



# 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-May, 2004

Volume 21, Number 2

## CWA MEMBERSHIP SURVEY REVEALS COMMON CONCERNS AND SATISFACTION LEVELS ON BLOOMINGTON AND GARY CAMPUSES

by Bernadette Robinson-Kinzer  
Staff Representative

In preparation for bargaining our contract with IU, members present at the January 2004 Membership Meeting urged the CWA bargaining team to survey the membership and get direct input on matters to be discussed at the table. A comprehensive survey was mailed to all members and included a stamped, self-addressed return envelope. Surveys are still being returned and tabulation is ongoing, but the results to date have been consistent and in-line with the predictions of the bargaining team.

**As of April 13, 2004, 36% of the surveys had been returned and tabulated.** Because some respondents skipped questions, or their answers were not legible, percentages sometimes total less than 100%. If the percentages total more than 100%, it reflects some respondents splitting their answers between multiple choice options. Notations indicated conditions vary in their department, so a single answer would not be accurate.

A common complaint to CWA Stewards is an increase in workload and responsibilities without an equity increase in pay. The explanation given by supervisors is the unavoidable budget crunch that has impacted the entire university. **38%** of Support Staff feel their workload is properly balanced. **33%** feel it is heavy, but acceptable, and **21%** feel it is too heavy—*"I can barely keep up."*

**32%** feel their job responsibilities have not increased, **8%** have experienced a load increase with a wage equity adjustment to compensate them, **35%** feel they have had a load increase without a wage equity increase, and **19%** feel their load increases annually without any wage equity adjustments.

**51%** of all staff surveyed on the Bloomington and Gary campuses report never working overtime hours. Of those working more than 40 hours per week, **16%** report always being paid for their overtime hours (sometimes with OT wages, sometimes with comp time). **32%** report being paid in compensatory time because their department cannot afford to pay overtime. **10% report NOT being paid for their overtime.** *"I am told I need to be a team player and get the work done, but the department cannot pay any overtime. Everyone is over-worked, and I shouldn't complain about it."*

If their present level of work intensity continues, **51%** feel they can stay healthy and make it to retirement. **40%** feel they will be worn out before they retire.

In terms of considering workers' needs and interests, supervisors were evaluated as trustworthy to implement IU policy and philosophy:

**always- 43%**  
**sometimes- 36%**  
**rarely- 10%**  
**never- 1%**

In terms of considering workers' needs and interests, departmental Human Resource Managers were evaluated as trustworthy to implement IU policy and philosophy:

**always- 29%**  
**sometimes- 7%**  
**rarely- 1%**  
**never- 0%**

**22%** of respondents indicate their department does not have a Human Resource Manager. (Many respondents skipped this question.)

Because of repeated complaints to stewards and the CWA Office regarding growing uneasiness with job training, job expectations, and clearly defined job descriptions, especially when a staff member quits or is rified, and their duties are distributed among the remaining staff, we asked for feedback on clarity of job responsibilities. (Some respondents to the following questions have worked less than a year. Other respondents replied to the questions regarding their probationary period training, as well as the years since. Others chose to ignore the probationary questions and answered the annual appraisal questions only.)

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Regarding IU's promise to train staff and provide regular feedback on job descriptions, job expectations, and performance appraisals:

**39%** of all respondents report receiving a copy of their job description when starting their probationary employment.

**17%** report not receiving their job description.

**25%** report receiving two performance appraisals during their probationary period to help them master their job and expectations.

**26%** report NOT receiving appraisals during their probationary period.

**28%** report receiving annual performance appraisals and feeling clear on their job expectations.

**24%** report receiving an appraisal every few years and sometimes being unclear on what is expected from them.

**17%** report never having received an appraisal and frequently feeling unsure of expectations. *"My area and job duties change from year to year."*

**11%** report never having received an appraisal, but feeling secure of their expectations.

**1%** report receiving regular appraisals, but still feeling uncertain of job expectations.

In terms of bargaining issue importance and priority (excluding wages and benefits):

**49%** feel a reduction in health insurance premiums is needed, and **42%** want insurance coverage for ALL prescriptions. The comment, *"If we are paid a living wage, we can afford to pay our health insurance premiums and needed prescriptions,"* appeared repeatedly in the comments section for this question.

**15%** express an interest in the benefit of a "free" membership to the HPER for staff members (not their families) for long term health benefits, as regular exercise is known to increase attention span, energy level, stamina, and reduce health care costs.

**14%** express a desire to make extra contributions to their PERF retirement accounts.

**14%** are interested in free "C" parking stickers. The comment, *"Parking stickers should be figured on a sliding scale based on your annual salary,"* also appeared many times.

**14%** also want an increased number of parking spaces. (Some things never change – this was a big complaint on the 1964 Support Staff survey questionnaire.)

**13%** express an interest in comparing the PAQ to the original job description, not the most recent one, when positions are reviewed for reclassification.

All other listed items garnered **less than a 10%** response.

Lastly, we asked for input on wages. Several options were offered for consideration, but the overwhelming response from both the Gary and Bloomington campuses is to rectify past inconsistencies in staff wages while rewarding years of service. **40%** favored a program to pool all university wide allocations for wage increases and divide by the number of employees for a flat increase for every employee.

Stewards and the CWA Office have received increased complaints in the past year of new employees being hired at the mid-range scale, while employees with ten to twenty years of service remain in the minimum and first quartile ranges. Departments are bound by Responsibility Center Management (RCM) to keep expenses in check with available funding. Many chairs and deans admit a desire to give staff well deserved and long overdue pay increases, but RCM prevents them from doing so. When new employees are hired, the best qualified are frequently unwilling to start below the mid-range scale. This is perfectly understandable, as the cost of living in Bloomington is higher than for any other city in the state. However, long time staff find themselves playing the part of Alice in Wonderland where their wages are concerned. *"The hurrier I go, the behinder I get."*

Clearly the union's focus needs to be on raising wages of the lowest paid and longest serving staff. Fortunately, an article in the Saturday, April 3, 2004, issue of *The Herald-Times*, entitled "IU's In-State Tuition to Go Up 4%," also included some information regarding next year's budget. The article stated, "At President Herbert's urging, the 2004-05 IU budget will include money for a \$625 pay increase for full-time employees who make less than \$25,000 a year – a category that includes more than 1,100 IU Bloomington employees. The allocation of the funds will depend on talks with IU union representatives. 'We have staff living below the poverty line,' Herbert said. 'This is not a lot of money, but it is an attempt to do something for them.'" It is greatly encouraging to finally have a President willing to take an interest in the staff employees of Indiana University.

We urge all members to complete their survey and return it to the CWA Office. We will continue to tabulate responses and bring that information to the bargaining table.

## NEGATIVITY AND ITS REAL CAUSES

by Linda Harl

According to an email all Support Staff received from HR in early March, **NEGATIVITY IS EVERYWHERE AND YOU ARE ON THE FRONT LINES!** Now, that's a real news flash, isn't it? Negativity is indeed everywhere and staff deal with its consequences constantly - everything from low morale to irritable coworkers and supervisors.

The HR people think that a one day seminar on developing a positive attitude will make us all able to avoid destructive thinking and its toll on job satisfaction. Sure, a positive attitude can help, and I'm sure the lady running the workshop is a skilled and interesting speaker. But a whole day of positive attitude building isn't going to help the real causes of negativity on campus.

First there is salary. A good many staffers are seriously underpaid and are working two jobs just to provide basic necessities for their family. If this isn't bad enough, some of us have to grit our teeth and listen to faculty complaining about their low pay and worrying when they don't get every single cent possible out of their research accounts. Upward job mobility is all but non-existent, and seniority raises have been cut for lack of funding.

Then let's talk about work load. Some of us are doing extra work because of cut backs in staffing. Others are going to endless training sessions to learn about new programs and systems relating to the PeopleSoft implementation and all the accompanying headaches that is causing. Nothing is as bad for morale as having a perfectly usable system you're comfortable with suddenly being replaced by one that may or may not work as well.

And let's not forget the perennial favorites: insurance and parking. They appear on the list of "negativity" causes every year, because no one ever actually does anything to solve the problems of increasing prices and decreasing services.

So let's leave the workshop to those who enjoy that sort of thing. But let's not pretend that pop psychology and smiling faces will really help negativity on campus. That will take some real changes – changes that are long overdue.

***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 Jane Goldsmith via email at [goldsmi@indiana.edu](mailto:goldsmi@indiana.edu)**

## MORE INFORMATION ON HEALTH INSURANCE BENEFITS FOR EMPLOYEES & RETIREES

by Gayla Bradfield

If you have recently elected to take the early retirement incentive offered by IU, no doubt you've thoroughly researched the health care benefits that will be available to you once you retire. However, if you're still studying your options, you might want to read on. By way of correction to my article in the last issue of *SN*, we have been informed by Susan Brewer in Human Resources that dental insurance is only offered to early retirees while they are enrolled in COBRA. When any employee (over or under age 65) separates from the university, that employee has the option to enroll in COBRA for up to 18 months. While on COBRA, continuation of dental coverage is available. After COBRA eligibility ends, only medical coverage is provided for those with retiree status. Dental coverage is no longer offered.

For complete and exhaustive information on health care insurance for IU retirees, you might check out the website created by the Bloomington Faculty Council Retiree Health Care Sub-Committee at [www.indiana.edu/~bfc/docs/AY04/RetireeHealthCare.pdf](http://www.indiana.edu/~bfc/docs/AY04/RetireeHealthCare.pdf). This excellent site is dedicated to improving the information available to employees and soon-to-be retirees on health care options available to them.

Another good website devoted to IU pharmacy benefits provides information and prices on prescription and non-prescription drugs, as well as other health and beauty supplies, along with the ability to check your prescription order history & order refills and health products online. The address is: <http://www.iubenefitsrx.mimrx.com/iuhealth/default.asp>.

## WIN A DREAM VACATION WITH A \$10 DONATION TO YOUR FAVORITE CHARITY

CWA and the Principal Financial Group are sponsoring a promotion to benefit charity and provide one lucky CWA member with a trip to Maui, Hawaii (8 days, 7 nights—including airfare, hotel, car rental & more). Two runners-up will also be able to choose trips to Florida, Las Vegas or New York City. All you have to do to enter the contest is contribute at least \$10 to your favorite tax-exempt charity between January 1 and August 1, 2004. Request an acknowledgement of your donation and send a copy, along with an official entry form, to the Principal Financial Group. You will receive one entry for every \$10 you donate, so the more you give, the greater is your chance of winning. Winning names will be drawn during the CWA Annual Convention, held August 30-31, 2004. You can donate to any qualifying charity organization, but the national CWA's adopted charity is the Elizabeth Glaser Pediatric AIDS Foundation.

Complete rules and entry forms are available at <http://cwa-union.org/members/VacationGiveaway.asp>.

## PROPOSED CHANGES TO THE OVERTIME RULES AND HOW THEY MAY AFFECT YOU

by Jane Goldsmith

In March 2003, the Bush administration introduced sweeping changes to the rules determining which jobs would be exempt from overtime. Due to overwhelming public outcry, there was a bipartisan rejection of these changes by both houses of Congress. Despite this unified response by our elected officials, the Bush administration is determined to implement these changes, and, by the time you read this, they may have already done so.

You may wonder why you should be concerned with the changes. After all, according to the Department of Labor (DOL) figures, 1.3 million more workers would be entitled to overtime with these changes. Granted, the DOL also says 644,000 workers would lose their right to overtime pay due to the changes in the rules. But it doesn't appear the DOL figures are high enough for employees who would lose overtime. According to the Economic Policy Institute (EPI), a Washington-based think tank that studies workplace issues, 8 million workers would lose their overtime protection.

Why this disparity? The DOL considered only workers who are actually working overtime and getting paid for it, rather than considering all workers who are in jobs that are non-exempt but not working overtime, because their employer doesn't want to pay them overtime. EPI considered the last group in their figures.

You may ask... what are the "sweeping changes" that would change the status of so many jobs from non-exempt to exempt? And how might they apply to Support Staff positions at IU?

The current law qualifying a job for exempt status generally requires meeting three criteria.

1. The salary must exceed the minimum level set.
2. The employee must be paid a salary, not an hourly wage that is subject to restrictions because of variations of quality or quantity of work performed.
3. The duties performed involve managerial, professional or administrative skills as defined by the FLSA regulations.

The change to criteria #1 is to raise the minimum level from \$155.00 a week to \$425.00 a week (\$22,100 a year). This figure has not been raised since 1975 and the raise is needed. However it is not keyed to cost of living, so it will fall behind again as time progresses.

There are no obvious changes to criteria #2. Criteria #3 is the area where there is a large amount of change proposed. Some of the proposed changes would:

a.) eliminate the requirement that exempt employees' primary duties require the consistent use of discretion and independent

judgment or that an employee spend the majority of his/her work time in exempt administrative duties;

b.) substitute an employee's high skill level or level of training for the requirement that an employee's work be managerial and of substantial importance to the organization; and

c.) minimize the amount of time spent in supervision while maximizing the time spent doing the same work as the employees being supervised.

The proposed changes do not state what the skill level substitution should be. The proposal sets no minimum standard for the course of instruction or experience needed. The DOL's own regulatory analysis equates 6 years of job experience with a Bachelor's Degree. But the proposal is not tied to this analysis. An employer could set any amount of job experience as the skill level necessary to make it a professional job and therefore exempt from overtime.

The proposed change to broaden the definition of supervisor would change the definition to include those who spend most of their time performing manual tasks and routine work, as long as they spend some of their time directing the work of others. The DOL suggests that a ratio of one supervisor for every two employees is acceptable, even though only a small amount of time would be spent supervising by these "supervisor/executives." The requirement that supervisors be able to exercise independent judgment would be eliminated. And the job would be exempt from overtime.

There are many Support Staff positions at IU that could be affected by these changes. Many Support Staff supervise other employees – be they other Support Staff or student employees. There are many who have extensive work experience or have learned duties on the job like bookkeeping or web administration that IU could classify as "learned professionals" and make their jobs exempt from overtime. And it doesn't follow that the employee would get a pay increase for the change in classification.

Of course the unions are following this issue very closely, because they feel workers are not helped by these changes. And employers are also following this issue closely, because they feel they would be helped by the changes they have requested.

What can you do about this? Contact your elected officials. They all have web pages and you can send them email. Let them know what you think and that you don't want changes made to the interpretation of the FLSA. There are bills that are being sponsored in both houses that would overturn the rule changes. We need to let them know we want their support of these bills.

# WE ARE CWA

The Communications Workers of America Local 4730 on the IU campus is the voice of the Bloomington and Northwest campus Support Staff employees. CWA Local 4730 strives to achieve fairness in the workplace for all Support Staff as well as the betterment of the work environment. To accomplish this, CWA Local 4730 negotiates biennial agreements to the Staff Policies and Procedures Manual, and represents Support Staff in fairness in the workplace issues, disciplinary and grievance processes.

All Support Staff desiring information or adjustment 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.

## EXECUTIVE BOARD

Name	Position	Phone	Email
Bennita Booher	Local President	5-9303	bbooher
Brian Neal	Vice President	5-9514	bjneal
Yolanda Solis	Exec. Vice President NW	219-980-6779	yarroro@iun.edu
Open	Secretary	5-0661	lcooksey
Jean Collier	Treasurer	5-2536	jcollier
Gayla Bradfield	Member at Large	5-9044	bradfiel
Grace New	Member at Large	5-9279	gnew
Peter Kaczmarczyk	Member at Large	5-0383	pkaczmar
Valerie Pritchett	Member at Large	5-1746	vpritchett
Bernadette Robinson-Kinzer	Staff Representative	5-8508	berobins
Abbey Grodin	Intern	5-8508	agrodin

## STEWARDS

Name	Location	Phone	Email
Alexis Andronikos	Business	5-4247	aandroni
Bennita Booher	Ashton - Scott	5-9303	bbooher
Marcy Brooks	300 N. Jordan	5-0962	mabrooks
Linda Butler	Ernie Pyle	5-1726	libutler
Pat Carlton-Nyangira	Optometry	5-4947	pcarlton
Jean Collier	IMU Lobby	5-2536	jcollier
Audrea Davis	IU Northwest campus	219-980-6584	adavis@iun.edu
Stacy Felton	Chemistry	5-6987	cfelton
Jane Goldsmith	Library	5-8237	goldsmi@exchange.indiana.edu
Sachiko Higgins-Kante	Neal Marshall	5-9271	sghiggin
David House	Creative Arts	5-0468	housed
Peter Kaczmarczyk	Library	5-0383	pkaczmar
Brian Neal	Physical Plant	5-9514	bjneal
Sharon Nejfelt	Carmichael Center	5-7865	snejfelt
Grace New	Poplars	5-9279	gnew
Stuart Norton	Radio & TV	5-6957	stnorton
Valerie Pritchett	Franklin Hall	5-1746	vpritchett
Elaine Raines	IMU Lobby	5-7266	iraines
Laura Reed	Lindley	5-4341	lreed@cs.indiana.edu
Jenny Robertson	1000 E. 17 <sup>th</sup> St.	5-4822	gerober
Eve Sparks	Business	5-0439	ebsparks
Terry Stigall	Geology	5-1476	tstigall
Doug Strough	Business	5-4247	dstrough
Connie Vaughn	801 N. Jordan	5-0224	vaughnc
Karen White	Campus View	5-6600	kjwhite

## E-MAIL PRIVACY AT IU

by Gayla Bradfield

On Wednesday, March 31, a forum regarding email privacy at IU, sponsored by the Bloomington Professional Staff Council, AFSCME, & CWA, was held at the School of Education. All IU employees were invited to attend. The panelists were Philip Bantin, Director, University Archives; Mark Bruhn, Chief IT Security and Policy Officer, Office of the Vice President for Information Technology; Beth Cate, Associate University Counsel, Office of the University Counsel; Fred Cate, Distinguished Professor, School of Law-BIgtm; and Maurice Smith, Director of Employee Relations, University Human Resource Services.

The idea for the forum came about due to the concern of some staff members following the release of a memo from Thomas Gannon, Associate Counsel, IUPUI, to the IU trustees last fall. The section of the memo which read as follows was circulated to all IU employees:

*“All university employees, and any others who use university computing resources, should be aware that electronic mail, including personal email sent or received by such individuals, may be subject to public disclosure under the Indiana Access to Public Records Act (APRA).”*

According to Beth Cate, Associate University Counsel, Indiana University is subject to Indiana’s open records law (APRA), because it is a state supported institution. Under that law, all email sent or received on university owned equipment is considered a public form of communication, and is subject to disclosure on request. The requestor is not required by law to disclose the reason for the request. Although there are certain types of communication that are exempted by the law, such as patient medical records, confidential financial information, and certain categories of student communication, there is no distinction between “business-related” email and “personal” email. In addition to a legal court order, there are a number of other circumstances that IU has determined are legitimate occasions when your personal computer files can be opened for inspection. These are all listed at the Policy on Privacy of University Information Technology Resources website, <http://www.itpo.iu.edu/IT07.html>. Other than these documented circumstances, your stored electronic files cannot be accessed legally by anyone at IU.

The amount of time employees spend using IU computing equipment for personal email was also a topic of discussion at the forum. Although “incidental” personal use of the university’s communications resource systems is considered acceptable, each department is allowed to determine the definition of “incidental” use. Again, as IU is a publicly funded institution, taxpayers have a right to know that employees are spending their time doing the job. If the majority of your emails are personal, questions can arise.

When you delete an email from your wastebasket or deleted items folder, it is held in a retention area for a period of 30 days, and can still be recovered during that time. After that 30 day period, it is permanently deleted and can no longer be accessed, either by you or IT personnel. Or you can purge items from this retention area yourself, eliminating this 30 day waiting period. Although you may have deleted an email from your own computer, you must remember that it can still be “out there” on the other side, either in the “inbox” of the person you emailed or the sender’s “sent items” folder, if you were the recipient. These files are essentially beyond your control.

In the words of Fred Cate, Distinguished Professor of Law, the bottom line is, “Treat email like a postcard.” Don’t put anything in an email message that you wouldn’t want a casual bystander to read. Although it is a valuable business tool, email can also be a legal and security risk if not handled in a controlled, professional manner.

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## IU BLOOMINGTON EMPLOYMENT – ONLINE APPLICATION GLITCH IDENTIFIED

by Bernadette Robinson-Kinzer

Applying for a job at IUB via the web (electronically) is designed to be easy and user friendly. Recently a Support Staff employee notified the CWA Office that her electronic application had not been received by IU Human Resources, even though she received an “Employment Confirmation” message. A call to the IUHR office put me in contact with Steve Withem, who explained an “intermittent data error” had been detected and they thought they had corrected the problem. When a copy of the employee’s confirmation was delivered to Steve, he was able to confirm that it was indeed a new problem, and he promised to work on a solution. He also apologized for the inconvenience and frustration to any employees who had received a “false confirmation” and expressed a desire to work cooperatively with CWA on identifying and correcting future problems.

When you apply for a job “online” look for a confirmation page that prints the following information:

**\*\*\*PRINT THIS PAGE FOR YOUR RECORDS\*\*\***

**Your Name**

**The Position Number**

**Position Title**

**Department**

If your confirmation does not include all the above listed information, call IUHR at 855-2172 or email [iupers@indiana.edu](mailto:iupers@indiana.edu) to alert them immediately. They will work with you to get your application properly submitted.

## CWA MEMBERSHIP CONTINUES TO GROW

Our local is continuing its growth in membership. CWA Local 4730 would like to welcome all of our new members to the union, and we look forward to working with all of you! CWA would also like to thank all of the hardworking stewards and other members out there who have given so much time lately in the effort to improve all of our working lives. If you still haven't signed up yourself, just fill in the membership card below and send it to the CWA Office in Poplars, Room 331.



### LOCAL 4730

Communications Workers of America, AFL-CIO

I hereby request and authorize the deduction of dues from my pay as established by Communications Workers of America (C.W.A.) of which I am a member. These will be paid to the Treasurer of C.W.A.

NAME (print) \_\_\_\_\_

University ID # \_\_\_\_\_

Department \_\_\_\_\_

Work Phone \_\_\_\_\_

Work Address \_\_\_\_\_

Room # \_\_\_\_\_

Email Address \_\_\_\_\_

Home Address \_\_\_\_\_

City/ST/Zip \_\_\_\_\_

Home Phone \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_

Received by: \_\_\_\_\_

## WHAT'S HOT ON THE CWA WEBSITE

Here is a list of what was new on the CWA national website this week. [http://www.cwa-union.org/get\\_active/whats\\_hot.asp](http://www.cwa-union.org/get_active/whats_hot.asp)

National Table Opens for SBC Talks

<http://cwa-union.org/news/WhatsNew.asp?ID=418>

2004 L-P Conference More Important than Ever

<http://cwa-union.org/news/WhatsNew.asp?ID=417>

February Another Grim Month for Nation's Jobless

<http://cwa-union.org/news/WhatsNew.asp?ID=415>

Find Out About the Effects of Laser Radiation

<http://cwa-union.org/osh/FactSheets.asp?ID=358>

The Website of the Week belongs to CWA Local 2108 of Landover, MD

<http://www.cwalocal2108.org/>

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## WHAT'S NEW AROUND THE UNION THIS WEEK

Five members of The Newspaper Guild-CWA have won 2004 Pulitzer Prizes for outstanding journalism, reporting on a scandalous lack of attention to worker safety, the horrors of Vietnam and now the tragedies in Iraq. Fourteen other Guild members were finalists for the coveted award.

The winners were New York Times reporter David Barstow of TNG-CWA Local 31003, Toledo (Ohio) Blade reporters Michael Sallah, Mitch Weiss and Joe Mahr of Local 34043 and Washington Post war correspondent Anthony Shadid of Local 32035.

Barstow was honored in the public service category for his work on two three-part series, "Dangerous Business" and "When Workers Die." The pieces exposed safety violations in American factories that contributed to workers' deaths and injuries, and looked at employers' virtual immunity from consequences for violating safety rules.

CWA LOCAL 4730  
CALENDAR OF EVENTS

**April 2004**

April 28, 2004 – WRCLC Meeting  
840 West 17<sup>th</sup> Street Suite 9  
7:30 p.m.  
Local 4730 Representative – Laraine  
Cooksey

**May 2004**

May 13, 2004  
Executive Board Meeting  
Poplars - Room 331  
5:30 – 7:00 p.m.

May 19, 2004  
Stewards' Brown Bag Lunch  
IMU – Hoosier Room  
noon-1:00 p.m.

May 26, 2004  
WRCLC Meeting  
840 West 17<sup>th</sup> Street, Suite 9  
7:30 p.m.  
Local 4730 Representative – Laraine  
Cooksey

May 27, 2004  
Members' Meeting  
IMU - Redbud Room  
5:30-6:30 p.m.

**June 2004**

June 10, 2004  
Executive Board Meeting  
Poplars - Room 331  
5:30-7:00 p.m.

June 16, 2004  
Stewards' Brown Bag Lunch  
IMU - Hoosier Room  
noon-1:00 p.m.

June 23, 2004  
WRCLC Meeting  
840 West 17<sup>th</sup> Street, Suite 9  
7:30 p.m.  
Local 4730 Representative – Laraine  
Cooksey

June 24, 2004  
Members' Meeting  
TBA (no room available at IMU)

RETURN SERVICE REQUESTED

Poplars 331  
Indiana University  
Bloomington, IN 47405



WORKING FOR A BETTER AMERICA

NON PROFIT ORG.  
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