



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/>

April, 2001

Volume 18 Number 3

PARKING NEWS FROM TPAC

by Linda Harl

The Transportation and Parking Advisory Committee (TPAC) has had a busy year and I can report that change is definitely in the air...some good and some not so good.

The good news first: Decal prices will not go up next year. Further, the committee has passed a resolution ending student access to A and C decals for all categories of students other than teaching A.I.'s. If this proposal is accepted by the Chancellor, it will cut the number of eligible A and C decal buyers by several hundred.

However, a new decal will be created – the “L” (for late night). This was proposed by student government representatives and is designed for use strictly after 5:00 p.m. It will give students who don't drive on campus during the day a way to park there legally at night when they may need to use the library or computer labs. It was felt that these folks are now often parking illegally, so the price of an L is very close to the price of a ticket. “L” people can park in any lot or garage not marked “24 Hour A or C.” To assuage concerns of staff who don't work standard hours, Director of Parking Operations, Doug Porter, states that ticket writers patrol until 10:00 M-Th and 8:00 Fridays and that “they enforce the 24-hour spaces pretty diligently.” He does state, however, that more 24 hours spaces can be added if they are needed.

TPAC members had an interesting discussion with Winston Shindell at the last meeting. Mr. Shindell is Director of the Indiana Memorial Union and talked about the IMU parking lots. The IMU controls both the lot next to the building and the one across the street (Lots 1 and 2 respectively). Mr. Shindell reported that the IMU made \$670,000 from those lots last year, and that this money is crucial to the economic health of the Union.

Even so, until last year, lot #2 was opened in the summer for A and C decal holders. Mr. Shindell intends to keep it closed again this year, citing both the need for the revenue and the need for parking space for several big conferences scheduled this summer. While sympathetic to these needs, the members of TPAC were convinced that the lot remained empty for many days

last summer. We have asked Doug Porter and TPAC Chair Tom Swafford to meet with Mr. Shindell and see if some compromise can be reached.

The bad news is that no new parking structures are scheduled for anytime soon, with the exception of finishing the one by the Kelly School of Business. As of spring break, there were 19,846 parking spaces on campus for approximately 8750 employees. This doesn't sound too bad until you realize that unfortunately, many of these spaces are at Assembly Hall, not exactly convenient for most employees, or controlled by the residence halls and not available for staff. And despite pressure from CWA and other staff groups, the administration can't seem to find good locations for further convenient parking structures and more importantly, the money to fund them.

Thus, you guessed it – the idea of shuttles and/or park and ride lots is not only still circulating, but actually gaining momentum. However, most all administrators now agree that for this sort of thing to have a chance of succeeding, there must be more locations than just Assembly Hall and that something must be done to make the whole idea more palatable to staff. This is more than a slight improvement from earlier models, which had everyone parking out at the stadium. CWA will remain vigilant in watching this idea and asking to be part of any further planning process.

Membership Meetings

April 26, 2001

5:15 p.m.

**Telecom Building
 2715 E. 10th Street
 Large Conference Room**

May 24, 2001

5:15 p.m.

**Kelley School of Business
 Room 203**

ARTHUR ANDERSEN 101: A PRIMER ON THE NON-ACADEMIC ADMINISTRATIVE SERVICES REVIEW REPORT

by Steve Ingeman

You might have missed it, but Arthur Anderson has released its initial recommendations to the university, following its review of non-academic administrative services at the Bloomington and IUPUI campuses. For those with the stomach to sit through a twenty-eight page document, the report is eye-opening. For those who don't have the time or patience, we offer here a brief summary of three of the recommendations that may most directly impact staff members.

1. Peoplesoft will change IU's "corporate culture" and will necessitate deep changes in policy.

The report notes that the implementation of Peoplesoft's human resources and student administration technology will produce significant changes at the organizational and the individual level. At the individual level, "employees face the issues that surround the cultural transformation, including job attrition, increased accountability, increased customer service expectations, and changes in career path and job responsibilities."

IU's projected budget for the implementation of this new software is "significantly smaller than those of its Big Ten peers that have implemented similar administrative systems," some of whom have budgeted two to four times as much as IU. The report notes that implementing a new system like this "on the cheap" requires, among other things, adherence to the following principles:

- implementing the software with minimal modifications, since customization is one of the largest cost inflators
- campus-wide willingness to change practices and policies in order to adopt the functionality of the software
- effective communication and involvement of campus constituencies throughout the project, including, presumably, staff support groups like CWA

2. The student administration function should be combined across campuses, possibly by creating an integrated student service center for back-office functions on one of the campuses.

This is the cornerstone of Arthur Andersen's report, and the single most lucrative suggestion, from a cost-savings perspective. In essence, the suggestion is that automation makes many of the back-office duties — bookkeeping, data maintenance, paperwork, etc. — in student administration on all the IU campuses redundant. A single service center would concentrate resources in one location, minimize management layers, and require fewer Information Technology personnel to support it.

Peoplesoft implementation is also expected to reduce the number of manual tasks required to perform a given function, thus allowing a reduction in staff size.

3. IU should create a "broadbanding compensation structure" for staff.

Perhaps the most important of all the recommendations in terms of staff impact, this suggestion follows from Arthur Andersen's recognition that the Bloomington and Indianapolis campuses have 2150 job titles for approximately 8750 employees and 111 levels within each of those categories, and that both campuses have two full-time employees dedicated to classifying and re-classifying employees into these titles and levels. The report adds that at IUB last year there were 433 requests for re-classifications and 420 requests for new classifications, and that IUPUI had an additional 306 requests for re-classification.

According to the report, "the classification and re-classification of employees requires a significant amount of time for school and departmental administrators and the Human Resources Staff," and it adds that "the source of this issue is based on the University's current compensation policy, which limits general salary increases to once per year...It appears that the reclassification process is being used to support general mid-year salary adjustments...."

The idea of "broadbanding," though not clearly defined in the report, seems to involve divorcing compensation structures from job titles, giving HR more leeway to set compensation levels based on individual achievement. The report notes that "broadbanding has merit for units where the culture and expectations enable and promote individual acquisition of broad skills and abilities, and provide pay increases for such improvement." On the other hand, "broadbanding is not especially effective in units that allocate work assignments with narrowly defined or specialized jobs."

Finally, the report also contains a number of strategic and tactical recommendations whose relevance to staff is harder to gauge. At this point, the report can only be considered a set of recommendations to the university, and the university has said all along that it may or may not implement any or all of these recommendations. If this summary has piqued your interest, you can read the entire report at: <http://www.indiana.edu/resources/admreview/>

EDITOR'S NOTE

The *Solidarity Now!* staff will be taking a late Spring Break. There will NOT be a May issue of SN.

CWA, LOCAL 4730
POPLARS 331
855-8508

CWA is the recognized exclusive bargaining agent for ALL persons in the Support Staff Unit and Clerical Unit on the IU Bloomington and Northwest campuses as covered by agreement with the university and the union.

All persons at this work location desiring information or adjustments on matters pertaining to conditions connected with agreements made by this union and the university, will be recognized through officers of the Union. Please feel free to contact anyone listed below if you need information or assistance.

STEWARDS' TRAINING CONDUCTED

The contract agreement of July 2000 added an item under Policy 6.12 "Union Release Time" that states "The university will allow designated stewards for CWA Local 4730 up to one shift off with pay annually to attend steward training, subject to the procedures in this policy. The university shall be provided an opportunity to make a presentation during the program." The first annual stewards' training occurred on February 21, 2001.

Attended by 12 stewards and conducted by Liz Feitl, President of CWA Local 4730, and Jerry Nelson, CWA District 4 Staff Representative, the training covered many areas, including a video on the history of CWA, FMLA, EEOC, OSHA, Workers' Compensation, ADA, and our rights as stewards in the grievance procedure. Josh Cazares, United Way Labor Liaison, and Gwen McCay, University Human Resources, also gave presentations.

EXECUTIVE BOARD

Position	Name	Phone	Email
Local President	Liz Feitl	855-8508	EFEITL
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CHIEF STEWARDS

Location	Name	Phone	Email
801 N. Jordan	Connie Vaughn	855-0224	VAUGHNC
801 N. Jordan	Karen White	855-0603	KJWHITE
1000 E. 17th Street	Jenny Robertson	855-4822	GEROBERT
Admissions	Marcy Brooks	855-0962	MABROOKS
Ashton	Sachiko Higgins-Kante	855-9271	SFHIGGIN
Business	Doris Dunigan	855-9308	DUNIGAN
Business	Becky Westerfield	855-4149	RWESTERF
Chemistry	Stacy Felton	855-6987	CFELTON
Comm. Services	Bennita Booher	855-9303	BBOOHER
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Geology	Terri Stigall	855-1476	TSTIGALL
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Kirkwood	Tina Gilliland	855-5397	MGILLILA
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Library	Jane Goldsmith	855-1627	GOLDSMI
Lindley	Laura Reed	855-4341	LREED
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Poplars	Barbara Lucas	855-9082	BELUCAS
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Sycamore	Chris Stanley	855-9325	CMSTANLE
Teter Quad	Steve Johnson	855-4034	RASJOHNS

MARCH OF DIMES WALK AMERICA

by Connie Vaughn

Again this year, CWA's Community Services Committee is sponsoring a team in the March of Dimes Walk America. We ask anyone interested in participating to come join us on May 6, 2001. Registration is at 12:15—the walk begins at 1:00 p.m. The theme is "BE A HERO."

There will be a new route...the starting point is Bloomington South. It is approximately a 5-mile walk. If I can do it, you can too! This is the 6th year that CWA has had a walking team and we would like to make it the best team yet in terms of money raised, as well as the number of walkers.

The nice thing about this event is you get the money up front as people agree to sponsor you; no hunting them down after the event to get the money. There are prizes for different levels of pledges for the walkers. In the past, there have been MOD Walk America T-shirts and sweatshirts or a combination of the two, depending on the amount of money raised. This is an upbeat, fun event; lots of people and music plus food and drinks at the middle and end of the walk.

You walk at your own pace...this is not a race. People bring babies in strollers, dogs on leashes and children. Invite family members or friends to join you on the walk as you raise money for a very worthy cause. The March of Dimes funds research against birth defects and provides funds to help children born with birth defects. The protein test given to newborns and the positive effects of folic acid (and getting it added to many food products) are two of the many research projects that have benefited almost everyone. The Polio vaccine was a result of March of Dimes and with very few exceptions everyone has had this vaccine.

If you would like to participate, please contact me at either 855-0224 or e-mail me, and I'll be glad to get the registration form to you and answer any questions. You may also contact Laraine Cooksey at 5-0661. Hope to hear from a lot of you!

THE STATES OF WORKING WOMEN

(This article is reprinted from *America @Work*, January 2001, a publication of the AFL-CIO Public Affairs Department.)

When it comes to earning decent wages, voting in crucial elections and having access to health insurance and higher education, women across the country have vastly different experiences. In its recent report, *The Status of Women in the States*, the Institute for Women's Policy Research* rates the best and worst states for women—and finds that women are at a particular disadvantage in so-called "right to work" states, in which laws prevent unions from being fully effective in improving workers' lives.

Women experience the worst conditions based on such factors as political participation, annual earnings, equal pay and

poverty-in "right to work" states, with Mississippi, Alabama, Tennessee and Arkansas all ranking at the bottom. In general, workers in states with laws restricting union representation earn 19 percent less than in states without those rules, according to the Bureau of Labor Statistics.

"Women who have union representation have higher wages," says AFL-CIO Executive Vice President Linda Chavez-Thompson. "And their union contract provides health care coverage, pensions and sometimes even child care."

*The Institute for Women's Policy Research is a public policy organization. For its full report, go to www.iwpr.org/states/worst.htm <<http://www.iwpr.org/states/worst.htm>>.

CAMPUS CHILD CARE

by Linda Bucklin

The Campus Child Care Coalition, in cooperation with the Office of Returning Women Students, launched a pilot project to provide evening child care for students. Although the project was to begin in January, 2001, it has been delayed until fall because of insufficient enrollment. The major features of the pilot were:

1. It would be housed at the facility of the Sunflower Cooperative Child Care Center (off campus) and run Monday through Thursday, 5:30-9:30 PM.
2. The project would provide care for any child age 3-11 of any student, full or part-time, graduate or undergraduate.
3. The fee would be \$9.00 per child for each 4-hour session. No partial or prorated fees would be available.
4. The entire fee for a full semester of care would be paid at enrollment.

The Child Care Coalition is now seeking feedback on the disincentives to use this program. If it is going to be a reality for fall, they need to "fix" the reasons students elected not to enroll their children. Please email Linda Bucklin at lbbuckli@indiana.edu with any reasons you would find the program inconvenient or impossible to use.

Another topic that was raised at the last Coalition meeting was the possibility that Head Start might be expanded and would allow children of higher income families to enroll. Coalition members would also like to hear your opinions on the desirability of having your children enrolled in Head Start, or if not why you would not want your child there.

Comments on these or other child care-related issues can be sent to Linda Bucklin.

LETTER CARRIERS FOOD DRIVE**SATURDAY, MAY 12**

Contacts: Jeff Fultz: 331-4545 or Jerry Sutherlin: 331-4553

On Saturday, May 12, mail carriers and volunteers throughout south central Indiana will be participating in the annual Letter Carriers' Food Drive. They will be collecting nonperishable food items for Hoosier Hills Food Bank and food pantries in south central Indiana communities.

This year mail carriers in Monroe County will be conducting their food drive together with the Monroe County United Ministries (MCUM) spring food drive. Since both the letter carriers and MCUM conduct annual food drives in the spring, they have decided to pool their resources on a trial basis for this year. By combining resources they hope to increase contributions for both MCUM and Hoosier Hills Food Bank, which serves numerous food pantries in south central Indiana.

Postal patrons throughout south central Indiana are asked to please place a food donation by their mailboxes on Saturday, May 12. Mail carriers will pick it up and deliver it to a local food bank or pantry.

In addition to food, letter carriers in Monroe County will also be collecting labels from Campbell's soups and other Campbell's products. These labels are used to earn free educational equipment. Eligible products include Campbell's Soups, Franco-American products, Prego sauces, Swanson broths, Pace salsa and picante sauces, V8 juices, Food Service products, Pepperidge Farm products and Goldfish UPC's. Labels should be put in an envelope marked "Food Drive" and left with your food donation or in your mailbox on Saturday, May 12.

Schools, businesses, government agencies and organizations are encouraged to hold their own food drives during the week of May 7 - 11. Mail carriers will pick up this food on either Friday, May 11 or Saturday, May 12 as necessary. Those wishing to hold their own food drives should contact Jeff Fultz at 331-4545 or Jerry Sutherlin at 331-4553 well in advance of the event to arrange for assistance and to schedule pick-up.

The Letter Carriers' Food Drive is sponsored by the National Association of Letter Carriers, in conjunction with the U. S. Postal Service, the United Way, the AFL-CIO and Campbell's, with local participation from the Rural Letter Carriers Association and numerous volunteers.

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.

**SINCE YOU ASKED**

Are there any disability or survivor benefits with PERF?

Yes, many people don't realize this but if you are disabled, you can get a monthly check from PERF (Public Employees Retirement Fund). To be eligible you must:

- (1) Have a minimum of 5 years creditable service under PERF before having to quit work or leave under FMLA or Workman's Compensation rules.
- (2) Be determined by the Social Security Administration to be disabled.
- (3) Be receiving salary, income protection benefits, or on FMLA, at the onset date determined by Social Security.

The benefits will continue as long as Social Security says you are disabled. The amount will vary but by state law cannot be less than \$100 per month.

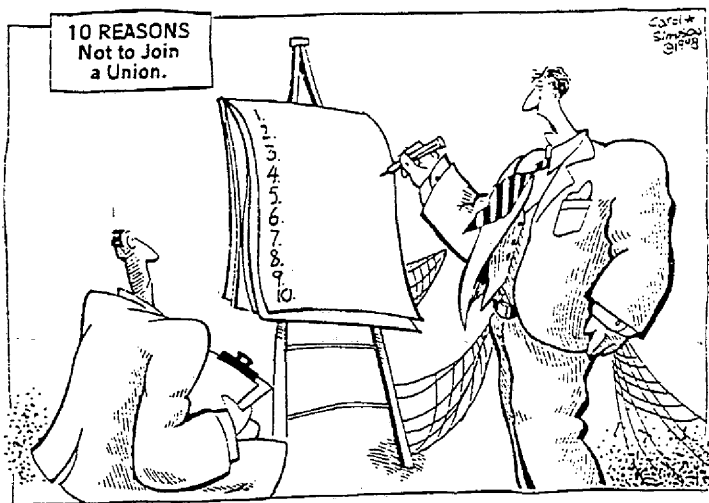
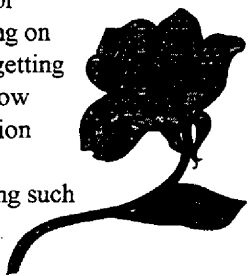
Survivor benefits can go to a spouse or dependent if the member has 15 years of creditable service and dies in service or before s/he can apply for benefits. This is separate from any survivor benefit connected to the Annuity Savings Account part of PERF.

Check out the PERF handbook for further details. The handbook is also online at:

www.state.in.us/perf/html/handbook-perf.html#b

SAME DAY, NEW NAME

According to Ladies Home Journal (April 2001), Secretary's Day is now going to be called Administrative Professional's Day. According to Candy Daniels, president of the International Association of Administrative Professionals, "Secretaries are often stereotyped as typists or clerical workers, but the truth is most are taking on greater roles in today's offices." Hallmark is getting into the change too, as 25% of its cards will now say "administrative professional" in conjunction with the April office holiday; 20% will retain "secretary"; and 55% will be title-neutral, using such phrases as "co-worker."



"OK...ok...I'm still thinking!"



LOCAL 4730
Communications Workers of America, AFL-CIO

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Get Involved! Make a Difference!

Fill out the membership card above and show your support. If you are already a member, how about putting your own talents to use by working with a union committee?

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