



Solidarity Now!

Organize Educate Mobilize

IU Communications Workers of America
Poplars 331 - 855-7929 or 855-8508
Vol. 12, No. 2, February 1995

THE BARGAINING TEAM NEEDS YOUR IDEAS!

by Barb Lentz

During the last month we have received several suggestions for bargaining issues from our membership. We need your ideas. If Local 4730 follows the practice of other unions, we will negotiate a two year contract with only a "wage reopener" on the years of the short legislative session - the off years. We know that this year we can talk about everything we would like changed, so let's not leave anything out. We are not looking for memos asking for 20 paid holidays and three day weekends. Instead, the following broad categories may stimulate your creative processes.

Change existing policy: Is there a policy that you find vague, misleading, poorly written or unfair? Try your hand at changing it. Or tell us exactly how it should be changed to make it clearer or more fair.

Practice to policy: Is there a practice in your office (or another office) that should be formalized or adopted by other offices too? Or is there a practice that should be specifically forbidden to occur in any office?

Create a policy for a missing benefit: We've all read about the workplace of the year 2000 - about companies that have adopted creative ways to solve problems faced by their employees. For example, some companies have found ways to provide day care. Last year's addition of flextime policy is a good example of a new, positive policy change. We will probably propose an anti-harassment policy this year, which would also be a new and welcome change. If another employee group has a benefit that we don't currently have, and you think we should, write it up and send it in. This is your chance to participate in the important process of improving your workplace.

HAVE YOU BEEN DENIED WORKER'S COMPENSATION BY IU?

by Jennifer Radtke

CWA has heard from quite a few CL/TE's that have been denied worker's compensation unfairly. We want IU TO comply with Indiana Worker's Compensation law, but we need your help.

Worker's compensation benefits are payable to employees injured "by accident arising out of and in the course of" the employee's employment. Of special concern to CL/TE's are repetitive motion injuries caused by working on computers.

Please call the CWA Office at 855-7929 if you are having pain or numbness in your hands, wrists, and/or arms, or vision problems caused by working on computers. We can give you help in filing a Worker's Compensation claim and also give you information on ergonomics.

We need you to call us too if you have been denied Worker's Compensation or have complaints about the IU Worker's Compensation Office. The more examples we have, the larger complaint we can file.

WARNING

**DUE TO A SHORTAGE OF
ROBOTS, THIS WORKER IS
A HUMAN BEING & MAY
REACT UNPREDICTABLY
IF ABUSED.**

SPICE

NEXT MEMBERSHIP MEETING: FEBRUARY 23, 7:00 P.M. BUSINESS 313

WHAT THE UNION CAN DO FOR YOU: GRIEVANCE REPORTS

by Liz Fetti

Please note those cases listed below are the "official" grievance cases filed by CL/TE employees. There are, however, many, many meetings and phone calls assisting employees with workplace problems not ready for the official grievance procedure, or able to be solved without using the official procedure.

Case "Ettor": (Follow up) The technical employee wanted a supervisor to take action regarding another employee's behavior. At level two of the grievance procedure it was agreed upon by all parties that no one has the right to make someone else apologize, and that a forced apology has no real value.

Case "Flynn": (Follow up) A clerical employee wanted the department to allow her/him to take time off without pay rather than having it charged to personal affairs. At level two of the grievance procedure an agreement was reached where the PA time was restored, an amended report was placed in the employee's personnel file, and the original incident report was removed.

Case "Haywood": After approximately nine months of meetings involving a department, a clerical employee and CWA Local 4730 representatives, the employee has reassurance of continued employment within the department. Personality problems between the employee and the supervisor are creating an extremely difficult work situation.

Case "Jones": A clerical employee was asked by a former fellow employee to obtain her paycheck from the department. The employee is charged with stealing an envelope in the outgoing departmental mail, and was fired as a result. A settlement was reached at level two where the employee was able to resign with the Personnel Action Form indicating such, and the department agreed to remove letters of suspension from departmental and Human Resource files. In addition, the department agreed to respond neutrally to all inquiries about the grievant's employment.

Case "Keller": A clerical employee was suspended without pay for five days and terminated at the end of that period for making personal phone calls, which the University considered

stealing. An agreement was reached at level two allowing the employee to resign, with the department changing the Personnel Action Form to reflect this action. The department would remove the letters of discharge from the employee's file/s, and they will respond neutrally to employment inquiries.

Case "Lo Pizzo": A clerical employee felt overly scrutinized by the department because they requested a physician's statement for every absence. The employee takes time off for medical appointments that are deemed necessary due to recurring conditions. An agreement at level two states that all medically-verifiable absences will not be counted toward the employee's available sick time. In addition, three occurrences a year are allowable without medical verification, and if necessary, arrangements will be made for time to be charged against the employee's annual entitlement of the Family and Medical Leave should the employee exhaust all available sick time.



(Ed. note: In order to maintain anonymity of grievance cases, we are assigning names from American Labor history to each case. "Big Bill" Haywood was a founder of the Industrial Workers of the World in the early part of this century and one of America's most flamboyant labor leaders. "Mother" Mary Jones was a dynamic organizer of miners in southern Illinois and Indiana who fought for labor well into her eighties; she would often stick policemen's horses with hat-pins during strikes. Hellen Keller was not just a fighter for the rights of the disabled, but also took part in supporting many labor struggles. Anna Lo Pizzo was an Italian immigrant who was gunned down by the militia in the famous Lawrence textile strike of 1912.)

CALENDAR OF EVENTS

(If you want to include your union-related event in the Calendar of Events, please contact Todd Barnell at 855-9846 or via e-mail at TBARNELL, by the fourth Friday of the month before your event is scheduled. Remember, Solidarity Now! comes out on the tenth of the month, so if your event is scheduled before then, it would be best to have it listed in the previous month's issue.)

Tuesday, February 14

Community Services Committee
Noon - Poplars Room, IMU

Thursday, February 16

Equity and Diversity Committee
5:15 p.m. - Call Helen for location (5-6467)

Thursday, February 23

General Membership Meeting
7:00 p.m. in Business 313

Saturday, March 4

CWA Local 4730 Steward's Training
9:00 a.m. to 4:00 p.m.
We encourage all stewards and CWA members interested in being stewards to attend the training. If you are interested, please call our office at 855-7929 to confirm that you'll be attending.

Saturday, March 4

Women and Work Conference, "A Day of Professional Growth and Career Development," is being presented by the Office for Women's Affairs. It is for all interested IU women staff and students and pre-registration is required. Call 855-3849 or e-mail: OWA for registration materials.

Upcoming workshops on Worker's Compensation issues

Our local will be holding special workshops on Worker's Compensation during an upcoming Friday afternoon, on IU time. If you would like to take advantage of this wonderful opportunity, please call the office (5-7929).

IU Affirmative Action Committee will be meeting soon

If you have any questions or suggestions relating to Affirmative Action on the IU campus, please contact Todd Barnell (5-9846) soon.

CWA LOCAL 4730 COMMITTEES

(If you want to get more involved in improving your work environment and your community, please give one of the committee chairpersons below a call.)

Community Services

chair: Carol Reynolds (5-1493)
This committee is involved in reaching out to our community as a whole and networking with a variety of social agencies and other groups which seek to help working people.

Education and Training

chair: VACANT
This committee is, among other things, responsible for developing educational forums for staff members and training programs for stewards and union officers.

Election

chair: Vonnie Peischel (5-3849)
This committee does all the nuts and bolts work to make sure our local elections are fair and run as smoothly as possible.

Equity and Diversity

chair: Helen Harrel (5-6467)
This committee addresses civil and human rights issues, develops programs to combat bigotry and intolerance, and seeks to make IU more accessible to people with different abilities.

Legislative

chair: Barb Lentz (5-6454)
This committee coordinates our local's efforts to secure the passage of laws which protect working people on a local, state and federal level.

Mobilization

chair: Rodney Ward (5-4334)
This committee is the one which puts together rallies, picket lines, poster campaigns, e-mail blitzes, phone banks, and even brought you the famous "stretchy dollar."

Newsletter

chair: Linda Harl (5-9503)
This is the committee which puts out *Solidarity Now!* each month.

Organizing

chair: Jennifer Radtke (5-7511)
This committee has the huge task of building up membership in the union, arranging area tours by stewards, and encouraging the active participation of members in various events.

BEYOND BUMPER STICKER BUYING

by Linda Harl (with some excerpts from the winter 1995 issue of "Union Plus")

"Buy Union - Buy American." "Be American - Buy American." How often have you seen these messages on bumper stickers? But they are more than just slogans. What you buy can have a real effect on the nation's economy and on all workers' job security and standard of living.

Why buy union? "Buying union supports union jobs and keeps the economy going," says Joseph Creedon a member of International Assoc. of Machinists Local 1202 in Aurora, IL. "If you buy union, decent paying jobs stay in this country. Union companies will be profitable and they'll keep production here, where they can make money....Companies need to be able to make profits to pay wages and benefits. Buying quality union products will help them stay in business."

Further, if you buy union you're actually helping put dollars into your own pockets. When union companies battle against non-union organizations, they're fighting employers who can offer lower wages, which puts pressure on your employer to lower your wages. Think about this on the local level. The more products union companies like GE and Thompson sell, the more they can pay their workers in Bloomington. And the better they pay, the more pressure there is on other area employers like IU to keep their salaries up to be competitive. Multiply this all over the country, and you begin to see what a difference buying union can mean for the whole economy.

To see the direct effects of buying foreign products, you need only look as far as the country's trade deficit - it was \$120 billion in 1993. This means the United States imports many more goods than it exports. To make these staggering figures more meaningful, think of it this way: The U.S. Census Bureau estimates that, for every \$1 billion worth of trade deficit, 20,000 American jobs are lost, which for 1993, amounted to more than 2.5 million jobs. Many of these were certainly union jobs.

How do you tell which products are union made and made in the USA? It's not always easy! For one thing, beware of false advertising claims. For example, Wal-Mart is proud of its reputation as a company that sells "American made" goods, but not everything they sell is made in

America. Hormel claims that its corned beef is "made in the USA," but if you look at the small print on the package, it says "product of Brazil."

The best thing to do is look for the union label. It's a guarantee that the product is made in this country, and you'll know that the workers who produced it are getting good treatment. Not all union-made products are labeled, however. But lists are available through union publications and you can call 1-800-522-3591 for further information.

The federal government will shortly set up a 800 number to help consumers find products manufactured in the USA. There is already in place a law which mandates that all automobile manufacturers list information about the countries in which a new car's parts are made and where the car is manufactured. It is also mandatory that all manufacturers identify the country in which their product was made. Look carefully for this information and think before you buy.

Remember that "buying American" can really make a healthier national economy and help everyone's standard of living. Taking that one step further and "buying union" means that all unions will be stronger and better able to help their members.



CELEBRATING BLACK HISTORY MONTH: REMEMBERING THE GREAT LABOR LEADER A. PHILIP RANDOLPH

by Todd Barnell

Asa Philip Randolph was a giant in the early Civil Rights Movement, and yet very few of us could probably say we have ever heard of him. We learned about Dr. King, and perhaps Malcolm X, but the father of one of the most powerful unions in America and a pioneer in the fight for equal rights is mostly forgotten.

Randolph started his career as an editor and writer in Harlem. He founded the *Messenger*, a radical magazine at the time, that advocated for social and economic freedom for African Americans. The magazine took many stands which were unpopular at the time. Randolph did not support the First World War, believing that it was foolish for Black men to die in Europe for rights they did not enjoy at home. He was quickly branded a "communist" by the press, but he remained true to his convictions.

Eventually Randolph became involved in organized labor, helping to found two of the first all African American Labor organizations in the U.S. He went on to build the Brotherhood of Sleeping Car Porters, an all Black union, which fought a bitter struggle with the Pullman Company. After years of hard work, the workers won a pay raise and recognition of their union.

Randolph used the prestige and power of his union to fight for social justice for people of color. He threatened to organize a massive "March on Washington", mobilizing hundreds of thousands of African Americans. President Roosevelt was eager to avoid the embarrassment of such a huge show of discontent and agreed to begin the process of desegregating the military and ensuring that African Americans had equal access to the many industrial jobs opening up during the Second World War.

Years later, Randolph had another chance to march on Washington, working with Martin Luther King on the plans for the famous 1963 march. After the demonstration, Randolph met with President Kennedy and Dr. King, and played an active role in setting the agenda for future civil rights legislation.

This month, let's remember those who have gone before us and keep the torch of justice raised high over our own heads.

CWA DISTRICT OFFICIALS VISIT OUR LOCAL

by Linda Harl

District Vice President Jeff Rechenbach and Judy Robertson, Chief Negotiator of CWA District 4, were special guests at the general membership meeting on January 26, 1995. District 4 covers Ohio, Indiana, Illinois, Michigan and Wisconsin and has its headquarters in Cleveland.

Jeff told us that he began working at the phone company at the age of 17 and by some "fluke" became president of his CWA local at the age of 19. He's been on the staff of CWA since 1981 and has worked extensively with public sector employees in Ohio.

He continued his remarks by saying that he is very impressed by what Local 4730 has accomplished in a few short years of existence. He says he works with many public sector locals and ours is doing some of the most exciting things in the District. He particularly praised *Solidarity Now!* as being one of the most consistently good newsletters in the whole country.

Jeff warned, however, that we must keep up the work we've started. He feels that with the current legislative climate in Washington and at the state level, labor will get no help from government in the foreseeable future. Thus, it is crucial that we do what we can for ourselves. We need to get the attention of the administration and let them know we aren't going away. We must establish an identity for CWA on campus.

Judy Robertson is the staff person in charge of all public sector locals in the District. She is also the most experienced negotiator in the District and will lead our team again this year. Before talks start this year she is compiling a library of other university's contracts. This should help us to see what conditions are like elsewhere and may also serve as a source of examples to show across the table. Judy said we should remember that the mood of negotiations is set by the administration. CWA will do what we have to do to make our points. She is looking forward to working with us again.

Thank you Jeff and Judy for visiting our local! The members enjoyed meeting you and hearing your views. We hope you will come back again whenever your schedules permit.

IN MEMORIAM

Wesley Mitchell passed away December 13, 1994, after a long and valiant fight against brain cancer. Wes was the 15 years old son of Liz Feitl, our local's staff representative.

Local 4730 has started a memorial fund at the IU Credit Union. Those who wish to contribute should make their check payable to the IU Credit Union and mark it for deposit in the Linda Harl Special Savings Account for Wesley Mitchell.

Proceeds will be offered to the family for use in paying expenses related to Wes's illness and death.

COMMUNITY SERVICES COMMITTEE CONTINUES TO STAY BUSY

Seventeen families received baskets from the holiday food drive organized by our Community Services committee. All of the excess food from our drive went to help families in need at the Middle Way House here in Bloomington.

The Community Services Committee is not stopping there, however. They are already gearing up for more activities. They are very much in need of more volunteers and helpers who would like to take a leading role in our local's efforts to provide assistance to our members and our entire community.

We would like to extend a heartfelt thanks to all of the hardworking members of this

committee. They have really made us all proud and have shown us how just a little bit of hard work on the part of a few people can make all the difference in the world.

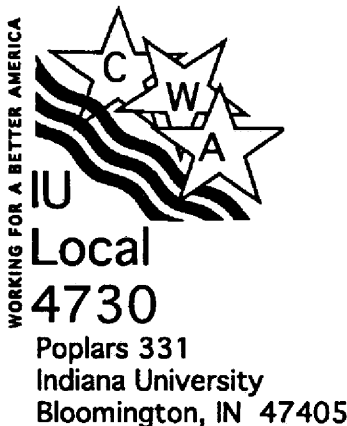
If you would like to know how you can get involved in community service work, and really make a difference in people's lives, please give Carol Reynolds a call at 5-1493.

SCHOLARSHIPS FOR MEMBERS AND THEIR FAMILIES

by Todd Barnell

Did you know that as a member of CWA you and your dependents are eligible for several types of college scholarships? These scholarships are just for union members and their families, and they can come in very handy with tuition increasing all the time.

The Beirne Foundation provides 30 partial scholarships of up to \$3,000 for CWA members and their families. The Hackney Fund provides eight scholarships which pay up to \$1,000 a year for four years. The Union MasterCard scholarship offers cash grants from \$1,000 to \$4,000. The White River Central Labor Council offers a \$500 scholarship. There are also 28 Staff Council Scholarship Awards that are available to all IU clerical and technical staff. The deadlines for these special scholarships are approaching quickly, so call the office today for more information at 5-7929.



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