



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 5, July 2003

## A Plea for Fair Pay

*An Open Letter to Nancy Cantor about  
the September AP Pay Date Change*

Dear Chancellor Cantor,

The Association of Academic Professionals is writing to you directly because we value your commitment to a just and equitable campus community. Under your leadership the campus climate has improved dramatically for everyone, even in these difficult economic and social times. The faculty has expressed their strong support for you and your vision of the university, and as academic professionals, we also embrace the mission of this university as articulated in your vision statement.

For this reason, we are deeply concerned about the one-time salary reduction for 12-month employees scheduled for September 2003. Beyond the hardship the reduction will cause for many employees, it sends a deleterious message to a group of professionals whose work forms part of the bedrock of this university. As you know, academic professionals are a diverse group; we operate research laboratories, supply technical development and support, organize and carry out campus-wide activities, and provide nearly all student services. Some of us act as ambassadors to the local and surrounding communities, while others represent the university at state and national levels. Most of us are deeply invested in the health of our individual units, the success of the university, and the broader goals of higher education.

The claim that we will be “paid for every day we work” is not only misleading, it is an insult to our intelligence. Academic professionals are not paid on a daily or an hourly basis. We are hired year to year on a twelve-month contract, paid twelve times over the year. There is no other way to understand this decision than as a one-time shortfall in salary that will never be recouped. It is also a violation of the University’s written policy. Article IV, section, (g) of the General Rules Concerning University Organization and Procedure (Update: April 2003) reads: “All staff members rendering services on a twelve-month basis with allowable vacation shall be compensated in twelve equal monthly installments.”

We believe the decision to shortchange academic professionals

**ARE YOU CONFUSED ABOUT  
THE PAYDATE CHANGE?  
IT’S SIMPLE:  
YOU WILL EARN LESS!**

The table below shows the monthly paycheck, before taxes, deductions, raises, etc., of a U of I academic professional whose contract is for \$36,000 a year.

Month	2002	2003	2004
Jan	\$3,000	\$3,000	\$3,000
Feb	\$3,000	\$3,000	\$3,000
March	\$3,000	\$3,000	\$3,000
April	\$3,000	\$3,000	\$3,000
May	\$3,000	\$3,000	\$3,000
June	\$3,000	\$3,000	\$3,000
July	\$3,000	\$3,000	\$3,000
Aug	\$3,000	\$3,000	\$3,000
Sep	\$3,000	\$2,500	\$3,000
Oct	\$3,000	\$3,000	\$3,000
Nov	\$3,000	\$3,000	\$3,000
Dec	\$3,000	\$3,000	\$3,000
Income	\$36,000	\$35,500	\$36,000

### **Paid for Every Day You Work?**

If you are an academic professional on a 12-month contract, you are **not** paid by the day. You receive an annual salary. And it **will** be smaller this year.

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**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*  
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 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:**

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 Chris Beuoy, *Veterinary Medicine*  
 Mel Farrell, *Ill. Lib. Computer Systems*  
 Neal Horner, *McKinley Health Center*  
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 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

## The Short Paycheck: The Facts

Because the University has decided to have a common pay date for all three campuses, the Urbana campus' pay day will shift from the 21st to the 16th. This September the University will pay us on the 16th and our paychecks will be short five days that month. For the calendar year 2003, we will be making five days less pay.

Our contract for the year 2003-04 will run from August 21, 2003, to August 15, 2004, and therefore, will be five days shorter, so we will see a reduction in service and pay for the next contract year. Key people in the University administration have said that we will probably get a contract with our regular salary and an asterisk to a footnote stating that our salary has been prorated minus five days.

**Nevertheless, the full amount of voluntary and involuntary deductions will be deducted from our short paycheck.** The University says that it can't prorate services and benefits that are paid by the month, even though it is prorating our services ... which are paid by the month.

#### *What the University tells us:*

- \* For budgeting purposes, these 12-month employees should plan for a one-time impact in cash flow for September.
- \* The University will supply short-term interest-free loans.
- \* We will be paid for every day we work.
- \* Academic pay dates for calendar year 2004 will be monthly from 1/16/04 through 12/16/04, and while there is a shortened contract period, W-2 statements will reflect a full twelve months' pay

#### *What we're hearing from APs:*

- \* This is not a "cash flow" problem but a "cash loss" problem. For people on a tight budget, it's *not* a one-time impact in cash flow, but a snowballing effect of going into debt. When September bills come due, these folks will be short. For people with college-age kids, September is also when college tuition is due.
- \* The short-term loan will come due around Christmas time.
- \* University Statutes (Article IV.g) states that we should be compensated in twelve equal monthly installments. To change this, the University needs to consult with the University Senate except for exceptional circumstances.
- \* The University says that calendar year 2004 will reflect a full twelve months' pay assuming that we will get our contracts renewed.

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and other employees on 12-month contracts is both unethical and unsound. Now more than ever our university community needs to feel united as we work together to help our individual units and the campus overcome the budget restraints and sustain the progress we have made so far. Such unity is difficult, if not impossible, when one group of employees is expected to shoulder a loss in salary while an administration deliberately prevaricates with misleading information.

For many of us, the decision to work for the university hinges on its institutional dedication to public good over profit. We want to contribute to an ethically sound and politically progressive institution that cherishes the quest for truth and knowledge. Certainly the university cannot operate successfully without smart financial strategies, but it also has an obligation to adhere to fair and equitable practices, and to fulfill its responsibilities to its employees. Otherwise, it cannot claim the integrity that nurtures the same fairness and responsibility in its students.

Once again we take this opportunity to thank you for your diligent commitment to academic excellence and your leadership in the areas of diversity and justice.

Sincerely,  
Association of Academic Professionals

## One thing we know: If we had a union contract, the University would have to consult us about any change!

On May 1, 2003, the Association of Academic Professionals kicked off a **card drive**, a bid for University recognition as the collective bargaining agent for academic professionals. Find out more here: <http://www.shout.net/~aap/card/#aq.h.html>.

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!

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### Other concerns:

Will the lower salary for FY04 impact retirement benefits for those retiring in the next several years? Will this change restrict the amount we are able to contribute to our 403b plan? Will APs ever see the missing September pay? If we are allowed to work an extra five days at the end of our contract, will we have to pay benefits (parking, medical) on those five days? If APs see a salary raise this year, will the raise be based on the full twelve-month, or on the shortened contract year? Why weren't the UIC and UIS campuses brought into alignment with the UIUC campus instead of the other way around?

Some APs have suggested ways the University could soften the blow, such as distributing the lost pay across twelve pay checks over the year or giving us a couple of extra vacation days over Thanksgiving break as a good-will gesture.

We also hear that it was a University-level decision ("a corporate" decision) and that campus administrators were not happy about it. ■

### 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

## Learn from the Past: Official Cited 1973 Pay Date Change as Negatively Affecting Retirement Plans

In 1973, as part of a plan to change the Academic Calendar, the pay date for academics and academic professionals was changed from the first of the month to the 21st. This resulted in a reduced paycheck for continuing 12-month appointees in September 1973. In a February 14, 1973, memo to Deans and Directors, Sidney Stafford, director of business affairs, expressed concern for the effect this “short year” might have on those employees retiring in the 4 years following.

d. Continuing 12-month staff (including assistants) will receive an appointment for 1973-74 for the period September 1, 1973 through August 20, 1974. They will receive their first pay check under this appointment on September 21 for two-thirds of a month’s pay for the services rendered September 1 through September 20, 1973. They will then receive a full month’s check (one-twelfth of annual rate) on the 21st of each month for the balance of the appointment year....

As noted above, continuing 12-month staff in this initial year of conversion will experience a “short year” and will receive an appointment for only eleven and two-thirds months. This short year could have an adverse effect on those retiring within the next four years.

In a May 30, 1973, memo to all Academic Staff at Urbana-Champaign Stafford reiterates:

Twelve -month staff who will retire during the next four years will have a “short year” as one of their four base years. If the staff member’s retirement pay is adversely affected in the “short year”, additional appointments for the August 21-31 period will be permitted in the year of retirement to equalize the “short year” effect of the 1973-74 switch to the early calendar.

From these documents it is clear that the change in 1973 would reduce income in 1973 and that that reduction could have an impact on the amount of retirement payments for some employees. ■



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Because we have heard from **so many APs** confused about the **pay day change**, we are devoting this **entire newsletter** to it.

Whether the change bothers you or not, remember that **until APs have legal representation through a union, we will have no say** in employment conditions imposed by the University.

Send in your petition card **today!**  
(See page 3.)