



Solidarity Now!

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I.U. Communications Workers of America

Poplars 331 - 855-7929 or 855-8508

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March is Women's History Month

On March 8, 1909, women garment workers held a demonstration in New York City. Involved in a long, bitter strike at the time, they demanded an end to sweatshop conditions, equal pay for equal work and childcare for working mothers.

Four years later, in honor of the courageous struggle these women led, March 8 was proclaimed International Women's Day. Today, we not only honor working women on March 8, we set aside the whole month of March to celebrate their contributions in the fight for social and economic justice. Contact Vonnie Peischl in Women's Affairs at 855-3849 to find out about upcoming events.

What Happened in Negotiations - Parking

Parking is perpetually one of the biggest issues on campus and, not surprisingly, was one of the areas receiving the most complaints in the CWA survey taken last spring. People are upset about the price of stickers (or the fact that we have to pay at all), the lack of spaces, and the fact that students seem to have access to "A" lots where staff need to park to get to work.

The negotiation team presented graphic evidence to show what a hardship parking fees are on staff. Since we had salaries for everyone at the table, we showed that the lowest paid person on the IU side of the table works approximately 3 hours to pay for an "A" sticker. The lowest paid CWA negotiator works about 2.5 days.

Both people work where a "C" sticker is not a practical choice.

We thought the solution to this problem was to allow us to negotiate the price of the "A" sticker. After all, AFSCME negotiates the price of the "C" sticker. We asked for equal treatment.

In effect this would probably have meant a sliding scale for parking stickers based on salary. We showed the IU negotiators a letter from Vice President Gros Louis written last spring wherein he promised to ask TPAC to look into such a system.

However, IU's negotiators said they had no power to change the parking system and we would have to go elsewhere. So we did. Shortly after the end of negotiations, CWA wrote to Gregg Floyd, chairman of TPAC (Transportation Parking Advisory Committee) and asked for (1) increased staff representation on TPAC (2) a follow up on Gros Louis' pledge to study a sliding scale and (3) an explanation of why AFSCME can influence "C" prices and we can't influence "A's". That letter was written November 18 and so far we don't even have a response.

It has been over a year since the final report was issued by the Parking and Transportation Task Force - the group that was going to find the solutions to IU's parking problems. It has been only slightly less time since George Smerk was hired as Director of Transportation. His first report (the one proposing the transportation fee) caused

--continued on page 4, see Parking

NEXT MEETING: March 24, 7:00 P.M.. Business, Room 213

From the President

Barbara Lentz, President, Local 4730

There ought to be a law...

prohibiting a state supported institution from using any tax revenues to lobby the state legislature.

A few weeks ago I was invited to testify before the House Labor Committee on behalf of Rep. Kruzan's bill calling for a fair resolution of certain specific employee complaints. The bill only pertained to 1) violation of a federal law or regulation, 2) violation of a state law or rule, 3) violation of an ordinance of a political subdivision, 4) misuse of public resources, 5) a discriminatory practice having a negative effect on an employee. The bill said that if a good faith effort to resolve the complaint was not made in a reasonable time, the employee could request a hearing before the board of trustees or could request binding arbitration - meaning both parties agree to accept the decision of an outside arbitrator, splitting the \$3-4,000 cost of arbitration.

Several universities were represented on both sides of the issue. But only IU called about their big guns. Don Weaver testified briefly and then Al York, University Counsel, testified at great length - mostly imagining the great harm that would come to the university if employees had this recourse, speculated on all the frivolous issues that might waste the trustees time, and used the old familiar argument that the legislation is not necessary because IU rarely overturns an arbitrators decision.

Those arguments certainly didn't impress the committee. The committee passed the bill as did the full House. Unfortunately,

Sen. Robert Garton murdered it by refusing to give it a hearing in the Senate.

What did IU object to in this bill? There was no dollar cost - only an imperative to uphold federal and state laws, not to discriminate and not to misuse public resources. Which of these mandates did they find so objectionable? For that matter, why are they so afraid of collective bargaining legislation? Giving employees basic rights changes the balance of power very little. The administration still holds three of the aces.

Most disturbing to me is the fact that our university lobbyist and his team of experts - all highly paid with our tax dollars - can spend week after week lobbying individual legislators and committees to defeat any bill perceived to be pro-labor. Perhaps IU would get more funding from the legislature if our lobbyists spent 100% of their time fighting for funding instead of fighting their own employees. Fat Foundation expense accounts, ability to obtain tickets to sold out athletic events, and freedom to entertain on "company time" give the administration an almost insurmountable advantage in building alliances.

I object to this use of my tax dollars. If the university must employ state and federal lobbyists their salaries and those of the their staffs should be funded by the Foundation. The resulting savings (which would be well into 6 figures) could be put into the pot for staff salaries - where it belongs.

"I find it hard to spend \$20 million on a building here and \$20 million for a building there when there are clericals at IU are on food stamps," Simpson said. "I find it hard to justify"



Grievance Report

Members often ask about grievances - what kind do we handle and how many do we resolve. Here is a brief synopsis of a few that we've dealt with recently.

Case #1

An arbitration hearing was held February 3 for a clerical who, through the current RIF policy, was forced to take another job and then was not able to perform the new duties. This case went to arbitration (a neutral arbitrator selected by alternative strike method by both CWA and IU) mainly because the grievant had an immaculate 20-year work history. After nine months on the job problems relating to her/his performance were documented. The CWA attorney argued that neither the grievant nor the hiring department were at fault but were both victims of a faulty system. The grievant took the last job because her/his time on RIF status was ending and there were no other jobs available for which she/he was qualified. CWA and IU testified and are awaiting the arbitrator's decision. Remember, there is no "binding arbitration" law requiring IU to accept an arbitrator's ruling. IU has stated before that only once in the past 25 years have they rejected an arbitrator's decision.

Case #2

A 13-year employee working in several different locations on campus becomes ill when working in two of those places. Her/his health is not affected when working in the other locations. CWA has met with the employee, the supervisor and a Human Resources representative. It was decided that documentation from the employee's doctor was needed to initiate either an ADA (American with Disabilities Act) or Workmen's Compensation claim. A final decision has not been reached, but Human Resources indicated they would like to place this person in another department where

her/his health would not be affected. This grievance remains at Stage II.

Case #3

An employee working a later shift was told by the supervisor to go home halfway through the shift because severe weather was forcing the closing of the building in which they were working. This employee submitted her/his time card and was told by the supervisor the time would be covered when they went home. After submitting this payroll document to the account manager it was rejected. The reason given was that the campus was not closed and the time had to be made up or charged to something else. This grievance remains at Stage II.

Case #4

A promotion is not given to an employee in a specific department, but is given instead to someone outside of the unit and IU. This grievance is at Stage I.

Case #5

A promotion is not given to an employee in a specific department, but is given to an hourly from outside the unit. The grievance was filed and settled with the promotion being given to the employee in the department.

Case #6

An employee accused of stealing monies from a department is fired but no actual criminal charges are filed. This grievance is at Stage I.

Case #7

After hearing the campus was closed on Channels 6 and 8 an employee did not report to work and was later told to charge this time to accrued time off. This grievance is at Stage II.

"Injustice anywhere is a threat to justice everywhere."

Parking (continued)

more problems than it solved.

When is someone actually going to do something to solve our parking problems? Maybe never. Meanwhile, staff will continue to pay outrageous fees for nonexistent spaces and CWA will continue to protest at every opportunity.

Gros Louis "Replies" to Weather Letter

Our Executive Vice President, Linda Harl, wrote to Gros Louis, asking him about the procedures used by the university in deciding when the campus should be closed due to bad weather. His reply was as follows:

"Many thanks for your letter about the procedures used by the campus during a weather crisis. You make some good points and I think it is important for us to develop policies that can enable us to deal effectively with such situations when they arise in the future. I appreciate your thoughts."

While Gros Louis may not have much to say on the topic, you can be rest assured that your Local's negotiating team will be submitting a new weather policy during this year's negotiations!

Thank you Valentine Angel!

CWA received an anonymous cash donation on Valentine's Day. Thanks you for both the money and the vote of confidence.

Technical Group Meetings Scheduled

Technical Vice President Robert Palmer has announced a series of brown bag lunches just for technicals so they can come together and discuss their concerns. Members and non-members are invited. The meetings will be held during spring break when the parking is easier. They will all start at noon on the following dates and places: March 14, Cyclotron Conference Room; March 15 and 17, Walnut Room, IMU.

And the Winner is...

Linda Butler is the new secretary of Local 4730. Thanks to both candidates for running and to all the members who voted.

Return that Survey

All members should have received via campus mail this year's survey of the most important issues to address during negotiations. At the same time, you should have also received a separate question regarding CWA's support of the "domestic partner" issue. Both forms should be returned to Poplars 331 by March 11.

For Members Only!

Pass Pets at College Mall will give all CWA members a 20 percent discount on all pet food. Call the office for details on this latest offer.

