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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 4, June 2003

New Pay Date Means Pay Cut

*Excerpts from Jenny Barrett's comments to the U of I Board of Trustees, May 15, 2003**

... I am here to inform the Board of the adverse effect the change in the pay date will have on twelve-month academic employees at the Urbana campus, and to express the concerns of the numerous Academic Professionals that AAP has heard from.

The University informed us in April that in order to reduce administrative costs incurred in running and reconciling multiple payrolls, it plans to align the pay calendars on all three campuses. To implement this change, the Urbana campus will move its payday forward a week. As part of this decision to move the pay date, the University has decided to cut five days' pay from the year 2003 salary of each academic professional and twelve-month faculty on the Urbana-Champaign campus. In September 2003, our paychecks will be reduced by one sixth.

There are about 3,000 Academic Professionals on the Urbana campus. ... Because we are salaried employees; we are told to expect our annual salaries in 12 monthly checks, as stated in the campus Employment Policies (Article IV) which says: All staff members rendering services on a twelve-month basis with allowable vacation shall be compensated in twelve equal monthly installments.

Academic Professionals are ... not covered by the 40-hour rule and can be expected and required to work nights and weekends on a fairly regular basis without compensation. ... Because we are salaried employees we get a set monthly salary regardless of how much overtime we put in. ... regardless of the number of days in the month.

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This is not a "cash flow" problem, it is a "cash loss" problem ... in October and in subsequent months, we will get our regular paycheck, in September our paychecks will be short.

Come to AAP's forum on "Your September Pay Cut" with your questions and opinions.

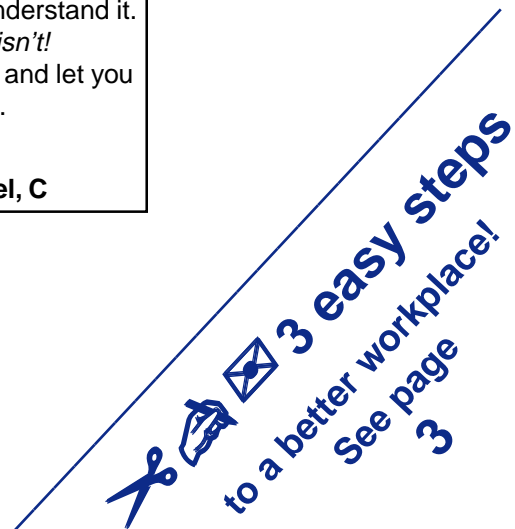
"Is it really a cut?" *Yes it is!*

"How can they get away with that? I don't understand it. It is just a cash-flow problem!" *No it isn't!*

We will distribute an analysis of the pay cut and let you know what AAP is doing about it.

**12 noon on Friday, June 20
McKinley Foundation, 5th & Daniel, C**

*Jenny Barrett is the chair of AAP. Read the full text of her comments at <http://www.shout.net/~aap/letters/bot0503.html>.



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, Philip Garnier, *Social Work*
 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*
 Guy Davis, *Career Services Center*
 Mel Farrell, *Ill. Lib. Computer Systems*
 Neal Horner, *McKinley Health Center*
 Jamie Hutchinson, *ECE*
 Daniel Lewart, *Veterinary Medicine*
 Jamie McGowan, *Ctr. for African Studies*
 Jane Mohraz, *UI Press*
 Maeve Reilly, *WILL*
 César Augusto Romero, *ACES/ITCS*

IEA STAFF: Dan Chambers

Pay cut, continued from page 1

Our workloads are increasing because of layoffs due to the budget crisis and because of the additional time required to learn how to use the new administrative computing system. But we did not get a raise this year because of the budget crisis. We are worried that we will not get a raise this coming year. On top of this we will find ourselves with five days' less pay in September.

The University tells us that we "will be paid for every day worked." But while we used to get those five days of work paid on the 21st of the month, now we won't see those days' pay until the 16th of the following month. This is not a "cash flow" problem, it is a "cash loss" problem because, while in October and in subsequent months, we will get our regular paycheck, in September our paychecks will be short.

For some Academic Professionals, it will be difficult to make ends meet. In September, regular monthly bills will continue to arrive. We can't tell our mortgage company that just this once they will get a payment prorated by five days to be paid the following month. Even an interest-free loan doesn't help if it has to be paid back within three months.

For many of the Academic Professionals who have contacted AAP, it is a matter of principle that we be paid a full month's pay every month of the year since we are salaried employees.

... The fair course of action, since this change is done in the name of efficiency, is to continue paying salaried employees, hired on annual contracts, in twelve full and equal installments. ■

AAP Members Lead Progressive Actions on CAP

Nine AAP members are among the 20 APs elected to serve on the Council of Academic Professionals, a group of APs that is advisory to the chancellor on employment issues but has no binding authority to dialog with campus administrators and to represent AP interests. These AAP members have been working "within the system" to improve the employment conditions for APs on this campus.

Positive steps recently achieved through CAP have been led by members of AAP and sympathetic CAP members. For example, CAP bylaws were changed, with the approval of the chancellor, to recognize visiting APs as having voting rights and eligibility to run for election to CAP. AAP members also were vocal about the hardships caused by the increase in campus parking fees. The proposed rate increase for FY04 has since been cancelled.

But for a truly strong voice advocating for APs, CAP is not enough. We need collective bargaining rights established only through unionization. Please help us achieve that goal by completing and sending in your petition card today (see at right). ■

AAP Email Coming Your Way Soon

Look for frequent updates on the card drive and other important employment issues as AAP begins using email to reach campus APs. ■

*** Join us for these AAP events ***

* June 19, 5-7 pm, **AAP Happy Hour** *

The Bread Company, 706 S Goodwin Ave, U

* June 20, 12 noon, **Brown Bag on Pay Date Change***

McKinley Foundation, 5th & Daniel, C

* July 17, 5-7 pm, **BBQ & Card Drive Rally** *

Illini Grove, Pennsylvania and Lincoln Aves, U

Check our Web site for updated information: www.shout.net/~aap/

Card Drive FAQs, continued from page 4

Here's a question you didn't ask, but we hope you are wondering about: how can you help with the card drive?

First, you can cut out and mail in the card printed on this page. Next, ask your AP colleagues, neighbors, friends, partners, jogging buddies, etc., to sign a card if they haven't yet.


If we all pull together, we are on our way to making the changes that will make the University of Illinois a better place to work for everyone. ■

— This month's answer provided by the Card Drive Action Team.

Why I joined the AAP...

I joined the AAP because it is an organization that cares about the issues that concern me. Although my immediate supervisor is a kind and responsible boss, it has become more and more clear to me over the years that my employer is the University of Illinois, and they seem to have other interests that compete with their interest in my welfare. The AAP has the capacity to advocate for me in very effective ways, and I am hopeful that my working conditions will be better for it.—

Marybeth Hallett, Assistant Director, Counseling Center ■

 **Attention!** If you haven't done it yet, please cut out the card, complete it, and mail it today. Thank you!

Association of Academic Professionals
P.O. Box 335
Urbana, IL 61803-0335

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



Ask AAP

Just the FAQs: Know Your Card Drive Rights

Q ■ I understand that the card drive is the first step toward making the Association of Academic Professionals the recognized collective bargaining agent for Academic Professionals at the University of Illinois at Urbana-Champaign, but I have a lot of questions.

Who can sign a card? Who will know that I signed a card? Can I be fired for signing a card?

A ■ We're glad you asked! Answers to these and many other questions are available on our Web site at www.shout.net/~aap/. But meanwhile, here is some information on the issues you raised.

Academic professionals employed by UIUC, excluding deans, faculty, or others who supervise other academic professionals, are eligible to sign cards.

(Members of the bargaining unit will ultimately be determined through discussion between the legal counsel at our parent organization, the Illinois Education Association, and the Illinois Education Labor Relations Board. Right now, we are asking all APs, regardless of percentage of appointment, visiting status, or terminal contract, to sign a card.)

No one but the AAP and the IELRB (a neutral party) will see that you signed a card, which represents a petition we will submit to the IELRB when we file for a union election.

You cannot be fired for signing a card. The Illinois Educational Labor Relations Act (83-1014) states:

Section 14 Unfair labor practices (a) (4):
Educational employers, their agents or representatives are prohibited from ... Discharging or otherwise discriminating against an employee because he or she has signed or filed an affidavit, authorization card, petition or complaint or given any information or testimony under this Act.

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

Address service requested

NONPROFIT ORGANIZATION
U.S. POSTAGE PAID
URBANA, IL
PERMIT NO. 10

Sign and return the petition card inside this newsletter today!