



Solidarity Now!

Communication Workers of America

Local 4730, Bloomington and Northwest Campuses, Indiana University

Poplars Building, Room 331, (812) 855-8508

<http://www.indiana.edu/~cwa/>

September-October, 2008
Volume 25, Number 4

What's Your Excuse?

Ed Vasquez

I am writing this article in order to convince you to join the union. Many of you may not know that there is a union. Others know there is a union and turn to the union for help, but then don't join. None of the volunteers (like me) who have committed themselves to the union get any monetary compensation for union work. That doesn't bother us, because we are dedicated to helping our fellow workers get a fair deal. However, it does bother us that many non-members expect our help, but then don't join. Even with our limited resources, CWA has done an outstanding job speaking for support staff. We simply want more people to join, so that we can ensure that IU support staff get a fair deal for generations to come.

Now, allow me to give you the reason why I joined the union. My grandparents were members of the United Farm Workers (UFW), who fought in the fields for a fair deal from their bosses. Many of my early memories as a child are of mass marches, which did change things for farm workers. As a result of their struggle, this group,

consisting of some of the lowest members of the working class, was able to attain justice and recognition as an official union. My grandparents are now proud pensioners who are affiliated with the AFL-CIO. As soon as I realized that there was a union at IU, I joined and got involved.

IU staff must familiarize themselves with the resources available to them. The most important one is CWA Local 4730. Acquaint yourself with the agreements negotiated between CWA

and the university on your behalf, because many IU managers don't feel inclined to follow written policies. Some managers simply want to

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page seven*



You Must Be Kidding Me

Peter Kaczmarczyk

Last year we ran an article (award winning I might add) called "Our Dysfunctional Family." In it we pointed out how, to the detriment of the university, it was very hard to call IU a family any more. Recently I had an experience that drove this point home in very stark terms. I found it appalling, but I fear it is common in far too many parts of the campus.

I was recently told by an IUB administrator that he considered another IUB employee a 'customer.' He said that when he has dealings with other departments, he is not dealing with them as fellow IU employees, but strictly as customers.

At the time this was said, it was given as one of the reasons why I had met with some resistance to my attempts to get a statement for an investigation. The administrator wanted to make clear to me that while policy did

allow me access to this person as part of my investigation, he still considered them a 'customer' and that 'customers' should not be dragged into making statements about internal affairs. Putting aside that this 'customer's' previous statements are being used to discipline and possibly terminate a staff person, I can only say, "Are you f*\$%@% kidding me?"

Both the administrator and the 'customer' work for IU in Bloomington. Both have indiana.edu email addresses. Both are governed by the same rules and regulations. IU is supposedly one employer. Right? Obviously not in the view of some.

Indiana University gets more fractured every day as it forms into different camps, fighting for dollars, fighting for space, sometimes even fighting each other for staff. It's a shame and the antithesis of the approach taken by CWA, where we are all one and all stronger because of it. Until there is a real shift in the focus of how this university is structured and what its philosophy is, I fear there will be no real change.

Outsourcing Student Loan Administration

Peter Kaczmarczyk

Indiana University is again looking to outsource your jobs to the private sector. This time it is the Student Loan Administration (SLA), a division of Financial Management Systems (FMS). CWA opposes this, not just because of the good jobs that it will cost and the people it will hurt, but also because we feel this is an area of the university that should never be put into private hands. Luckily, it is not too late to act and prevent a potentially disastrous decision.

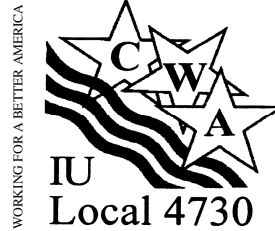
SLA deals with large volumes of money and personal information of both students and their parents. Is it really wise to hand that information to a private company? Can we really trust that it will be stored safely, that their servers are secure, and the information is guaranteed not to fall into the hands of those who would misuse it? One needs only to look at the news today to see how insecure our personal information is. For IU to hand it off to private hands is an unacceptable risk and one that we should speak out against. SLA should not be privatized.

Look no further than the debacle that is the outsourcing of Medicare services in Texas and Indiana to see examples of the problem with a private company managing large amounts of cases and funds. What makes IU think that they can turn over the management of student loans to a private company and not have the same kind of disaster that these states have had? Is IU prepared to step in and clean up the mess when the chosen company misses loan payouts, misplaces important information or simply fails to keep up with the demands and deadlines of student loans?

In 2007 there was a national scandal over corruption and kickbacks in the student loan industry. While IU came away largely untainted, they were not untouched, being forced to defend themselves against allegations of impropriety. With that scandal so fresh in our minds, and the current instability in the mortgage industry having a direct impact on all aspects of the loan industry, should IU be making drastic changes in SLA? Should they give up control to a private company, even though our current SLA staff did their jobs and were not compromised when so many others were? This is a time of great instability in the loan industry and the worst possible time to make changes in who handles student loans for IU. SLA should not be privatized.

IU says that compliance with ever changing rules and regulations is a big reason why outsourcing is needed—that it is hard to keep up with all the twists and turns of the law. As evidenced by recent problems with

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LOCAL 4730

**Communication Workers
of America, AFL-CIO**

I hereby request full membership, and all the benefits that go with it, in Communications Workers of America (C.W.A) Local 4730. I authorize with this form my membership and the deduction of dues from my pay as established by C.W.A.

Name (print) _____

University ID # _____

Department _____

Work phone _____

Work address _____

Room # _____

E-mail address _____

Home address _____

City/State/Zip _____

Home phone _____

Signature _____

Date _____

Received by _____

Please return this form to CWA Local 4730,
400 East 7th Street, Poplars Bldg., Room 331,
Bloomington, IN 47405

Non-Smokers: Don't Forget the Cash!

Linda Harl

Anyone who signed an affidavit during open enrollment promising not to use tobacco or to participate in a tobacco cessation program during 2008 will get \$120 medical reimbursement credit from the university. Like me, you may remember doing that and are now wondering what happened to that \$120.

Your money is in a Health Reimbursement Account (HRA) administered by Nyhart. This company also handles our Tax Saver Benefits (TSB), but the accounts are separate. You do not need a TSB to have an HRA. The university deposits \$10 in your HRA account each month you are enrolled in the IU Wellness HRA. There are over 300 employees who have the HRA account, but do not have the TSB account.

Allowable items include most medical expenses not covered by insurance and some over-the-counter drugs and supplies. Rules for these are the same as for TSB reimbursements, and a complete list can be found at: <http://www.indiana.edu/~uhrs/benefits/hra.html>. The main difference between the two accounts is that the money in the TSB account can be used before it is deposited. That is, if you signed up to have \$1000 taken out of your paychecks for the TSB plan, you can get reimbursed for the whole amount in January if necessary. In the HRA account, you can only spend what's there. Another difference is that while any money left in your TSB account at the end of the year can only be used for expenses incurred in January and February of the following year (if submitted by April 15), up to \$240 in the HRA account can be carried over from year to year if it isn't used. So if you don't use any of your money this year or next, you'd still have \$240 to use in 2010.* But you'd best spend some in that year, or you will start losing money. You may be healthy, but surely you buy some eligible items during the year. Save those receipts and check the reimbursement rules. You may be surprised at what you can claim for yourself or your family members.

Here's how to check your balance in either account and print a claim form. Go to <https://iutsb.nyhart.com>. You will need your employee ID#, and the password is the last four digits of your social security number. I have \$70 in the HRA account (7 months of \$10 deposits). That's how much I could get right now by submitting a medical bill. If I submit a larger claim, Nyhart will send the \$70 now and pay the rest with \$10 monthly checks until the claim is settled or the money is gone.

You can find complete information on both these accounts by going to the benefits section of the Human Resources website: <http://www.indiana.edu/~uhrs/benefits/>

index.html. Maybe this article will jog your memory and help you get this benefit. After all, it isn't often the university actually gives employees extra cash!

**An exception to this roll-over rule is for people who signed up this year, but don't sign up for 2009. They would have to spend their money by December 31, 2008.*

Executive Board Election

It's time to elect a new Executive Board. The current board's term expires at the end of 2008, and we need folks to step up and run for office.

Per our by-laws, the Election Committee will open the nomination process at our September members' meeting, and it will remain open through our October members' meeting. An election will follow in November. Any member in good standing can nominate themselves or any other member in good standing. Nominations may be made at the September or October members' meeting, or in writing by sending them directly to Charla Lancaster (cwestbro@indiana.edu), Chair of our Election Committee.

The Executive Board consists of seven members, President, Vice President, Treasurer, Secretary and three at-large seats. We also elect an Executive Vice President for the Northwest campus. Details about the 'official' responsibilities of the Executive Board can be found in our by-laws (http://www.indiana.edu/~cwa/files/CWA_bylaws06.pdf), Article XII, or by contacting any current Executive Board member. Members of the Executive Board are expected to attend members' and Executive Board meetings, which currently are always the third Thursday of the month. They are also expected to occasionally volunteer for committees and/or get involved in other aspects of the local. The Secretary is responsible for taking meeting minutes and will also spend some time each month working with the membership database, currently maintained by Bernadette Robinson-Kinzer, our Staff Representative. The Treasurer is responsible for keeping the books, managing our money and generally overseeing how we spend our limited resources. Any new officers (President, Vice President, Secretary, and Treasurer) have the opportunity to attend officer training at the start of the new year, run by the district, as well as receiving any local training as needed.

Your Union Needs You! Volunteer Now! Run for Office!

I pity the man who wants a coat so cheap that the man or woman who produces the cloth will starve in the process.

PRESIDENT BENJAMIN HARRISON

A Great Woman Retires

Peter Kaczmarczyk



Barbara J. Easterling, Secretary-Treasurer of CWA National, retired at the 2008 convention after a long and amazing career. Starting with Ohio Bell in 1951, she joined CWA Local 4302 and continued a strong family tradition of unionism. With many impressive steps along the way, Barbara eventually

became not only the first woman elected to serve as CWA Secretary-Treasurer, but also the first woman to serve as AFL-CIO Secretary-Treasurer.

I never met Barbara, but I do know that she devoted her life to making the lives of others better and will continue to do the same in retirement. I encourage all of you to go to <http://www.cwa-union.org/about/national-officers/barbara-easterling.html> and learn more about her impressive career.

Flooding

Peter Kaczmarczyk

Indiana University, especially the staff at Human Resources, deserves a big thank you for their handling of the flooding that inundated much of the state early this summer. They went above and beyond, applying policy in June that was not officially in effect until July 1, to make sure that staff affected by the flooding were kept in pay status as long as possible, and that they had the flexibility in their jobs to do whatever was necessary to deal with the effects of the flooding at their homes. IU even went so far as to provide temporary housing to those workers who needed it, because their homes were lost or damaged.

While I often question IU's commitment to its workers and the communities they live in, IU truly stepped up in this case. They worked quickly to get information out to the local press the weekend of the flooding and continued to make it available to all staff, as we all dealt with the aftermath of the floods. They did far more than policy required. They showed a commitment to the workers of the university that is often lacking in other areas and decisions. I personally thank them for it and hope that the rest of you also appreciate what IU did in this case to help out your brothers and sisters in a time of great need.

I walk slowly, but I never walk backward.

ABRAHAM LINCOLN

"You Didn't Get Me Everything I Wanted..."

Jane Goldsmith

So **no**, I won't join the union." This phrase was recently stated by a non-member who felt it was the union's obligation to get her everything she wanted – kind of like a litmus test for the local – before she felt she should join. She was displeased that we only got her *all the pay* she was due for a temporary upgrade in her position (rather than just from the date when she realized her department wasn't paying her for the temporary upgrade). She wanted us to make sure her permanent position was upgraded also. Since we couldn't do that, she decided she did not have to honor her promise to join the local.

As a union steward, I never guarantee that I can achieve a certain result when being asked to represent someone. We sometimes run up against a manager who is not going to give an inch when we talk with them about a problem. Many of the situations we are involved in necessitate that we negotiate with management to obtain the most favorable solution for the employee and the employer. It takes a lot of time to do this properly. But we still do the best we can, given the circumstances.

One thing this employee seems to have forgotten is that there was actually someone there to help her – the union steward. Behind that person was an agreement that the university honors when dealing with support staff. This agreement was negotiated by the university and the union. She had a positive solution to her problem because the union got involved on her behalf.

The local did the proper thing. You can draw your own conclusions about the employee.

Solidarity Now! Earns National Awards

Bernadette Robinson-Kinzer

We are proud to announce that *Solidarity Now!* has again earned recognition from the panel of judges for the National CWA Annual Newsletter Competition. For 2008 Jane Goldsmith took second place in the **Best Original Cartoon** competition for her outsourcing cartoon, "For Sale to the Highest Bidder," published in our September-October, 2007 edition. Bernadette Robinson-Kinzer received an Honorable Mention Award in the **Best Opinion Piece** competition with her front page article, "Our Dysfunctional Family," published in the November-December, 2007 edition. *Solidarity Now!* also captured an Honorable Mention Award in the **General Excellence** category for 2007-2008. Jane Goldsmith is the Editor of *Solidarity Now!* Gayla Bradfield is our Assistant Editor. Congratulations ladies! Go to our website at www.indiana.edu/~cwa/ and click on the awards link in the upper left hand corner of the homepage to see the awards.

New Employees Automatically Enrolled in Tax-Deferred Annuity Plan

Carole Baynes

Beginning July 1, 2008, new full-time IU employees are automatically enrolled in the IU Tax Deferred Annuity (TDA) Plan. 5% of their pay will be deposited in TIAA-CREF's Lifecycle Fund. This was done to assist and encourage IU employees to save for retirement years. All new employees can opt out of participation or decrease/increase their deferral rate in the IU plan during their new hire enrollment or later through Benefits Self Service on-line or at the campus Human Resources Office.

Existing IU employees are not affected by this new amendment. However, the university does encourage all employees to participate in either the IU TDA Plan or the IU Retirement Savings Plan. If an existing employee wishes to enroll in either plan or change their current deferral rate, they can login to Benefits Self Service or contact the campus Human Resources Office. If you wish to access self-service, login to One Start, click the "Services" tab and click on "Benefits Self Service."

The IU TDA Plan's highlights include the following:

- IRS Code Section 403(b), defined contribution plan
- Employees make all contributions to the plan
- Plan contributions are always 100% vested and non-forfeitable
- Participant directed investment – daily calculation plan
- Distribution upon termination of employment with Indiana University (or after attainment of age 59 ½)

In order to be eligible to participate, you must be an appointed staff member at 50% or more full-time equivalent (FTE), or an hourly employee expected to work at least 1,000 hours or more in a 12-month period. Students with non-FICA status, medical residents and interns cannot participate.

An employee may enroll and start making salary deferrals after completing a salary reduction agreement and establishing an authorized investment company by completing an account application. You don't have to wait until open enrollment to do this. Return these forms to the campus Human Resources Office no later than 30 days before your next pay date. **You must return both documents before salary deferrals can be made to the plan.**

For more information, go to <http://www.indiana.edu/~uhrs/benefits/tda.html>.

We must learn to live together as brothers or perish together as fools.

MARTIN LUTHER KING, JR.

Your Political Rights

Peter Kaczmarczyk

This summer there was a brief strike by some contract laborers working on one of the many new building projects on the Bloomington campus. Luckily the situation was resolved quickly, not long after the story broke in the local press (imagine that). Despite the strike's brevity, I did get to speak to the workers on the line, which made me wonder to what extent I could assist them.

As you probably know, IU staff are strictly prohibited from striking or engaging in any behavior that would cause "interruptions or interference with the activities of the university."¹ However, we also have rights of free speech and political activism, as spelled out both in Personnel Policy 4.5² and the law.

So how does one interpret and reconcile the two, especially when dealing with a situation on campus? I looked at policy, conferred with Suzanne Ryan in IUHR, and came up with the following basic points.

- Any political activity must be done on one's own time, either when you are not scheduled to work or have properly approved time off.
- You may not act as a representative for, or claim to be a representative of, Indiana University, in part or in whole.
- You may act as a representative of another group, such as CWA or any other group not representing Indiana University.
- You may participate in peaceful aspects of a protest or strike by non-IU employees on your own time. This would include handing out flyers, holding signs or otherwise showing solidarity to the cause.
- You would be wise not to engage in or directly assist those engaged in activities such as blocking the gates to a work site or preventing others from going to work, even on your own time, for this could be taken as a violation of the policy quoted above.

Hopefully these points will help guide any of you who want to get involved in a protest, rally, or any other political activity on campus. It is always best to know your rights and to exercise them.

¹ <http://www.indiana.edu/~uhrs/policies/appointed/conditions.html>

² <http://www.indiana.edu/~uhrs/policies/uwide/political.html>

As societies grow decadent, the language grows decadent, too. Words are used to disguise, not to illuminate, action: you liberate a city by destroying it. Words are to confuse, so that at election time people will solemnly vote against their own interests.

GORE VIDAL

Collective Bargaining in Indiana

Kizhanipuram Vinodgopal

In 2006 the median household income in Indiana was \$45,407. Among our neighboring states, only Kentucky was lower. As the table below suggests, the differences between Illinois, Indiana, Ohio, Kentucky and Michigan can probably be traced to the percentage of the work force that is unionized.

	% of workforce that is unionized	Median household income
Illinois	16.4	\$48,671
Indiana	12.0	\$45,407
Kentucky	9.8	\$39,485
Michigan	19.6	\$48,467
Ohio	14.2	\$45,900

Of the five states, only Kentucky is a right-to-work state, with the lowest percentage of unionized workers. The common anti-union line has always been that employees do not need a union to negotiate for them, and that employees have more power as individuals. Every statistic about income and benefits strongly indicate otherwise, as is reflected in the median household income data. Indiana is traditionally seen as a union state, but the unionized workforce is concentrated in manufacturing. The big difference is in public sector unionization. This public sector includes state university employees at all levels, from physical plant to faculty. The extent of public sector unionization in Indiana has been a function of the political party that controls the governorship. Several attempts have been made in the legislature over the past 20 years to pass enabling collective bargaining legislation for state employees, but they all have died in the Indiana Senate for lack of support.

Except for Indiana and Kentucky, almost all non-faculty public university employees are represented by collective bargaining agreements. This includes the Big Ten campuses of Ohio State, U. of Michigan and Illinois, and Michigan State. At Indiana University, the trustees have voted to recognize unions of the clerical workers and a few other physical plant employees and have entered into very limited collective bargaining agreements with these unions, including CWA Local 4730. While these agreements have given the employees covered by these unions some relief, such as a 3.5% pay raise this year, the fact remains that such agreements are by no means comprehensive and should be extended to all levels and campuses.

The principal dangers facing IU employees (particularly the non-faculty employees) are: a) inflation and b) the privatization campaign which seems to gather

momentum every year. With regard to the former, past history strongly suggests that a strong union is the only group that can negotiate raises to match runaway inflation. As several business publications, including *The Wall Street Journal* and the *London Financial Times*, have (gleefully) pointed out, inflation in the U.S. at this time is limited to prices, and there has been no consequent wage spiral as yet. To a great extent, this reflects the declining percentage of the unionized work force and should be of great concern to us. Especially for those of us living in higher cost-of-living areas such as NW Indiana, it is vital that wages keep up with any price inflation.

Kizhanipuram Vinodgopal is a Professor of Chemistry at IU Northwest. He served as the immediate past President of the Indiana Conference of the American Association of University Professors, and as President of United Federation of Teachers Local 2254 before it was dissolved. He has been at IU Northwest since 1990.

Trustees

Peter Kaczmarczyk

There is good news and bad news on the trustee front this summer. The good news is that Pat Shoulders was re-elected to the board. CWA 4730 endorsed Pat, and we are very pleased with his victory. We hope we can continue to count on Pat to look beyond the 'business model' and to take the concerns of the staff and the academic mission of the university to heart when deciding what direction the university should take.

The bad news is that Governor Daniels reappointed Trustees Reilly and Cast. Reilly, in particular, has been a strong and vocal voice for the outsourcing of IU jobs to the private sector. I fear that he will continue to push for more privatization of your jobs, such as that currently being discussed for a portion of FMS.

I would also like to mention Samuel Locke, one of the candidates who ran against Pat Shoulders this year. I had some positive communication with him during the election and hope that he chooses to run again in 2009, as he is someone we could probably support.

Lastly, I refer people to an editorial in *The Herald-Times* (<http://www.heraldtimesonline.com/stories/2008/07/02/digitalcity.qp-1228113.sto>) that called for more trustees to be elected by the alumni rather than appointed by the governor. I share this opinion. Currently two-thirds of the trustees are appointed by the governor, but less than one-quarter of IU's funding comes from the state. This imbalance is unacceptable. In the future we will be lobbying for more trustees to be chosen by those who pay the bills, not by a governor and a state that see fit only to continue to reduce the share of funding they provide to the university.

What's Your Excuse?

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make up policies, utilizing the private sector as a model. But as an IU employee, you are not in the private sector and have more rights than many who are. Our policies, which we negotiate and have a voice in, help ensure we are treated justly, not like pieces of equipment to be replaced at management's whim.

Under the recent leadership of Peter Kaczmarczyk, CWA Local 4730 has presented an effective public face. Although CWA didn't charge the barricades in the classical sense during the anti-outsourcing rally, the CWA-AFSCME community demonstration at that event is still discussed by IU Administration and the Trustees. Now, they speak to Local 4730 whenever they try to initiate another round of privatizations, as they are currently doing in the Student Loan Administration (SLA). CWA will do what it can, and we can do a lot right now, to fight these moves to privatize sections of the university. However, as with all movements (and the CWA is part of the American union movement, a pillar of American democracy), we need more members and more importantly, more active members.

What does membership entail? Vigilant, active members are the bulwark of the union, which in turn fights for justice for all IU support staff. The most active members

TIME

Much of the IUB campus currently uses the TIME system for keeping track of workers' hours. Many more will be going to this system in the near future.

Within TIME there are two basic modes, synchronous and asynchronous. Simply put, synchronous is like punching an electronic time clock, while asynchronous is like filling out an electronic time sheet.

Opinions vary on these two systems, and we want yours. Please go to our website, <http://www.indiana.edu/~cwa/>, take the one question poll and leave any comments you like. We strive to get what you, the workers, want, and we need to know what that is.

Here are two different opinions, both given by IUB support staff. Food for thought.

"We like to think that we're professionals, that our positions have a certain dignity, and that our employers can trust us to work the hours we're supposed to work."

"It does make a person accountable...it captures your time and I actually like that ... [a coworker] thinks it (asynchronous) lets people who aren't honest continue to be dishonest."

are the stewards who help ensure fair treatment of their fellow workers by management. However, there are many workers who simply give one hour or so a month to sit on university-wide committees. Many of these committees are working on issues pertinent to your workplace. For instance, CWA meets with the Dean of the Library and Library HR to discuss library issues, not only pertaining to support staff but the entire library community. CWA members also represent the interests of support staff on Search and Screen Committees, the IU-CWA Safety committee, and many other areas.

But don't feel you can't join if all you're willing to do is pay your dues. We welcome all dues-paying members with open arms! Your money will be well-spent to insure support staff interests are watched closely by the CWA. Join the union now to ensure that all support staff are treated justly and fairly now and in the future.

Outsourcing Student Loan Administration

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compliance in other areas, I'm sure this is true. However, is the correct solution to these problems simply to dump the responsibility off to the lowest bidder? Why do we think a private company would handle the intricacies as well or better than we do? Is IU prepared for the costs, both financial and to their reputation as an elite institute of higher learning, when the private company accidentally loses all the student SS numbers, fails to pay out loans, or in some other way screws up? If IU has compliance issues, they should fix them and keep control over the process, not simply throw in the hat, give up and hope for the best. SLA should not be privatized.

IU says it needs to upgrade the software used by SLA, and we have no objection to that. However, this upgrade should not be used as an opportunity to outsource as many as a dozen SS and PA jobs. This is simply wrong.

It's not too late to prevent this. At this time IU is collecting proposals for companies to upgrade the software and at the same time take over some or all of the functions of SLA. They still have a choice to make, and we must raise our voices to influence that choice, to prevent more job losses and to protect the personal information of our students and the integrity of the university. IU can still choose to upgrade SLA software and keep all jobs in house. This is what they should do, and I encourage all of you to write the president, the trustees and the press and tell them not to outsource any more IU jobs. The costs and risks are too high and the potential damage to IU too great to allow the handling of student loans to be done by a private company, simply because they claim that they can do it cheaper and better. SLA should not be privatized.

CWA Local 4730 Calendar

September

Thursday, September 18, 2008

Members Meeting
Poplars Bldg., Room 185
5:30-6:30 P.M.

Executive Board Meeting
Poplars Bldg., Room 185
6:30-7:00 P.M.

Wednesday, September 24, 2008

White River Central Labor Council
840 West 17th Street, Suite 9
7:00 P.M.

October

Thursday, October 16, 2008

Members Meeting
Poplars Bldg., Room 185
5:30-6:30 P.M.

Executive Board Meeting
Poplars Bldg., Room 185
6:30-7:00 P.M.

Wednesday, October 22, 2008

White River Central Labor Council
840 West 17th St., Suite 9
7:00 P.M.

November

(Subject to change due to Thanksgiving)

Thursday, November 20, 2008

Members Meeting
Poplars Bldg., Room 185
5:30-6:30 P.M.

Executive Board Meeting
Poplars Bldg., Room 185
6:30-7:00 P.M.

Wednesday, November 26, 2008

White River Central Labor Council
840 West 17th St., Suite 9
7:00 P.M.



Poplars 331
Indiana University
Bloomington, IN 47505
RETURN SERVICE REQUESTED

Non-Profit Org.
U.S. Postage Paid
Bloomington, IN
Permit No. 197

Join Now!
Membership form on page two