEMBERSHIP MEETING

JUNE 24, 1999  
5:15 P.M.  
BUSINESS, Rm. 306

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