



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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Blagojevich Signs “Card Check” Law

On August 5, Gov. Rod Blagojevich signed House Bill 3396, which mandates that public education employees be granted union recognition if they present a majority showing. A majority showing may be demonstrated by signing authorization cards—like those currently being circulated by the Association of Academic Professionals—or by membership in an association, such as the AAP.

The Illinois Education Labor Relations Board would certify the showing presented by a union, and the employer would have to start contract negotiations with the new bargaining agent.

This is an important step for public education employees because historically employers use the election certification process to run last-minute anti-union campaigns, to delay the actual election by creating faulty voter eligibility lists, and other tactics designed to slow down union certification. The new process allows employees to choose union representation without such pressure tactics.

AAP eagerly waits for the governor to appoint new members to the Illinois Education Labor Relations Board. When the board is fully staffed, it will decide how to implement the new law.

We would like to thank all the APs who called the governor’s office, urging him to sign! ■

Ask Yourself:

What’s the best way to make my voice heard?

Campus administration mandated a pay freeze last year and a short contract (and correspondingly short salary) this year for APs.

But some groups with union representation have been getting 5% to 7% raises.

A democratic union is the only way for APs to have a legally recognized seat at the table.

Sign and return the enclosed petition drive card today

to help AAP become the collective bargaining agent for academic professionals.

Find out more at:

www.shout.net/~aap/card/faq.html

**The Pay Date
Change Blues:**

**We had no say...
So we get less pay!**

Not-so-\$weet \$ixteen

On September 16, you will be receiving a smaller monthly paycheck. Join us in front of Swanlund Administration Building between 10 a.m. and 2 p.m. as we voice our opinions about the short

monthly paychecks being distributed to APs on that day.

For more information, contact: aap@shout.net.

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-chair, 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, *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*

IEA STAFF: Dan Chambers

Domestic Partner Benefits Issue Moves Forward—A Bit

On July 17, the Board of Trustees finally passed a providing health and dental reimbursement for the same-sex domestic partners of U of I employees. The proposal passed 7-2.

AAP has been involved in this issue from the beginning, and we are excited to see a commitment from the University respecting the rights of people in same-sex relationships. We would like to thank everyone who called or wrote postcards to the Board of Trustees or who were otherwise supportive in this struggle.

Unfortunately, the Board's decision has left people in heterosexual domestic partnership situations in the cold. They have no coverage through their employer, and we encourage the U of I to extend the newly awarded benefits to these individuals.

Already, some local politicians are looking to rollback these modest but important gains. Rep. Chapin Rose (R-Mahomet) has started a push in the legislature to protest the new benefits. Rep. Rose was quoted in the August 19 *News-Gazette* as saying "The bottom line is, they've got their priorities seriously out of whack when they place expanded benefits for a small segment of employees over their core mission, which is education of students and jobs for key frontline employees that are being laid off."

University spokesperson Tom Hardy defended the decision, saying "...the board of trustees undertook this decision to be able to recruit and retain high-quality faculty and staff." Hardy went on to point out that since most other Big 10 schools provide the benefit for their employees, this puts the U of I at a distinct disadvantage when it comes to hiring and retaining staff.

In an email on August 28, the University laid out some of the key details of the plan. Employees will fill out a confidential form, called the University of Illinois Affidavit of Domestic Partnership form, available through the Benefits office. The employee must submit a completed Medical Premium Reimbursement claim form each quarter and provide evidence that medical coverage has been purchased for his or her domestic partner from a "bona fide insurance company or HMO plan."

The U of I's Ally Network will hold a panel discussion on Friday, Oct. 3, from noon to 1:30 p.m. A representative from Academic Human Resources will discuss the official policy, and activist and personal perspectives will also be presented. ■

Mark Your Calendar

Join us for a "Welcome to the New Academic Year" happy hour at the Bread Company on Goodwin in Urbana from 5 to 7 p.m. on Thursday, September 18. ■

AAP has been involved in the domestic partner benefits issue from the beginning... We would like to thank everyone who was supportive in this struggle

UIUC AP Salary Increases, Fall '01 to Spring '03

	Salary increases			Number	% total
	Total	Promotions	Raises		
All Units	371	191	180	2,559	14%
Central Administration	53	26	27	265	20%
Intercollegiate Athletics	22	5	17	89	25%
NCSA	26	19	7	134	19%
Cooperative Extension	34	27	7	255	13%

The table shows the number of APs receiving salary increases during the salary freeze period for all APs and for the four areas where the greatest total number of increases were found. A promotion was defined as an AP having a different title and higher salary in Spring 2003 than in Fall 2001 while everything else (appointing unit, service code, campus address, etc.) was identical. A raise was defined as an AP having a higher salary in Spring 2003 than in Fall 2001 while everything else was the same. "Central Administration" encompasses more than 20 units.

To be included, an AP had to have a 12-month, 100% appointment in both Fall 2001 and Spring 2003. The only exception was Intercollegiate Athletics, where APs with 100%, 10-month appointments in both Fall 2001 and Spring 2003 were also counted.

Salary increases due to interim appointments and job changes to a different unit were not included.

Benefit News: Look Before You Leap to Part-time

There's been a change to life, health, and dental benefits for part-time employees. University of Illinois benefit-eligible employees who are hired as part-time or become part-time on or after July 1, 2003, will no longer be eligible to receive coverage as a dependent of their state- or University-employed spouse.

According to a June 5, 2003, campuswide email from the University Office of Human Resources, part-time employees will be required to pay for life insurance and may opt to purchase health or dental coverage. Those currently employed part-time who had been covered as a dependent will be grandfathered in. However, *if your employment changes to part-time* within the University after July 1, 2003, you will not be allowed to be covered as a dependent of your spouse who is a University employee.

Please also note that with your September 16 paycheck, a full month of benefits will be taken out even though the salary will reflect only 5/6ths of your usual monthly pay, due to the pay date moving up 5 days. According to the Benefits Office, you will not be paying "extra" because the payments are monthly, not based on earnings periods.

If you have any questions, call the Benefits Office at 333-3111. ■

Ask Anyone...

...What Are Faculty Saying about AAP?

As president of the Union of Professional Employees, I want to express my strong support for the AAP union campaign. **All workers need unions—active, transparent, and democratic unions—that will lobby for the rights and working conditions of their members.**

My personal knowledge of some of the Association of Academic Professionals leadership leads me to believe that this union will be **an effective voice** for its membership.

In these dangerous times of so-called preemptive wars and tax cuts for the rich, budgets must shrink for education and social programs. We need unions now more than ever. Unions have a role in protecting their members' quality of life and in providing a sane voice for public policies.

I wholeheartedly support AAP and wish you the best of luck and success with your organizing campaign.—*Al Kagan, African Studies Bibliographer and Professor of Library Administration*

Erratum: In the July issue of the *AAP Advocate*, the table on page 1 inaccurately reflected the amount of the reduction for the September paycheck of an AP making \$36,000 per year. Not taking into consideration taxes or other deductions, the September salary should have been one-sixth less the regular monthly salary, or \$2500 rather than \$3000 for every other paycheck that year. The total for 2003 should have been \$35,500, whereas the AP would have earned \$36,000 in 2003 if the pay date had not changed. AAP regrets the error. ■



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Address service requested

NONPROFIT ORGANIZATION
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Wondering who got
salary increases during
the “pay freeze” year?

See page 3!

Ask AAP

Computer Use Policy

Q ■ My supervisor told me that University employees can't use any University computer for non-work-related purposes. What is the University's policy on computer use?

A ■ The policy is given in Section 4c of the *Campus Administrative Manual*:

4. Proper and Authorized Use of UIUCnet c) Appropriate Use of UIUCnet: No individual may use UIUCnet resources for commercial or profit-making purposes or other purposes that interfere with the mission of the University. As with all University computing and network facilities, UIUCnet may not be used for improper or illegal purposes, such as unauthorized use of licensed software, intentional efforts to breach security, or the transmission of computer viruses. ■

Ask Anyone...

...What Are Faculty Saying about AAP?

Shortstops, symphony orchestra members, doctors, movie stars, technicians, dancers, point guards, writers, nurses, teachers, pilots, hockey goalies, musicians, and many others have learned in recent years that their **skills, dedication, and creativity are not enough** to guarantee fair treatment at work and security in their jobs.

They have created unions that demonstrate that when professionalism, democracy, and solidarity are combined, institutions and individuals both greatly benefit. UIUC academic professionals have the exciting opportunity to create just such a union.—*David Roediger, Interim Director of Center on Democracy in a Multiracial Society and Kendrick C. Babcock Professor of History*