



# 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/>

February, 2001

Volume 18, Number 1

## Insurance Questions Answered

by Susan Brewer, HR Benefits Office

The following 'Questions and Answers' are intended only to apply to the IU PPO \$900 Deductible Healthcare Plan, the IU PPO-Plus Health Care Plan, and the IU Precision POS Health Care Plan.

**Question:** If an employee does not have a new prescription ID card yet, what should they do?

**Answer:** New prescription drug cards were mailed to IU PPO \$900 Deductible, IU PPO-Plus, and IU Precision POS health care plan participants in December and early January.

Employees who have not received a card from Scrip or need additional cards may contact a special, IU-dedicated toll free hotline (866-300-5541) at Scrip Pharmacy Solutions through March 31, 2001. These calls will receive priority handling on ID cards.

Discount mail order coupons that were inadvertently left out of the ID card mailings were sent to employees in a separate mailing. Employees who still need a coupon may also use the above number. One coupon is allowed per employee for up to \$20 off a mail order prescription.

Customer Service numbers for other questions and mail order prescriptions are: Retail: 800-213-5640; Mail: 800-677-4323.

**Question:** Under the new copay schedule for the IU PPO \$900 Deductible Healthcare Plan (or the IU PPO-Plus, or IU Precision POS) what if my prescription costs less than the copay?

**Answer:** Employees pay the lesser of the cost of the drug or the copay. The employee will never pay more than the cost of their prescription.

**Question:** Why should employees use mail order?

**Answer:** Mail order is convenient and more cost-effective for the employee. For a mail order prescription the employee pays two monthly copays for a three month supply. For example, if the retail brand copay for a prescription is \$10 for up to a 30-

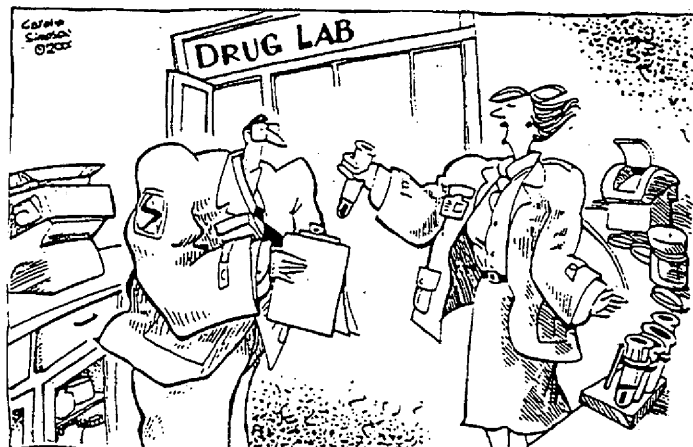
day supply, the mail copay will be only \$20 for up to a 90-day supply.

**Question:** How does an employee find out how much a prescription copay will be for a brand name drug in order to pay by check rather than credit card?

**Answer:** Employees may find the copay amount on a specific brand name drug by calling Continental Pharmacy at 800-677-4323. Copay estimates for most frequently used prescriptions are also available on the University Benefit Office website: [www.indiana.edu/~ubenefit](http://www.indiana.edu/~ubenefit).

**Question:** My physician says that I must use a brand name prescription because there is no generic available. Do I still have to pay the brand copay?

**Answer:** Whatever the reason for using a brand prescription, the brand copay applies for brand name drugs. The only exception is when a brand drug is used when a generic equivalent is available. In this case the member pays the lower generic copay plus the difference in cost between the brand and the generic drug.



"It really is a miracle drug. Too bad so many people drop dead when they see the price."

## CWA LOCAL 4730 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, February 22, 2001  
Maple Room, IMU  
5:15 p.m.**

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 February 22. Any member in good standing may nominate, provided the nominee is a member in good standing and agrees to be a nominee.

- 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

### Membership Meeting

**February 22, 2001  
5:15 p.m.  
IMU, Maple Room**

## LABOR LOOKS AT WASHINGTON

by Steve Ingeman

With a new presidential administration in office only a few weeks, we can already see an anti-labor agenda emerging. With labor rolls down and a president with a record of appeasing big business in office, it's understandable that management groups are optimistic of rolling back labor gains made in the past, including the landmark ergonomics standards which recently went into effect (see article, this issue). Jerry Jasinowski, President of the National Association of Manufacturers, was quoted as saying that he was looking forward to working with the Bush administration on, as he put it, "rationalizing 1930's-era labor laws with the modern-day workforce."

This optimism overlooks the considerable impact made by labor on this past election, at both the presidential and congressional levels. While union members represent only 13 percent of the workforce, they represented 26 percent of the votes. Key senate and house races in California, Michigan, Missouri, and other states were decided by narrow margins, making the large union turnout pivotal for successful working-family candidates. In the most expensive race in congressional history, Jon Corzine was able to win over Bob Franks in New Jersey, thanks in part to a well organized labor presence to counter vast sums of money contributed to Franks by business interests. CWA representative Don Rice described the grassroots organization that made the difference: "We created an army of 172 Workplace Political Activists, WPA's, through bulletins with tear-off-and-return cards, worksite meetings and steward meetings."

In the presidential race, union organizing was credited by political analysts with giving Pennsylvania to Gore—who ran a pro-labor campaign—in an upset, as well as with bringing in Wisconsin, Illinois, and Michigan. On the other hand, Ohio went to George W. Bush, despite its tradition of being a labor state, and union voters in West Virginia went for Bush, largely over the issue of gun control. Of course, for union members, the important

thing is not who won the election, but rather making the point that workers have real concerns, and that organized workers have political clout. In these days of large corporate contributions and "soft money" from well-funded political action committees, organized labor is the only lobbying group in Washington pulling for the lower and middle class worker.

Early indications are that the Bush administration is anxious to weaken or repeal—or simply fail to enforce—a number of worker protections and labor laws. His early choice of Linda Chavez for Labor Secretary may be indicative of his attitude toward labor. Chavez, who had likened the minimum wage law to "communism", and who had claimed that union workers are not indicative of the average American worker, was likely to be nominated despite the protests of labor groups, until she was derailed by a largely tangential personal issue.

In short, then, the next four years will be a challenge to organized labor, but union members can be proud of the role they played in shaking up the congressional races, giving both presidential candidates a scare, and, in general, making the needs of working families a key issue in the last election.

## COLLEGE SCHOLARSHIPS FOR CWA MEMBERS AND THEIR FAMILIES

by Gayla Bradfield

The CWA Joe Beirne Foundation provides 30 two-year scholarships of \$3,000/year for CWA members and their families, including grandchildren. Applicants must have already graduated from high school or be graduating in 2001. Current university undergraduate and graduate students may also apply. Winners are chosen by lottery drawing and may pursue whatever courses they wish. The second year award is contingent on academic accomplishment of the first year. If you would like more information or an application form, contact our Local 4730 office (855-8508, [www.indiana.edu/~cwa/](http://www.indiana.edu/~cwa/)). Applications must be postmarked by March 31, 2001.

## SPEAK UP!

If you want to contact your elected representatives about issues raised in this newsletter or elsewhere, here's a list of contact information:

### Senator Richard Lugar

306 Hart Senate Office Building  
Washington, DC 20510  
Indianapolis office phone: 317-226-5555  
Web: [www.senate.gov/~lugar/](http://www.senate.gov/~lugar/)

### Senator Evan Bayh

717 Hart Senate Office Building  
Washington, DC 20510  
Indianapolis office phone: 317-554-0750  
Web: [www.senate.gov/~bayh/](http://www.senate.gov/~bayh/)

### Representative Dan Burton

2185 Rayburn House Office Building  
Washington, DC 20510  
Indianapolis office phone: 317-848-0201  
Web: [www.house.gov/burton/](http://www.house.gov/burton/)

### Representative Brian Kerns

226 Cannon House Office Building  
Washington, DC 20515  
Terre Haute office phone: 812-238-1619

### Representative Baron Hill

1208 Longworth House Office Building  
Washington, DC 20515  
Jeffersonville office phone: 800-892-3232  
Web: [www.house.gov/baronhill/](http://www.house.gov/baronhill/)

### Representative John Hostettler

1507 Longworth House Office Building  
Washington, DC 20515  
Bloomington office phone: 334-1111  
Web: [www.house.gov/hostettler/](http://www.house.gov/hostettler/)

### State Legislators:

Members of both houses receive mail addressed to 200 W. Washington St., Indianapolis, IN 46404. The phone number for Representatives is 800-382-9842 and for Senators it's 800-382-9467.

The following web sites can also help you find the right person: [www.congress.org](http://www.congress.org) on the national level and [www.ai.org/legislative](http://www.ai.org/legislative) for state people.

## YOUR LOCAL AT WORK FOR YOU - GUARDING YOUR PRIVACY

by Stacy Felton

Recently, CWA Local 4730 was made aware of a change in the policy for 2001 merit pay justifications. This new policy required that each merit nominee's social security number be prominently displayed at the top of the justification memo. Members who were familiar with the review process felt that this was an encroachment on the privacy rights of those who were nominated. Two members of your Bargaining Team, Liz Feitl and Stacy Felton, went right to work for you. The result of this negotiation with IU Human Resources follows:

1. Merit justifications, which meet all other requirements but do NOT include Social Security numbers, WILL be accepted as complete for the review process. Social security numbers are NOT required on merit justifications prior to, nor during the review process. The respective Review Committee Chairs will contact supervisors or payroll clerks for the numbers of those to whom an award is being made, after the review process is complete.
2. Social security numbers which are included on nominations, will NOT be distributed to Review Committee members. Social security numbers, which are provided on nominations, will be covered prior to all photocopying and distribution to committee members.

CWA Local 4730 is proud to work on your behalf. Remember - your representatives are out there beside you in the trenches and we all want to make our workplace the best it can be. If you feel a policy is unfair, don't hesitate to contact your Steward, or Liz in the CWA office. Your Stewards and representatives will work together to rectify the situation. Or better yet, come on board and help us make it happen!

## WHAT DOES "SHOULD" MEAN IN THIS CASE?

As a Support Staff member you probably are already aware of the Equity Adjustment Policy which is designed to further assist staff in progressing through the salary ranges. Over time, though, there has been some confusion about part of the language in this policy. Specifically, it is the language that states: "The employee's salary should be below the midpoint of their range..." CWA wants employees to be fully aware that the word "should" in this case is not absolute. In other words, if you think you qualify (meeting the other criteria for an equity adjustment), the word "should" would not be a determining factor for denying the request. In fact, there are cases where a staff member's adjustment has been granted when their original salary was above the midpoint of the salary range.

CWA hopes this helps to clarify policy interpretation regarding this particular issue. And please remember, your Local Steward, EBoard member, Officers or pertinent committee members are available to assist with questions like this as well.

*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](mailto:LHARL)

## OSHA's ERGONOMICS STANDARD NOW IN EFFECT, BUT ALSO IN JEOPARDY

by Gayla Bradfield

After more than 10 years of struggling against big business and industry opponents, OSHA's ergonomic standard went into effect January 16, requiring employers to reduce workplace ergonomic hazards beginning in October, 2001. However, Congressional opponents in both the House and Senate can still repeal or amend the standard to prohibit its enforcement, and have vowed to do just that. The attacks are likely to come early this year, so the battle to defend the ergonomics standard must begin immediately.

The ergonomics standard is perhaps the most significant job safety measure ever issued by OSHA, as ergonomic hazards are the nation's Number 1 job safety problem. The standard requires all employers in general industry to implement ergonomics programs and fix jobs involving repetitive motions, force, awkward postures, contact stress and vibration, where musculoskeletal disorders (MSDs), such as carpal tunnel syndrome, tendonitis, and back injuries, occur. Almost 85% of U.S. employers have not yet addressed ergonomics issues in their workplaces. Now they must begin to do so, and workers will get the help they need to prevent these crippling injuries. Employers will see medical expenses and workers' compensation costs go down and productivity go up, as repetitive stress injuries are reduced. It is estimated that approximately 460,000 annual injuries will be prevented and \$9 billion saved each year under the new standard.

Progressive employers who already have effective ergonomics programs in place can qualify under a "grandfather" clause in the standard. It is likely that most of these programs will meet or can easily be fine-tuned to meet the requirements under this provision, and they will only need to develop an MSD management policy by Jan. 16, 2002.

Big business and industry groups, as well as certain members of Congress have

waged a long campaign to try to stop the ergonomics standard from being issued, and are now gearing up to repeal or amend it. House Republican Majority Leader Rep. Dick Armey and Senator Mike Enzi (R-WY) plan to introduce legislation in the Republican controlled 107th Congress to overturn the standard. It can be attacked in any of the following ways. If a Resolution of Disapproval under Congressional Review Act is enacted, the standard can be overturned, and OSHA would be prohibited from ever issuing another similar rule. An amendment to OSHA's FY 2002 budget could prohibit application and enforcement of the standard. Or the Bush Administration can stay or suspend the rule, and in the interim issue a new proposal to repeal or weaken it.

In the current political climate, the ergonomics standard is in real, immediate danger. Please do your part to stop attempts to take away this important worker protection. Call, email or write our members of Congress, asking them to support the OSHA ergonomics standard and oppose any efforts to weaken or remove it. The AFL-CIO has prepared a Website to help you at [www.aflcio.org/safety/](http://www.aflcio.org/safety/). Additional information on the ergonomics standard is available at [www.osha-slc.gov/ergonomics-standard/informationkit/index.html](http://www.osha-slc.gov/ergonomics-standard/informationkit/index.html).

**STOP THE PAIN  
START THE HEALING  
HANDS OFF THE ERGO STANDARD.**

### A HEARTFELT THANKS

by Jean Collier

I would like to take this opportunity to thank everyone for their assistance with the Holiday Food Drive during November and December. As a novice organizer of this program, I would like to first thank my predecessors for their notes and helpful hints regarding timetables and contact names and numbers. They were invaluable. I would also like to thank the members who allowed us to use their offices as collection sites. And, thank you to all of the people who contributed at these sites. I would also like to thank those who sent checks and money to

support us. One check for \$100.00 was truly a surprise and greatly appreciated. Thanks especially to Tina Gilliland for her advice, her article announcing the food drive, her posters and for picking up donations and assisting with the distribution.

Thanks to everyone who submitted names. We were able to help 14 families with a total of 34 adults and 12 children. These are hard-working fellow-employees who, through no fault of their own have found themselves in a difficult situation. They all appreciated a little help from their co-workers at this especially difficult time of the year.

Thank you again to Bob Tegeler at the Food Storage area for their conference room to store and distribute food, and thanks to the employees there for their assistance in loading and unloading the cars as they came in.

Thank you to all the persons who helped sort the donations and get them ready for pick-up and/or delivery. They included Liz Feitl, Tina Gilliland, Karen White, Jean Rhoades, and June Tomastick. If I missed someone here, please forgive me. My note-taking that day was sparse at best, since I was in and out of the building.

And last, but not least, thanks to the Hoosier Hills Food Bank, who not only allowed us to purchase food from them, but also delivered it to the warehouse.

In my opinion, it would be nice to see this program discontinued because there was no longer a need for it among the I.U. staff, but I do not foresee this happening any time soon. Therefore, please be aware that we will again need your assistance next fall and winter. It is a lot of work to get this together, and a lot of manual labor on distribution day, but the rewards are great. To all of those people who wonder if their donation goes where it is really needed, I urge you to volunteer for this program next year. Tell us now and we will be sure to keep you informed and at the "top of the list" for next year's work.

*Thank You!*

## CONSORTIUM STILL GROWING

by Steve Ingeman

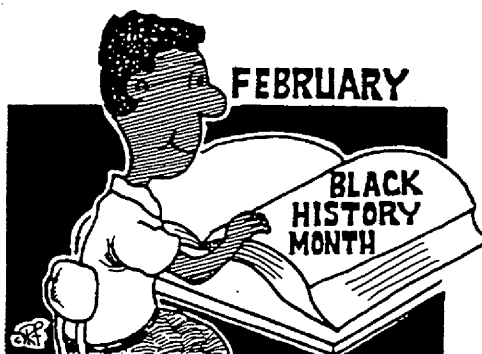
The Workers' Rights Consortium (WRC), with which IU is affiliated, continues to grow and now numbers 66 schools across the United States. The WRC works to eliminate inhumane working conditions overseas, in the sweatshops where much of the athletic apparel sold by Nike and other companies is manufactured.

Sweatshops present one of the greatest challenges of the global economy, since they often take advantage of lax local laws in underdeveloped countries and, when they are challenged, often simply close shop and relocate to another country. By reducing demand at colleges and universities in America, by getting institutions to refuse to license athletic apparel manufactured in these sweatshops, the WRC hopes to compel the manufacturers themselves and the retailers that buy from them to improve conditions for their workers.

According to the *No Sweat!* newsletter, "by joining the WRC, IU has made a commitment to obtaining broad based public disclosure from its licensees. IU requires its licensees to disclose site locations of their factories and subcontractors' factories." Still, IU could make a further commitment, by insisting on disclosure of the number of workers, age distribution, average employee wage, benefits, required hours, and overtime policy.

In affiliating with the WRC, IU joins Purdue and five other Big Ten universities, along with institutions across the country, both big and small. In the midwest, the WRC family includes Macalester College, DePaul University, Earlham College, Loyola—Chicago, and Miami of Ohio, to name a few. Nationally, the list includes such big names as the University of California system, the University of Massachusetts system, UNC-Chapel Hill, Columbia University, Georgetown University, and Boston College.

If you would like more information about the abuses of sweatshops or about the role of the WRC, or if you want information about how you can help the cause, contact the local WRC organization, NoSweat @ Indiana University, c/o WR-CLC, PO Box 1966, Bloomington, IN 47402.



## GENE MAYS: CWA PIONEER

(Editor's note: This information provided by CWA national office.)

The story of Gene Mays, the first African-American local officer appointed to the CWA staff, vividly illustrates the connection between the struggles for civil rights and workers rights.

Mays was a coal miner in West Virginia until 1943. After a stint in the U.S. Army, he migrated to Buffalo, NY, where he was introduced to the union while working at Western Electric Wire and Cable Plant. He soon joined CWA Local 1162, which with Locals 1191, 1152, and 1170, formed the foundation of CWA in Western New York in the 1940s and 1950s.

Rising quickly in the union, Mays was elected Local 1162 president in the late '40s and appointed to staff as a CWA Representative in 1951. As a leader, he immediately faced major challenges.

These were the McCarthy years, and unions were not spared from being smeared with the "communist" brush. Shortly after Mays' election as local president, the company tried to decertify the union, making insinuations about CWA's affiliation with the CIO and Mays' African-American heritage.

Under Mays' leadership, CWA won the battle against decertification in what amounted to a strike for recognition. CWA was certified for the Western Electric workers and CWA's combined membership in Western New York grew to 2,000 members.

Over the next 10 years, CWA's influence increased as telephone workers were organized, with Mays playing a major role in supervising the efforts in upstate New York. He continued his active involvement when he was appointed assistant to the vice president of District 1, Morton Bahr, in 1969. He was still the only black on the staff.

In District 1, Mays served as CWA's defense fund agent during the longest strike in the union's history, against New York Telephone from July 14, 1971 to Feb. 28, 1972. "As defense fund agent, Gene made the decisions on who got how much and when," said Bahr, now CWA president. "He knew he had to make every dollar go to keep that strike going and really take care of the needs. And I know that it took a tremendous toll out of him."

Said Art Eve, a New York state senator, "Gene was able to do a very unique thing, and that was to bring the civil rights movement, the minority community and the labor community together."

Mays died unexpectedly in 1973.

### BLACK HISTORY QUOTES

*"The color of the skin is in no way connected with the strength of the mind of intellectual powers."*

by Benjamin Banneker

*"We have flown the air like birds and swum the sea like fishes but have yet to learn the simple act of walking the earth like brothers."*

by Martin Luther King, Jr.

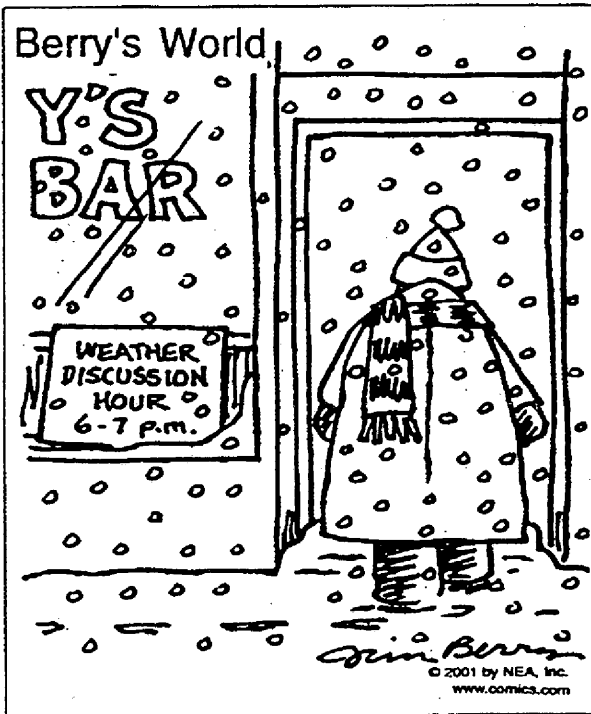
*"We accomplish nothing by ourselves. Therefore what we achieve is not the result of 'I' but of 'we'."*

by Robert Starling Prichard  
founder of Black History Month.

# WEATHER REMINDER!

Remember that you do have the right to stay home if you think the weather is too bad to travel to work. However, you will have to charge the time off to sick, vacation, bonus, etc, or make it up during the same week you are absent. The relevant policy is number 5.5 in our manual.

The only exception to this is when the Chancellor decides to close the campus. If this happens, the information will be on local radio stations or you may call the University's emergency information number: 855-9227. There is also an Emergency Information Web Site: <http://emergency.iub.edu/>. Note: there is a difference between classes being cancelled and the university being closed. There have been times when staff was expected to come to work even though classes weren't meeting.



Yes, **YOU** can make a difference.  
Fill out the membership card below now and join today!



**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) \_\_\_\_\_

Department \_\_\_\_\_

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

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

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

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

HomePhone \_\_\_\_\_

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

Signature \_\_\_\_\_

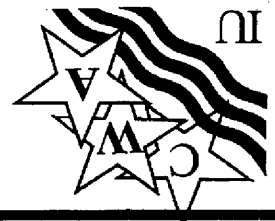
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