

# AAP

EQUITY ☆ OPPORTUNITY ☆ EXCELLENCE

## AAP Advocate

Association of Academic Professionals  
University of Illinois at Urbana-Champaign  
Affiliate, Illinois Education Association (IEA/NEA)  
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Volume 6, Number 7, October 2003

### Thanks for the Loan

by Meghan Krausch

A few facts about the University's generous interest-free loan offer to all continuing 12-month academic and graduate employees:

1. Equal loan payments will be due in the third week of November, December, and January.
2. The borrower is also liable for all reasonable collection costs, including attorney fees.
3. "Should the borrower default on any of the three payments, the full unpaid balance shall be taken from the borrower's next University of Illinois paycheck." In other words, if I miss my \$500 loan payment in November, I will find \$1,500 deducted from my December paycheck, even though the full sum of money will not yet be due.

The University originally stated that if the loan paperwork was filled out by September 10, the loan would be received on September 16. When I went in to fill out my application on September 10, I was told I should expect my check in 5 to 7 days. My check arrived at my home on September 20. The reason? The new Banner system.

The problem is not just that I got my loan four days late. It's that there had to be a loan program at all. It's that we were unilaterally given a pay cut, (grudgingly) offered a loan, and then *the loan was offered with insulting terms and an insultingly low priority.*

When I went to the Academic Human Resources office to apply for the loan, it was clear that the task of handing out and processing loan applications had been foisted on people in an office where all the women already had plenty of work. One woman joked, "I'm becoming a loan officer today." The women at Academic Human Resources were all very courteous about this unexpected bustle in their office, but to me the scene in that office on September 10 was symptomatic of the whole problem. The people who have been most impacted by the university's decision to change the pay date have had no say in the whole process—from all of us who received short paychecks to the women in Academic Human Resources, some of whom received short paychecks and all of whom got more work!

Academic professionals have been left out of decision making at this university. And so, once again, it comes down to this: The only way to get a seat at the table is to bring your own. Sign a card; we need a union. ■



### APs Celebrate "Pay-Cut Day" with Protest Rally

by Paul Riisman

On September 16, over 50 University of Illinois academic employees on 12-month contracts and their supporters rallied in front of the Swanlund Administration Building to protest the University's new payday schedule that effectively shortchanges these employees out of five days' pay. The rally was organized by AAP.

Speakers at the rally read from the University's own rules, which state that academic employees are paid in equal, monthly installments over the course of a 12-month contract, and that these installments are not to be "arbitrarily" changed.

One academic professional put a personal spin on losing one week's pay: This month, he would have to choose between buying enough food and making a full mortgage payment. He elicited applause with his observation that the University's motto is "Learning and Labor," not "Learning and Free Labor."

In July, the Union of Professional Employees, which represents faculty, filed for an injunction against implementing the new payday. UPE president Al Kagan told the rally that the legal process is going slowly, although a judge has been assigned to the case.—Adapted from the Urbana-Champaign Independent Media Center Newswire ([www.ucimc.org](http://www.ucimc.org))

**The Association of Academic Professionals** is a group of academic professional employees at the University of Illinois at Urbana-Champaign that is attempting to organize for the purpose of collective bargaining. The AAP is affiliated with the Illinois Education Association and the National Education Association. We are part of a national movement of academic professionals who seek collective bargaining rights.

In order to maintain and improve on the benefits of working at this great university, we believe that we need to organize so that our voice commands attention when administrators make decisions that affect our jobs.

**The AAP seeks to ensure certain rights such as:**

- ☆ clear paths for career development and advancement
- ☆ third-party resolution of disputes with supervisors
- ☆ fair, timely, and consistent evaluation procedures
- ☆ safeguards against arbitrary dismissal
- ☆ rewards for good job performance
- ☆ compensation for mandatory overtime
- ☆ paid and unpaid leaves
- ☆ a meaningful voice in decisions that affect our employment

**AAP Advocate—UIUC Association of Academic Professionals**

**AAP Officers:**

- Chairperson, Jenny Barrett, *Psychology*
- Vice Chairperson, César Augusto Romero, *ACES/ITCS*
- Secretary, Cheryl Berger, *Psychology*
- Treasurer/Finance Committee Chair, Veronica M. Kann, *La Casa Cultural Latina*
- Spokesperson, Lydia Khuri, *Prog. on Intergroup Relat.*
- IEA Regional Delegate, Eric Keeley, *Ofc. of Instructional Res.*
- IEA Regional Delegate Alternate, Rose Morefield, *Krannert Center*
- Membership Committee Chair, Barbara Trist, *Integrative Biology*

**Executive Committee Members:**

- Eric Beck, *East Asian & Pacific Studies*
- Chris Beuoy, *Veterinary Medicine*
- Mel Farrell, III, *Lib. Computer Systems*
- Neal Horner, *McKinley Health Center*
- Jamie Hutchinson, *ECE*
- Daniel Lewart, *Veterinary Medicine*
- Jamie McGowan, *Ctr. for African Studies*
- Maeve Reilly, *WILL*

IEA STAFF: Dan Chambers

## Terminal Contracts Issued to UIUC Academic Professionals by Unit And Salary Range

At the September meeting of the Council of Academic Professionals, Chancellor Nancy Cantor distributed data on the impact of the recent budget cuts. The first two columns in the tables shown here are reprinted with permission from her handouts. In both tables, the 86 T-contracts reported on are those issued for budgetary reasons as of August 19, 2003. The third column in each table contains data added by AAP to help provide context for the numbers. ■

| Unit Initiating T-contracts | Total # AP T-contracts | Total # of APs in that Unit <sup>a</sup> |
|-----------------------------|------------------------|--|
| ACES .....                  | 31 .....               | 684                                      |
| Campus Administration ..... | 16 .....               | 1035                                     |
| LAS .....                   | 8 .....                | 332                                      |
| Social Work .....           | 8 .....                | 47                                       |
| Education .....             | 7 .....                | 71                                       |
| Vet Medicine .....          | 7 .....                | 78                                       |
| ALS .....                   | 2 .....                | 36                                       |
| Communications .....        | 2 .....                | 63                                       |
| Engineering .....           | 2 .....                | 226                                      |
| Aviation .....              | 1 .....                | 37                                       |
| Fine & Applied Arts .....   | 1 .....                | 96                                       |
| College of Business .....   | 1 .....                | 69                                       |
| Medicine .....              | 0 .....                | — <sup>b</sup>                           |
| Graduate College .....      | 0 .....                | 7  |
| <b>TOTAL .....</b>          | <b>86 .....</b>        | <b>3004<sup>c</sup></b>                  |

<sup>a</sup> Data in this column taken from the 2002-03 Campus Profile produced by the Division of Management Information (<http://www.dmi.uiuc.edu/cp/>).

<sup>b</sup> Note that the College of Medicine has no listing in the campus profile.

<sup>c</sup> The grand total from the DMI data includes 223 APs in units not included in the list received by CAP.

| Salary Range              | Total # AP T-contracts | Approx. proportion of all APs <sup>a</sup> |
|---------------------------|------------------------|--|
| Under \$30,000 .....      | 6 .....                | 10%  |
| \$30,000 - \$49,000 ..... | 54 .....               | 45%  |
| \$50,000 - \$74,000 ..... | 24 .....               | 30%  |
| \$75,000 - \$90,000 ..... | 2 .....                | 7%   |
| Over \$90,000 .....       | 0 .....                | 8%   |
| <b>TOTAL .....</b>        | <b>86 .....</b>        | <b>100%</b>                                |

<sup>a</sup> Approximated from the table "AP Salaries by Decile," in *AAP Almanac 2001*, page 12 (<http://www.shout.net/~aap/almanac/apsalarydata.pdf>).

## Authorization Cards and You: A Primer

Most academic professionals have probably heard about the “card drive” AAP has been conducting since last May. But many of us still have concerns and misconceptions about what it means to sign a union authorization card—as AAP activists and IEA staff have learned in their encounters with employees during the past months. Let’s address some of the issues academic professionals have raised during the drive:

- **What the card means.** Signing a union authorization card means you support the right of AAP to represent you in bargaining collectively with the university over such issues as salary stagnation, erosion of benefits, ill-defined career paths, and changes to our payday schedule and employment contracts that have cost us hundreds of dollars apiece. According to the law, if a majority of all academic professionals at UIUC sign union authorization cards, then the university must recognize AAP’s right to represent academic professionals.
- **Your right to sign a card in confidentiality.** It is flatly against the law for an employer to identify employees who sign union authorization cards. It is also illegal for an employer to intimidate or otherwise threaten any employee with regard to union organizing activity.
- **Cards and AAP membership.** Signing a union authorization card does not make you an AAP member. Of course, AAP wants and needs as many members as it can get, but joining AAP involves filling out a different form and a dues deduction card from the university. Signing the authorization card is not only free—it’s commitment-free!

If your question isn’t answered here, visit the AAP web site ([www.shout.net/~aap](http://www.shout.net/~aap)), which has links to more information about the card drive, including an FAQ. Or contact AAP by phone at 337-5174, or by email at [aap@shout.net](mailto:aap@shout.net).

It is vital that academic professionals who support the issues AAP has been working on for the past five years sign a card as soon as possible. To change the parts of the University that don’t work for academic professionals, we need the power of the law behind us.

That power lies with you! ■

If you haven’t sent in a card yet, please cut this one out, complete it, and mail it now to:

AAP  
P.O. Box 335  
Urbana, IL 61803-0335

Thank you!

## Send Us News from the Front

AAP wants you to let us know what’s happening in the units. If you have information about personnel cuts, raises, or other news from your unit, email us at [aap@shout.net](mailto:aap@shout.net) or call 337-5174.

If you so request, AAP will withhold your name or other identifying information, and we will run the copy by you before publishing it.

As an example, the head of a unit recently told us that beginning in January sick leave and annual vacation will accumulate on a monthly basis and not at the beginning of the academic year, as has previously been the case for faculty, APs, and grad assistants. Thus, all employee groups must have accumulated vacation and sick leave days before the days can be taken.

Like the derided change from a grade-point average that uses two decimal points to one that allows only one, the leave change is being dictated by the new Banner computer system.

What other aspects of work lives will be dictated by what the new system can (or can’t) do? ■

### AUTHORIZATION/REPRESENTATION CARD

I authorize the Association of Academic Professionals, IEA-NEA to represent me for all purposes of collective bargaining at the Urbana/Champaign Campus of the University of Illinois and to be my sole and exclusive bargaining agent in all matters concerning my conditions of employment.

NAME (please print or type)

HOME PHONE

STREET

EMPLOYMENT POSITION

CITY

ZIP CODE

BLDG/work site

SIGNATURE

DATE



ILLINOIS EDUCATION ASSOCIATION-NEA



Association of Academic Professionals  
Illinois Education Association  
304 N Maple Ave, Suite 202  
Urbana, IL 61801-2749

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A report on AP terminal contracts issued for budgetary reasons on page 2.  
Sign an authorization card!  
See page 3.

## Ask AAP

### *How Binding Is a Terminal Contract?*

**Q** ■ I heard that an AP on campus was issued a terminal contract, but before the contract was up this person was fired effective immediately, with no more paychecks. Can they do that?

**A** ■ According to a source in the Office of Academic Human Resources, there have been cases where action can be taken to terminate immediately an academic professional who is on a terminal contract. This action is taken under extraordinary circumstances (usually when the AP has stopped coming to work), “with a great deal of thought,” and only in cases that are clearly documented. The AP receives a letter outlining allegations that led to the action and is given a chance to respond.

In other words, although this provision is not spelled out in the University Statutes governing nonreappointment of academic professional staff (Article IX, Section 11), yes, they can do that. However, apparently it does not happen with any regularity. ■

## Ask Anyone...

### *...What Are Faculty Saying about AAP?*

One area of interest to me is **how people cope with stress**, including the role that social support plays in buffering the potentially harmful effects of stress. When bad things happen at work, you will certainly want social support from friends. But, you can also get wonderful support from a union. And, even more important, **a union can provide some power and control**, which can help prevent bad things from happening in the first place, and that is, of course, **the best possible outcome** of all.—*Howard Berenbaum, professor of psychology*