

CWA Local 4730
Membership Meeting Minutes
April 15, 2010

Present: June Wickboldt, Dana Berg, Peter Kaczmarczyk, Jean Rhoads, Bryce Smedley, JaQuita Roberts, Steve Williams, Edward Vasquez, Rebecca Hamlett

Roll call of officers: President, Vice-President, three Members-at-Large
Called to order at 5:36.

Minutes: Bryce moved that the minutes be approved. June seconded. Minutes approved.

Treasurer's Report: Treasurer was not there but word has it we have just over \$13,000. P.O. is about the same. IU accounts---hundreds. Doing all right on money.

Membership: No adds. No subtracts. 188 members.

Committee reports:

Linda Harl, (Transportation Policies Advisory Committee), who was not present reported earlier that the following initiative did not pass. The initiative proposed that faculty pay \$50 extra and the amount would be divided among staff. The initiative "crashed and burned" with only one person, Linda Harl, voting for it. Linda will be retiring at the end of the year, and we will need someone to replace her.

PA's and Newsletter:

PA's as a group are not inclined to have anything to do with our newsletter. They are more interested in having their own newsletter. Bryce suggested contacting PA's friendly to the union and asking them to write articles for our newsletter. PA's have a council/advocate for themselves but not a recognized bargaining unit. They can grieve but their process is not as developed as ours. They are wary of making waves.

Bloomington Sustainability:

23 goals on a 10 year plan

New Business:

Trustee election

Election this summer

Talbott not running

Figure out best candidate

As it is the trustees are dominated by old white business men.

Peter will send out a questionnaire to all the candidates. The questionnaire will include the following:

1. Role of faculty and other groups in IU government
2. Feelings on outsourcing
3. How to deal with the economic crisis:
 - a. Find a way to come up with money for raises
 - b. Lobbying the state legislators for funds
 - c. Where else to come up with money

Peter hopes to hear back from the candidates by May 1.

Book Purchases:

Mary Gregg and Garrett Evans are complaining that IU has set up direct contact with Barnes and Nobles. A number of professors would like students to be able to buy from independent stores. Would like other groups to sign on for support. June moved and Bryce seconded that we support them by signing on. Motion passed.

Old Business:

Bargaining:

Needs to be ratified. We brought up 23 proposals. We bring some issues again and again knowing we might not get them: More transparency. Internal Posting. RIF's. More involved in general. Told not our business.

Bargaining Agreements for 2010-2013

Management Proposal:

Policy 13.2 Reduction in Force. Concerning new employee evaluation period:

Trial period will be up to four months. At the discretion of the supervisor, the trial period may be extended an additional two months.

CWA Proposals:

Policy 6.3 Corrective Action: Concerns when an attachment is turned into IUHR by person disciplined. CWA 4730 will be notified by IUHR when a comment is rejected because of questionable content and given the right to work with and counsel employee to come up with a mutually agreeable response.

6.3 Corrective Action Procedure: Explains what term “investigatory meeting” means and when a union representative can be present in a meeting.

Policy 10.2 Rules and Guidelines for Filling Positions: “Corrective actions more than 3 years old shall not be used to deny an otherwise qualified employee an interview for a position...”

(Violence, sexual harassment in a category of its own.)

Policy 12.7 Vacation Time: An employee cannot be disciplined for taking unpaid time off due to FMLA for a vacation approved before the FMLA was granted.

Agreement to re-opening bargaining for fiscal issues. Made a promise for wage distribution if circumstances change. Won't wait.

How do we communicate with staff?

Work with HR to send to all staff issues of policy. Rights under any given policy. Can be e-mailed. HR would like staff to know policies.

Overtime policy:

Didn't bring to table. Follow Union's lead. Vacation doesn't count toward our 40 hours.

Health Care Update:

There are still unanswered questions with regard to IU's new proposed Health Promotion Program. Examples: Exceptions? Who pays for the test? Is it on the clock? Is gradual improvement rewarded? Who decides what the goal(s) should be? Can you use your personal physician?

June made available a paper entitled “Incentive Analysis”, which included Pay Band, Pay Band Incentive, Potential Biometric Targets, Rationale, Alternative Examples.

Beginning July 1, 2010, a one year Mind and Body Program will be offered to IU employees and spouses/domestic partners. Info available.

Red Cross Blood Drive:

Scheduled for May 26, 2010, at Foster Gresham. Bryce is concerned with the arbitrariness of choosing which groups can give blood as practiced by the Red Cross. He questions our sponsoring an event that forbids certain groups to give blood, thus not treating everyone with equality. He thinks the practice is archaic. Bryce moved and Rebecca Hamlett seconded the motion that we continue our present drive but hash out over the summer what do to about future blood drives. Motion approved.

Meeting adjourned at ? . Next meeting May 20, 2010.