



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/>

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Are We Clinging to the Past or Planning for the Future?

Bernadette Robinson-Kinzer

Why even the poor farmer took a raise of another ten percent just to get a loan from the bank, and nobody from the government paid any attention. But you let Wall Street have a nightmare and the whole country has to help to get them back into bed again.

WILL ROGERS, August 12, 1929

My investment advisor told me last week the stock market is a good barometer of what the economy will do in the next 2-3 years. The market is ahead of the curve. The economy will catch up with it and will most likely be as ugly as what happened to the markets. We are indeed entering a time where we will be called upon to pull together toward rebuilding our country in a way Americans have not experienced since WWII. This makes me wonder what support staff will be asked to do to face IU's economic challenge.

I have just read Indiana University's Responsibility Centered Management (RCM) Task Force Final Report from April, 2006. After reviewing the university's financial conditions, they concluded that no major changes were needed in the RCM system. I am concerned that a business model from 1989, even one that has been cautiously adjusted periodically, might no longer be the right model for the 21st century.

I recently read Carly Fiorina's book, *Tough Choices*, in which she describes her assessment of Hewlett Packard's problems when she was hired as their CEO in July, 1999. When she first arrived at HP she noted the company had been allowed to splinter into what she called a "Thousand Tribes." In her book she stated, "The thousand tribes had no collective identity. The company was eighty-seven different profit and loss statements." Her description of the problems that ensued reminds me greatly of IU's financial model of RCM. Every unit's primary fiduciary obligation is to fend for itself, and concern for "the big picture" does not play a role in budgetary decisions or priorities.

The university diagnosed some of the problems

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Wages Before Buildings!

Peter Kaczmarczyk

A very disturbing statement appeared in the October 21, 2008 *Indiana Daily Student (IDS)* in an article discussing IU's response to the current fiscal crisis. IU administrators discuss the expected shortfall for capital projects (buildings) and where that shortfall can be made up. One way mentioned was taking money that could go to salaries and redirecting it toward capital projects. Specifically, according to the *IDS*, "IU will be forced to find other ways to come up with the money.... One way, [V.P. and CFO Neil] Theobald said, is to spend less. He said the university can reduce the amount spent on pay increases and hire fewer people." The article also states that IU has already taken funds from salaries to support the Cyber Infrastructure Building.

This is wrong. There is no excuse, at this time or any time, to take money from staff pockets simply to keep capital projects on schedule. None. We are already teetering on the economic edge, and things are likely to get worse before they get better. Now, more than ever, IU should look for ways to find extra money for wages, not siphon it away for other "priorities."

Don't get me wrong. I generally support President McRobbie's view of the future of the university and all the new buildings that go with it. I also understand that these are unprecedented times, and that IU and all of us will have to make some tough financial decisions. We are certainly willing to work with IU to make the best of the new policies on hiring (see the article, *Hiring Slowdown*, in this issue of *SN*) and will always strive to be reasonable in our demands (when dealing with reason in response). What we will not do is quietly accept pitiful raises while monies are funneled away from wages into buildings.

There are numerous ways for IU to raise capital project funds, and they have shown themselves quite adept at it. It is also not the end of the world if some projects are delayed while we get through this mess. However, for workers at IU it could be the end of the world if raises in the coming year are inadequate. It could be the difference between mortgage default and not, between electrical shut

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Work Schedule Options for Staff

Carole Baynes

Several types of flexible work schedules are available to IU workers when the supervisor and employee agree that the work can be done other than during the traditional time of 8 to 5, Monday through Friday. Having a different work schedule for individual employees is accepted in university departments, if certain criteria are met. Some work options are described below.

Flexitime allows employees flexibility to alter their work hours daily, providing they work the main core hours each day. For example, the department sets core hours when all employees are required to be there, but the employees decide when they want to start and finish. The 40 hour work week is still required, but the beginning and ending time of the day can be decided by the employee on a day-to-day basis.

The alternate work schedule (compressed work week) involves employees working hours different from the standard ones of the work unit. An example of this type of work week is four ten hour days. This type of schedule requires the participating department to still maintain its level of customer service.

A variable schedule allows the employee, with the agreement of his supervisor, to make changes to his schedule that deviate from the 8-12 and 1-5 Monday through Friday template. This could include a shorter lunch time or starting later than 8 am.

If you and your supervisor are considering different work schedules, first look at the policy at <http://www.indiana.edu/~uhrs/policies/ss/5.0/5.2.html>. You can decide which best suits your circumstances. Also, contact Human Resources to develop terms and specific conditions.

Need an Emergency Babysitter?

Jane Goldsmith

Have you ever needed an emergency babysitter? The Office for Women's Affairs maintains a list of babysitters who have had background checks and have been interviewed by staff at OWA. These people are available for babysitting – emergency and otherwise. To get more information on this service, please contact the Office for Women's Affairs at 855-3849 or on the web at <http://www.indiana.edu/~owa/familyfriendly.html>. I suggest you contact them ahead of time for the list of participants since the office is not open evenings or weekends.



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

Since You Asked....

Bernadette Robinson-Kinzer

If there is a staff meeting that encompasses two hours and includes lunch, are you paid for that time? Or do you have to count it as lunch and work extra to make up lost time?

It depends upon the circumstances. If the meeting is casual, say you have a new supervisor and s/he wants to get to know everyone, so s/he suggests that all available staff meet in the IMU with brown bag lunches at 11:30 pm for a relaxed atmosphere of “getting acquainted time,” then you would make the choice to attend and sign out for your regularly scheduled meal break of 30 minutes or 60 minutes. The other 60-90 minutes would be “on the clock.” However, you should verify with your supervisor ahead of time that s/he would sign your time sheet for a regularly scheduled day. If they inform you ahead of time the choice includes 2 full hours “off the clock,” you could decide *not* to attend. The invitation for “all available staff” could be interpreted by you as “I can’t afford to lose an hour’s pay, so I’m not available.” Most supervisors would sign your time sheet for a regularly scheduled day. Business would most likely be discussed while personal repartee was included to put everyone at ease.

If the meeting is mandatory and the department pays a caterer to provide lunch, followed by official university business, then you sign out for your regularly scheduled meal break, eat the “free lunch,” and the rest of the time is definitely “on the clock.”

If the meeting is a mandated “working lunch” situation and business is discussed the entire time, even while you are eating, and you are required to participate, then you would not sign out for your regularly scheduled meal break. The entire meeting would be “on the clock”; however, it would be your supervisor’s call whether or not you earn overtime for the extra hour. The supervisor has the option of adjusting all participants’ work schedules later in the week to insure no one goes over 40 work hours. It is the supervisor’s responsibility to clearly communicate these altered hours to staff before the meeting occurs.

Does the union do all salary adjustments? I got a great evaluation, and I am hoping for a raise. The web site I found is: <http://www.indiana.edu/~uhrs/policies/ss/9.0/9.4.html>.

The union can help you apply for an equity increase. A steward can advise or guide you, but it is IU management’s call – including your RC Fiscal Officer’s responsibility – to determine whether or not funding is available to grant the request. Let me give you a little background

information which should help you understand the change in policy made effective July 1, 2008. The union negotiates changes in this policy when we can prove management is failing to give raises of their own volition when and where merited.

In the past, negotiated changes in policy have included empowering staff to initiate a request for an equity increase in pay instead of waiting for their supervisor to do so. The union has also been a strong advocate of departmental equity reviews to correct inequities internally. We succeeded in getting an equity review presentation at the Departmental HR Mgr./CWA Steward “Mutual Gains Training Session” two years ago, and several departments have followed that Power Point presentation to correct inequities over three year plans.

This year we negotiated a change to this policy that allows staff to apply for positions that could result in a **pay cut** or **pay increase**, while still maintaining the protection of no decrease in pay for a staff person who is moved at management’s discretion. This includes changes in jobs and lateral moves. We did this because members have expressed a desire to **take the risk** of earning less money in the short term by moving into a lower grade position of a unit that offers greater opportunity for advancement and pay raises in the long run. The policy previously blocked departments from hiring the best qualified candidate if they currently earned more in their present position than the unit could offer to start.

Our local has a history of bargaining for increased options for individuals, while protecting the rights and security of others who do not choose to exercise those options. If you need assistance navigating a request for an equity increase, please let me know.

Policy 5.3- Overtime spells out when your supervisor has the power to refuse a request to work OT, and when a staff employee has the power to decline a request to work OT. Most importantly, policy 5.3 stipulates when a staff employee is ensured of receiving OT pay earned on a given day. I’ve never understood the following statement in Policy 5.3:

Full-time appointed employees are eligible for overtime for hours worked with supervisory permission and hours in pay status in excess of 40 hours per week or for hours in pay status in excess of the daily scheduled shift, whichever is greater.

The “whichever is greater” phrase is the part that makes no sense to me – greater than what?

Let’s look at a scenario. When the week’s work schedule was laid out by the supervisor, there was no knowledge or anticipation of a need for overtime. The employee plans

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Retiring Soon? Talk to Jack!

Linda Harl

People close to retirement are often told to “talk to Jack Hudson.” Since Jack himself is close to retirement, I thought an *SN* interview was the way to get his advice out to people who might not be able to see him in person before he leaves. His official title is Retirement Plan Administrator, University Retirement Program Services.

What is the first thing most people ask when they come to talk to you about retirement? And what is your answer?

First of all, they want to know if and when they can retire. They want to know how much their PERF income will be. We can do accurate estimates using the PERF website for each individual member. The next question is about health insurance.

How does s/he figure expenses after retirement? How much of your total savings should you allow yourself to spend?

Just do a budget. Look at the expenses you know you will have plus those extra expenses for emergencies, travel, money for grandchildren, etc. Don't forget to include money for health care, premiums, etc. Then look at the sources of income; PERF, other retirement plans, Social Security, savings, inheritances, working after retirement, etc. I can't tell you how much of your savings to use. To me it is more important for a retiree to take care of themselves (using all their savings) rather than trying to leave an inheritance. But, this is my opinion, and I have known retirees who feel strongly about leaving an inheritance.

Do most people take the non-pension part of PERF as a lump sum or add it to their monthly benefit? Are there benefits to each option?

Both options have advantages, and that is why both are offered. About half will add the Annuity Savings to their pension. The advantage is a good monthly source of income, and it is guaranteed for life. That means it will not stop once the ASA balance has been paid out. About half will either leave the Annuity on deposit either at PERF (up to age 70 ½) or roll it over into an IRA account. Those who do not need the money or income now will keep it invested. In PERF it will earn the current PERF interest rate (6% now in Guaranteed Fund), and they retain the right to change to a monthly income, cash out or rollover to an IRA at any time. Very few take the Annuity in a lump sum, due to the income tax implications. But this is an option and some will do so.

Do you recommend taking Social Security as soon as possible or waiting for the maximum benefit, assuming one can afford to do it either way?

I would rather take a smaller amount of monthly payment

as soon as possible rather than wait for a larger monthly amount. Social Security can tell you how long you will have to live to break even if you wait, but it is usually many years (15 to 17). What if you waited for a larger payment but died when you got your first check? You would have given up all that “reduced” earlier income. Those who really can afford to wait and who expect to live a long time might be better off waiting. But for me it is not worth the risk.

What about saving up sick and vacation time to sell back at the end? Is this a good idea and does it really impact the PERF or Social Security payments?

It really has little impact on Social Security or PERF. Some people like the bigger immediate cash payout as terminal pay. Others like to use vacation and PTO before retiring. I really can't make a general statement that either way is better. Good question for a counseling session.

How much will medical insurance cost per month even with Medicare? Does IU offer a Medicare Supplement and/or drug benefit for retirees?

Medicare Part A (in-hospital expenses only) is free to those age 65 or older. Medicare Part B (all other expenses) is now about \$100 per person per month. Social Security will deduct this from one's monthly income. IU has a Medicare Supplement that costs \$157.30 per person in 2008. This is a good supplement. The rate is the same for all ages. However, many private insurance supplements will start cheaper at younger ages, but they go up on each birthday. By law Medicare Supplements cannot include prescription coverage. Medicare Part D is prescription coverage and averages about \$35 to \$40 per month per person. This must be purchased from a private insurer.

What other benefits does IU offer retirees?

IU “Retirees” are defined as those meeting an age and service requirement. IU Retirees receive \$6,000 of life insurance, partial pay for income protection (sick time) in excess of 152 hours, and fee courtesy. They also get to keep their IU email account, staff rates for athletic tickets, HPER and REC sports, and can get a reduced rate parking pass. Retirees and their eligible dependents may also stay in the IU medical insurance plan to age 65 and then are eligible for the Medicare supplement plan.

CWA Local 4730 Holiday Pitch-In Dinner and Membership Meeting

Thursday, December 11, 5:30-7:00 P.M.

**Doster Classroom, University Intercollegiate Gym
10th Street & SR 46 Bypass**

**Directions and further details will be e-mailed in early
December. We look forward to seeing you.**

Insourcing at IU

Peter Kaczmarczyk

This last summer IU made a decision that came as no shock to those of us who are wary of outside vendors on the campus. IU decided to sever its ties with Chartwell and to bring back in-house concessions at athletic events and the supplying of the athletes' training tables.

We applaud this move and hope that IU sees the wisdom of it and takes it into consideration when making other outsourcing decisions. This insourcing has led to the creation of four new PA level jobs, as well as numerous part-time hourly jobs. The possibility exists that more positions will be created in the future.

I do find I have a certain amount of cynicism about why this was done. After all, former Coach Jerry DiNardo complained about the quality of the athletes' training table in a guest column in the Herald Times, and it is likely that complaints about concessions came from alumni and other supporters of IU Athletics. How can I not think that this is another case where Athletics gets what it wants, while the rest of us have to fight tooth and nail for it?

Perhaps there is a double standard, and perhaps Athletics used its might to get its way. You know, I can live with that, as long as the result is good for the university, and in this case it was. More IU jobs, more IU control over IU services, more personalized care of our athletes and paying customers to sporting events. This is all good, and we applaud it.

Hiring Slowdown

Peter Kaczmarczyk

In response to the financial crisis that is gripping the country, IU has had to make some temporary changes in how they do business. While President McRobbie has assured us all that IU is well positioned to weather this storm, the administrators are still taking precautions in many areas.

One of the areas where they have instituted changes is the hiring policy. IU has a new policy, which can be found at http://www.indiana.edu/~uhrs/salary/position_guidelines.html, that puts in place extra steps to be taken before filling a vacant position.

While we are not enamored with the idea of a hiring slow down and want people to be able to continue to find and change jobs, it is understandable that IU wants to review every open position before filling to see if it is "mission-critical." Actions like this now could help head off RIFs (lay offs) later, which we certainly don't want to see.

There is also some immediate good that will come out of this. HR plans to take this opportunity to have Classification and Compensation look at every job that is open to make sure that it is accurately described and compensated. This could lead to many positions finally getting a long overdue upgrade and will lead to more consistency in duties and classifications across campus.

Some positions may not be immediately filled, and this will lead to some redistribution of duties. HR and CWA will keep close tabs on where duties end up, to make sure that positions that take on extra work are properly classified and compensated, just as with the open positions.

While this is a scary time and we all have a right to be nervous, I am very pleased with how IU is handling this particular end of things. The reviews of positions address a long standing concern of CWA, and, while the circumstances are unpleasant, the results could have great benefits for existing staff, both in the short run and the long.

Annual CWA Food Drive

Charla Lancaster

With your help last year, CWA donated over 712 pounds of food plus \$71.00 in cash to the Hoosier Hills Food Bank. We would like to make it our goal to reach 1000 pounds this year! ***Please rally your co-workers to support our food drive, which will begin on December 1 (the Monday after Thanksgiving) and end on Friday, December 12.*** We welcome all donations, so ask everyone you know!

The Hoosier Hills Food Bank supports not only Monroe County, but surrounding counties as well. So for those of you who do not live in Monroe County, you are still providing a wonderful donation to your community too.

Please check the website at www.indiana.edu/~cwa for a flyer you can post in your building, as well as other collection sites throughout the campus. For further questions, or if you would like to volunteer your time, please contact Charla Lancaster (cwestbro@indiana.edu).

We appreciate your support for the community!

If you want more information about becoming a member of CWA 4730 please visit our web site

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

or send us an e-mail at

cwa4730@indiana.edu

or call us at 855-8508

No Sweat! Writes to President McRobbie

The following is a letter sent from the student organization, NoSweat!, to President McRobbie. Our local has worked with them in the past on areas of mutual concern. They assisted us with the outsourcing rally and were instrumental in the establishment of IU's Anti-Sweatshop Advisory Committee, on which CWA has a seat. The campaign against Coca-Cola and its labor practices is a national campaign supported by the AFL-CIO and CWA National, and we are happy to lend our local's support as well.

Dear President McRobbie:

No Sweat! is a student labor rights organization that strives to inform the public and to extend basic human rights to workers at home and abroad. We have operated on campus for seven years and have worked to establish Indiana University's position as an institution conscious of the depravity of sweatshop labor and the importance of its regulation and awareness in the global marketplace.

Our action today has been, in part, to address the blatant and well-documented human rights abuses of Coca-Cola, a corporation that has an on-going contractual relationship with Indiana University. As an institution with a stated commitment to basic human and international labor rights, we implore the university to take action against this contract.

Since 1989, Coca-Cola has been complicit in the murders of eight union activists in Colombian bottling plants. Currently, Coca-Cola controls all aspects of business conducted by its Colombian subsidiary Coca-Cola Colombia, as well as the operations of Coca Cola Femsa, its Latin American subsidiary. Furthermore, the plants where these workers were murdered exist solely for bottling and distributing Coca-Cola products. According to the International Labor Right Fund, "There is no question that Coke knew about, and benefits from, the systematic repression of trade union rights at its bottling plants in Colombia." In addition to this testimony, No Sweat! hosted a lecture featuring Luis Adolfo Caranza and his story detailing the murder of his friend and colleague. His story drew more than one hundred people to the Geology building.

These facts alone should compel Indiana University to cease business relations with Coca-Cola, a company that profits from the murder of union organizers. However, according to workers' testimonies, Coca-Cola is not only benefiting but is complicit in the murders. The New York City Fact-Finding Delegation on Coca-Cola in Colombia confirmed the company's role. The delegation concluded that "the physical access that paramilitaries have had to Coca-Cola bottling plants is impossible without company knowledge and/or tacit approval."

Coca Cola has not ceased its intimidation of workers. Colombian workers still face illegal employment practices, with some occurring as recently as this month. Dur-

ing the summer of 2005, hundreds of Turkish workers were illegally fired for union activities. The workers camped outside the plant for months demanding their jobs back, citing a blatant disregard for both Turkish and International labor law. Security forces hired by Coca-Cola intimidated and physically abused the illegally fired workers. At the same time the Turkish workers faced abuse, Indonesian employees in Coca-Cola plants lost their jobs simply for passing out flyers about a union.

Coca-Cola has categorically refused to compensate the workers' families or meet any of the Colombian union's demands for justice.

No Sweat! hosted a public forum where a panel, including Labor Studies professor Lynn Duggan and moderated by Journalism professor Dave Boeyink, discussed the ethical position of the university in relation to labor atrocities overseas. The forum was well attended and aired in its entirety on WFHB's *Standing Room Only*. After the event a poll was conducted among the non-No Sweat! members in the audience in which an overwhelming majority felt Indiana University had an obligation to immediately cease business with the Coca-Cola Corporation.

Therefore, we at No Sweat! demand that Indiana University cut its contract with Coca-Cola. Unless and until the corporation meets the demands of the SINAL-TRAINAL workers, no further negotiation or discussions should occur. The university should turn off the existing campus machines, and university vendors should stop selling Coca-Cola products. If Coca-Cola does comply with the workers' requests, any further contract with the company should include binding pledges on Coca-Cola's part to avoid future human rights abuses.

The university has already taken a stand for human rights in its Code of Conduct for IU licensed apparel. Licensees found in violation of IU's basic human rights standards have their contracts re-examined, and, if necessary, cut. Coca-Cola should be treated accordingly. As a labor rights leader, IU has a duty to uphold human rights which must be reflected in its business relationships. To continue business with Coca-Cola when it does not meet its ethical and legal obligations is to condone its crimes.

We recognize that Indiana University could incur costs from this action. However, budget considerations do not ethically compare to the murders, kidnappings, and intimidation that Coca-Cola has refused to acknowledge. We have faith that IU will not allow money to outweigh human lives.

We appreciate your willingness to consider our position.

Sincerely,
No Sweat!

Wages Before Buildings!

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off and not, between eating and not.

The idea is simple. Wages Before Buildings! IU must protect its weakest, or they may find they have lots of shiny new buildings and no one to work in them.

Holiday Shopping Tips

Worried about toxic toys? Want to help American workers this holiday season? Or simply want to know more about where the games and toys you purchase come from? Hopefully you want to do all three of these things, and the links below should help. These are good options for your shopping this holiday season, with a wide variety of both classic games and toys and other innovative gift ideas.

<http://www.howtobuyamerican.com/content/ba-toys.shtml>

<http://www.madeinusaforever.com/>

<http://www.greatstuffforkids.com/>

<http://www.toysamerican.com/>

Since You Asked....

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on working his/her standard schedule (8:00 am-12:00 pm, 1:00-5:00 pm, Monday through Friday).

On Wednesday, the supervisor initiates a change in a staff employee's regularly scheduled hours of 8:00-5:00, Monday through Friday, requiring him/her to work 5:00-7:00 pm also. Because there was no reasonable advance notice, the employee is eligible for two hours of OT for Wednesday. If the same employee is late getting to work on Friday by one hour because they have a flat tire on Friday morning, they work a total of 41 hours for the week. The two hours in excess of their regularly scheduled shift for Wednesday is greater than one hour of OT for the week. So they are still eligible for two hours of OT for Wednesday. The personal mishap of a flat tire does not disqualify them from collecting that OT. The flat tire was unanticipated, unavoidable, and in no way their fault. They would call in to their supervisor to report a personal emergency causing them to be late for work, but it does not precipitate a forfeiture of their earned OT earlier in the week.

This type of scenario does not happen often, but the policy does not give the supervisor authority or power to lessen the amount of OT the staffer earned on Wednesday. They would only be paid for seven hours of regular time on Friday, but they would still earn two hours of OT for Wednesday.

Are We Clinging to the Past?

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described in Ms. Fiorina's book when they established the "Visual Identity" for IU. However treating the symptoms of fragmentation and not treating the root problem itself can still be problematic. Do the president and top administrators have their fingers on the economic pulse of the institution, or do they need to wait for each department/school/unit to file their quarterly or end of year reports to assess what has already happened? I do not know for certain. Do *you*?

I feel compelled to ask a few questions. Does RCM remain the best plan for IU or are we clinging to a 20th century business plan designed for efficiency in a healthy, booming "dot.com" economy? Should RCM be replaced with a business model that can quickly respond to the economic changes of a global economy?

In Ms. Fiorina's words, "...a company values what it measures and measures what it values, and people pay attention to what is rewarded. Rewards drive results." The union has noticed that while the number of support staff positions has decreased in the past decade, university vice presidents and top level administrator positions have ballooned to unprecedented numbers. If rewards truly drive results, and the top heavy numbers of upper administrative positions at IU have been rewarded with the largest salary lines, what exactly have they produced for the university? I don't know that either.

On the eve of a new presidency, both political parties agree Americans need to work together to overcome the challenges that lie ahead. Our nation needs to rebuild America into a 21st century world leader. Perhaps it is also time to change the budgetary plan for Indiana University to a 21st century plan as well. I believe the time has come to look beyond the needs of individual departments and focus on the needs of the university as a whole.

CWA Local 4730 Calendar

Wednesday, November 26, 2008

(subject to change due to Thanksgiving holiday)

White River Central Labor Council

840 West 17th Street, Suite 9, 7:00 P.M.

December 1 - 12, 2008

CWA Local 4730 Holiday Food Drive

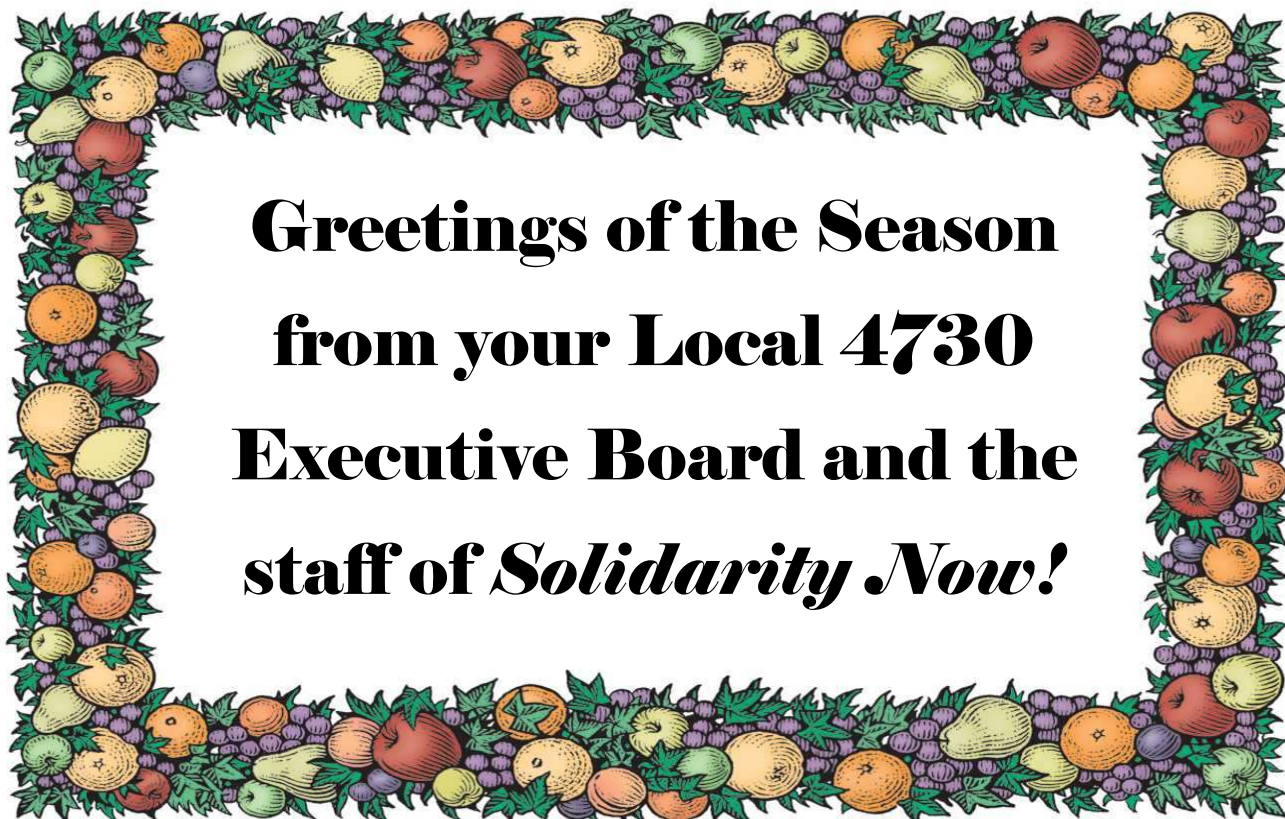
(check our web site for drop boxes in your area)

Thursday, December 11, 2008

Holiday Pot Luck Dinner and combined Nov./Dec.

CWA Local 4730 Members Meeting

Doster Classroom, University Intercollegiate Gym, 10th Street and SR 46 Bypass, 5:30-7:00 P.M.



**Greetings of the Season
from your Local 4730
Executive Board and the
staff of *Solidarity Now!***

WORKING FOR A BETTER AMERICA



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Indiana University
Bloomington, IN 47505
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Join Now!
Membership form on page two