



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/>

December '99

Volume 16, Number 9

ELECTION RESULTS!!!

by Marilyn Estep, Chair
 Election Committee

Votes for the CWA Local 4730 Election of Officers were counted on November 30 by: Carole Baynes, Marcy Brooks, Benita Brown, Laraine Cooksey and Marilyn Estep. I would like to say THANK YOU to these volunteers. The following members were elected, to begin their term in January, to the following offices:

PRESIDENT
 Elizabeth Feitl

VICE PRESIDENT
 Dorothy Laue

**VICE PRESIDENT OF
 NORTHWEST CAMPUS**
 Patty Woosley

SECRETARY
 Marlene Griffin

TREASURER
 Valerie Pritchett

EXECUTIVE BOARD MEMBERS

AT LARGE (5)
 Bennita Booher
 Jean Collier
 Tina Gilliland
 Stuart Norton
 Beth Plew

**CONGRATULATIONS
 TO ALL!!!**

RCM REVIEW COMMITTEE NEEDS STAFF INPUT

by Steven Ingeman

CWA has requested and received a seat on the committee responsible for reviewing Responsibility Centered Management, and Jerry Dorsey has volunteered to be the staff voice. To date the committee has met twice, and the discussion has primarily revolved around academic issues associated with RCM. But RCM also has implications for staffing at IU.

RCM is a method of budgeting in which individual departments receive funds based on their enrollment rates. Since departments are evaluated individually, they stand alone when it comes to budgetary allocation. Academic concerns with RCM include: a sense that the university should not be run like a corporation; that academic standards are being sacrificed in the interest of increased enrollment; and that interdisciplinary programs and small departments suffer, even though they are an integral aspect of the university.

From the staff angle, RCM puts an undue burden on small departmental offices or offices that do not bring in money to the university. When a department loses money because of low enrollment, there are still essential services that must be performed and a bottom line of expenditures necessary to keep the department running. IU's response, given a money crunch, is often to eliminate a staff position. How much worse will this situation become, and how many departments will be completely bankrupted, when the full effect of the 18/20 retirement plan (see SN v.15, #10) begins to be felt?

As staff members concerned not only about our own jobs, but also about the quality of the university we work for, it is important that we express our concerns. If you have any input you would like to share with the RCM Review Committee, please contact your CWA steward or any member of the Executive Board.

SINCE YOU ASKED...

Question: "I've heard that the doctors at PromptCare are being dropped by Precision, and thus, they aren't eligible to be primary care physicians under my IU plan. Is this true and if so, why wasn't I told?"

Answer: Dan Rives, University Director of University Benefits replies: As of this date (mid-November), NEW participants cannot designate PromptCare as a Primary Care Physician (PCP). PromptCare will remain in the Precision network, just not as a source of primary care physicians for new employees. Current participants can keep PromptCare as a designated PCP. When or if this changes, affected individuals will be notified directly. It is my understanding that new employees and individuals seeking a change are informed of this plan provision.

The list of Precision PCPs does change on a periodic basis for a variety of reasons. Whenever the status of a PCP changes, Precision Health Network and CoreSource have a process for notifying plan participants who are affected. However, for each of the eight IU-sponsored health care plans, we reference an external source to inquire about related "preferred providers." For Precision, the web site is www.phn-in.com.

DYNAMIC NEW PLAN PRESENTED TO TPAC

by Linda Harl

The Transportation and Parking Advisory Committee (TPAC) met for the first time this year on November 17. The Committee is composed of 10 voting members - 3 faculty, 3 staff, 3 students and one representative from the Chancellor's office. Several administrators serve as ad hoc or non-voting members. The purpose of this committee is to advise the Chancellor on all parking and transportation matters that affect our campus.

In keeping with this broad overall function, TPAC Chair Tom Swafford appointed a sub-committee at the end of last year to look into permit access and overall parking planning. He asked this sub-committee to meet over the summer and come back with suggestions. I was on this committee, as were representatives of the Bloomington Faculty Council, the Professional Staff Council, Parking Operations and the Chancellor's office.

The subcommittee's report starts with several basic assumptions. First, the mandatory bus fee for students will soon take effect, making frequent transportation throughout the campus and much of the community accessible to them at little cost. Second, spaces at the stadium should be viewed as "park and ride" spaces only and not counted as parking spaces available on campus. And third, after removing those spaces from the count, it is obvious that there are not enough remaining spaces to support all the populations which now have access to A and C spaces and garages.

The governing principle of the proposal then became the belief that permanent employees should have greater access to parking than transient students. Specific recommendations include removing access to A and C permits for all students except AIs, whose eligibility was originally legislated by the Faculty Council, and then asking the BFC to revisit this issue. We also suggested converting the entire Atwater garage to A spaces, with an appropriate number of spaces in the adjacent surface lot converted to C spaces. Another recommendation was to

revisit the issue of all D spaces being controlled by Residence Life. It was felt that TPAC should at least have an advisory role over all spaces on campus.

Other recommendations included building more decks and garages where congestion is the worst. Future increases in sticker prices should be tied to an increase in spaces. However, Parking Operations (and subsequently decal holders) should no longer be forced to pay for the side effects on parking of major campus construction projects. For example, recent projects have forced increases in fees to pay for a new business garage and the demolition of the old one. Costs such as this should be built into the costs of construction and renovation projects.

However, the major recommendation said that the faculty and staff will never adjust to a "car-free" campus, and the shuttle should be considered primarily a student service. Adequate parking for employees in the vicinity of their workplaces is the overall goal of all other recommendations.

As long time SN readers might imagine, several of these recommendations are controversial and represent a shift in the administration's traditional approach to parking issues. No votes were taken on the recommendations at the November meeting, but they will be discussed at future meetings. CWA is committed to working with other groups on campus to get these recommendations through TPAC and then to get the Chancellor to accept them.

Stay tuned for further developments.

SWEATSHOP UPDATE

by Linda Butler

This is a follow-up article from the earlier article in November SN.

A student-led IU anti-sweatshop coalition has been pressuring the administration to adopt an effective anti-sweatshop policy in licensing agreements for IU logo items. The coalition wants adoption of a Code of Conduct, full public disclosure and effective monitoring of compliance with the code by the licensees. Administration

representatives and coalition members met November 15 at Ballantine Hall in continuing discussion. A number of union activists statewide showed their solidarity with the student effort by attending the meeting.

There was an air of festivity at the meeting, because earlier in the day the administration had announced that it would require all of its licensees to disclose the locations of their factories, including addresses and contact information, to the university. Noncompliance within 60 days of notification of the requirement would result in a termination of the licensing agreement with IU.

The coalition is making progress. For the past two years the standard IU licensing agreements have required compliance with all local laws and regulations and have prohibited the use of child labor. The added disclosure requirements will help monitoring efforts.

The coalition continues to work for IU's adoption of the Code of Conduct and for effective monitoring to be put into place. CWA supports this effort.

MUTUAL GAINS TRAINING SESSIONS HELD

by Liz Feil

The IU/CWA Mutual Gains Committee, consisting of both CWA officers and IU Human Resources representatives, organized and hosted the most recent training sessions for personnel representatives and IU CWA officers and stewards. These two sessions were held during the latter part of October and the early part of November. Fifty-two participants were in attendance focussing specifically on the Personnel Policy Book for Appointed Support Staff.

Comments were very positive regarding the evaluation of the sessions and many appreciated having the "useful knowledge" available to them. Some participants considered it "by far the most helpful" session given to date.

CWA will continue to work with Human Resources in providing additional training sessions in the future.

KNOW YOUR POLICY....

Editor's note: This is a periodic feature of SN which highlights certain policies affecting IUB Support Staff. The numbers given refer to the specific policy in the Personnel Policies for Support Staff manual. If you have a policy you would like to see highlighted, contact lharl@indiana.edu.

GHOST EMPLOYMENT (2.3)

"Indiana law makes it a criminal and civil law offense for IU to employ and pay a person when that person is not performing duties related to the operation of the employer. No employee is to receive salary or wages for work not performed in the exercise of duties for the institution. It is also unlawful for the employee to accept salary or wages in this situation. Both the employer and the employee are subject to civil and criminal penalties for violation."

In simpler language, this means if you aren't working, you shouldn't be getting paid. Any violation of this policy can result in civil and criminal proceedings against not only you, but also against any other employee who knowingly approves of such a violation.

ADVERSE WEATHER (5.5)

"If adverse weather conditions create extreme travel hazards for a staff member traveling to or from the workplace:

1. The person should make every effort to notify his/her supervisor.
2. The department shall authorize the use of accrued vacation, bonus time, previously accrued comp time, pa time, or the work may be made up during the same work week.
3. Employees may, at their option, be absent without pay and with benefits, in lieu of charging the absence against items listed above.

If the campus Chancellor closes the campus, pay for staff members will be continued without charge to allowances or make-up of time."

In other words, if it is your choice to stay home, you have to charge the time, take it without pay, or make up the time. If the campus closes, you will get paid as usual. Note also that the "campus being closed" is not the same as "classes being cancelled." Listen to local radio stations for up-to-date information.

WILL YOU HAVE ENOUGH

by Jane Goldsmith

Did you ever wonder if you would have more money for retirement if you were a PA, or if the retirement plan for Support Staff will be adequate for your retirement years? According to Jack Hudson at University Benefits, it is not an easy question to answer. An explanation of the two retirement plans will help make the comparison.

The retirement benefits for Support Staff are in two parts. One part (3% of the Support Staff member's annual salary), for which Support Staff receive quarterly reports from PERF (Public Employees Retirement Fund), is an annuity savings account. This account can be withdrawn from PERF when a Support Staff member separates from the university, regardless of their length of service. Although the university makes the entire contribution, Support Staff members have the option of telling PERF in which of five funds they want the money invested—the Guaranteed Fund, the Money Market Fund, the Bond Fund, the SP500 Fund or the Small Company Stock Fund.

The other part of the Support Staff benefit is the pension. The contribution for the pension is also made entirely by the university, and the amount is determined by PERF on a yearly basis. An employee has to be vested in PERF in order to draw a pension. The current vestment period is 10 years. The pension is computed by using the following formula: years of service times 1.1% times the average of the highest 5 years income equals the annual amount for the pension payment. For instance, a Support Staff member works at IU for 20 years, and the average of her highest 5 years' income is \$20,000. Applying this formula, the amounts would be: 20 years times 1.1% equals 22% times \$20,000 equals \$4,400. This amount is divided by 12 months, giving a

monthly pension payment for this person of \$366.66. This is a lifetime benefit. It is also in addition to the money the Support Staff member would receive from the annuity savings account.

The university makes the entire contribution of 11.25% of the annual salary for its professional staff to TIAA-CREF. (This percentage was changed to 10% for new hires after July 1, 1999.) There is no pension plan for the professional staff. There are similarities between the PERF and TIAA-CREF plans, although they are not identical. TIAA is comparable to the Guaranteed Fund through PERF, although they pay different percentage rates. CREF has a selection of mutual funds in which PAs can choose to invest, and each has different percentages of return.

So who knows who will end up having more money in retirement? It is impossible to say, because of all the variables involved, and the decisions employees make regarding where their money is invested. If you would like information about your current retirement figures, do not hesitate to contact Jack Hudson at University Benefits (5-2986 or email to wbhudson).

TAKE A STAND, CALL YOUR CONGRESSMAN!

by Steven Ingeman

The U.S. General Services Administration is currently accepting comments on the administration's proposed regulation to prevent the government from contracting with corporations that do not adhere to federal laws. This policy was at least partially inspired by CWA's dispute with Sprint over the shutdown of La Conexion Familiar during an organizing campaign in 1995.

If you want to send a comment—such as "I support the principle that the U.S. Government should not do business with companies that violate labor, environmental, or safety and health laws"—go to the Essential Action web site: www.essentialaction.org/anti-scofflaw.

QUESTIONS FOR THE MILLENNIUM... THINGS WE'D REALLY LIKE TO KNOW AND AREN'T AFRAID TO ASK

Will we ever be able to turn left again out of the library parking lot? Even at night or other non-prime times?

What does the university do with the money it saves by not paying social security on the salary money involved in pre-tax (or tax-saver benefit) programs?

Is 7th Street really closed forever?

Could the Y2K bug work in our favor? Like maybe we'll get the administrators' checks in January and they'll get ours....

Will the university ever fund a better retirement program for Support Staff? Can staff retirees quit working at K-Mart just to get by?

Why does my parking hang tag fly off when I turn right? Is this new decal system really working?

Will long-term employees ever really be valued? Does anyone realize that keeping current employees is more cost-effective than always training new ones?

Will training...even reading the Policy Manual...ever be mandatory for all supervisors?

If IU can do a joint venture with private industry to build a golf course, why can't it do the same thing to build a parking garage?

Who's idea is the "car-free" campus and has s/he ever talked to real staff? Will the people pushing this idea ever face reality and build more parking?

Keep reading *SN* in the new year. We'll let you know if we find the answers to any of these questions. Meanwhile, a Happy Holiday Season to all of you from the *Solidarity Now!* staff. We're taking December off but will resume publication in February.

PROTECTION FROM BULLYING

by Steven Ingeman

When one employee directs negative words or actions against another in a recurrent and directed manner, it is bullying. Often the bully acts to gain influence or control over the individual or over the office as a whole...But bullying drives down the morale of other employees, contributes to high worker turnover, and generally disrupts the workplace. Since we spend a large portion of every day at our workplace, and because bullying can cause frustration, stress, feelings of helplessness, or self-doubt, bullying can also become a workplace health issue. However,

because bullying is not always recognized as a form of workplace harassment, people may not know their protections under existing policy.

In a survey in Great Britain, 66% of workers in public service organizations had witnessed workplace bullying. Of those, 74% said that management knew about it, and 94% believed that there was no protection against it. Furthermore, 83% of the bullies were identified as being in a managerial position.

IU's Statement on Fair Treatment in the Workplace (policy 7.9) states that "the Administration has the ongoing responsibility of maintaining a work environment that is free of conduct that is motivated by bias based on...non job-related characteristics.... In addition, the Administration has the responsibility of insuring fair and equitable treatment, and of eliminating offensive behavior from the workplace." This policy protects workers against any form of harassment, sexual or otherwise.

Grievances involving harassment of any kind, including bullying, are sent to the Affirmative Action Office for investigation and recommendations. If you believe bullying is occurring in your workplace, contact your CWA steward for more details concerning your rights. For general information on bullying, you can also check out the Campaign Against Workplace Bullying website at: www.bullybusters.org.

RETURN SERVICE REQUESTED

Bloomington, IN 47405
Indiana University
Poplars 331

Local 4730



WORKING FOR A BETTER AMERICA

NON PROFIT ORG.
U.S. POSTAGE PAID
BLOOMINGTON, IN
PERMIT NO. 197