



Feed Your Body, Shake Your Booty, Fuel Your Career

By Jamie McGowan

In such a great budget year, how did APs fare when it came to raises?* How does your work situation compare with those of other APs on campus? And what is the AAP all about?

Where can you find answers to these questions *and* a free dinner and music by the Impalas (Bruiser Rummenie, guitar and vocals; Neal Robinson, piano and organ; John Tubbs, bass; Jeff Magby, drums)?

At the October 16 Open Meeting of the Association of Academic Professionals! It's your chance to meet APs from across campus and help set the agenda for the organization. The dinner starts at 6 p.m., the meeting at 7, and the band around 8. Feel free to bring a guest.

RSVP today by calling the AAP office at 337-5174, replying via our Web page (www.prairienet.org/aap/), or emailing aap@shout.net. We can provide child care, if needed.

**Oh, and by the way, you can also refer to the chart on page 3 of this newsletter for an immediate answer to the raise question.*

Don't Let Your Holidays Float Away

By Mel Farrell

Last year (calendar year 1999) an announcement to deans, directors, and department heads from Charles Colbert, Vice Chancellor for Administration and Human Resources, declared that the UIUC-designated campus holidays were now "floating holidays." Prior to this, UIUC staff had two designated campus holidays—the Friday of spring break and a winter break holiday, usually on or around December 29. The actual dates of the designated holidays changed from year to year (calendar year), but were a part of the UIUC academic calendar. Colbert's memo added that these holidays were to be taken each year (fiscal year) at the employee's discretion, subject to departmental approval.

During the first year of implementation, staff had to keep track of

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Who: You and your guest—everyone is welcome!

What: Open Meeting of the AAP, free dinner, music by the Impalas

When: Monday, October 16, 6 p.m.

Where: Westminster Hall, McKinley Foundation, 809 South Fifth, C

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**

STEERING COMMITTEE:

Jenny Barrett (chair), *Psychology*
 Guy Davis, *Career Services*
 Neal Horner, *McKinley Health Center*
 Jamie Hutchinson, *ECE*
 Diana Johnson, *Spurlock Museum*
 Dan Lewart, *Veterinary Medicine*
 Jamie McGowan, *Ctr. for African Studies*
 Jane Mohraz, *UI Press*
 César Augusto Romero, *ACES/ITCS*
 Ron Szoke, *CCSO*

IEA STAFF: Peter Miller

Floating Holidays

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only one floating holiday. Since the announcement was made in the middle of the (calendar) year, the first designated holiday for that (fiscal) year had already passed. Staff had until June 30, 2000, to use the floating holiday—or lose it. Starting July 1, 2000 (calendar year), staff are granted two floating holidays to be used during (fiscal year) 2001—which started July 1, 2000, and runs to June 30, 2001. Consult the 2000/2001 academic year calendar to see the approximate dates on which your old designated holidays would have fallen and see if those would be optimal opportunities to take a floating holiday. But be sure to check with your department first!

After reading these paragraphs, I bet you're confused. "How many calendars do I have to keep track of?" you might ask. Well, that's exactly the point. Individuals will be the ones who ultimately must be accountable for when they take their floating holiday, how many they have already taken, and within which calendar they are calculating. Some departments might be efficient at keeping track of these things, some might not, and the result could be that some individuals will "lose" these holidays by attrition, if they are not reminded to take them by the close of each (fiscal) year.

Other state universities have toyed with the idea of implementing floating holidays. At Southern Illinois University, the concept was proposed by the Administrative Professional Staff Council, but not mandated by the administration. At SIU, staff were given a designated holiday on the Monday of spring break week. The administration wanted to change that designated holiday to a different designated holiday, but the staff council couldn't agree on "different" date. Eventually someone suggested changing the designated holiday to a "floating holiday of the employee's choice that would not be charged to vacation time."* Even after the council agreed this was a good idea, the decision to implement a floating holiday at SIU was rejected because of perceived difficulties with accounting and tracking.

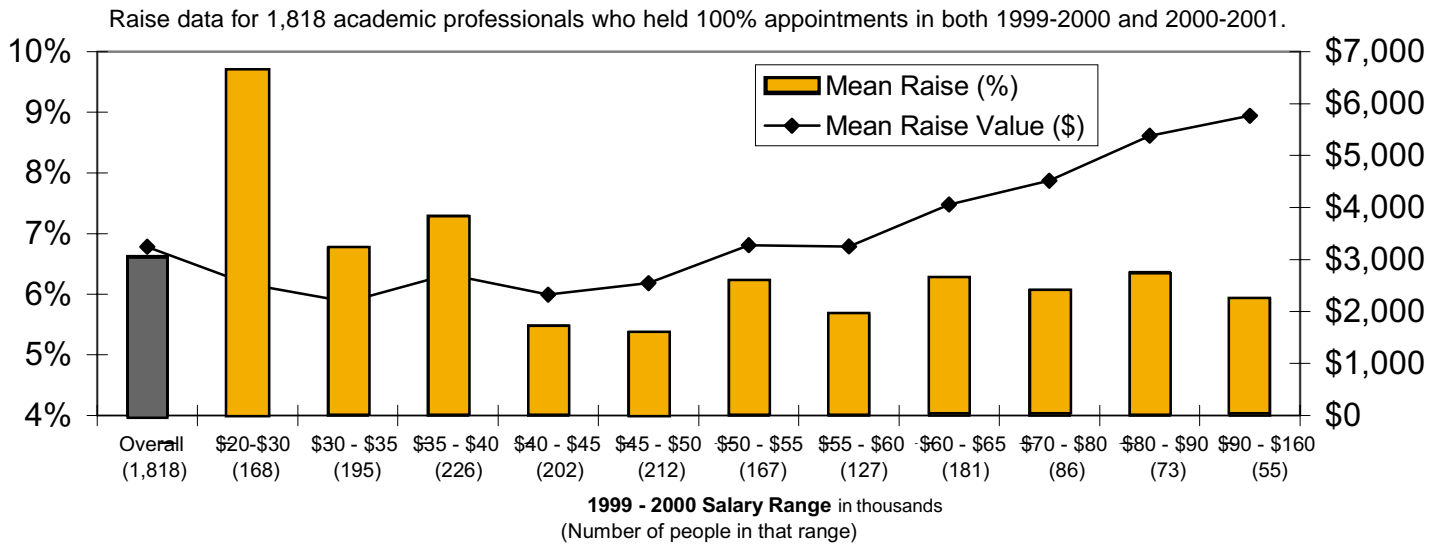
Herein lies another interesting point—staff at SIU had some input into the decision. At UIUC, the decision was made at the executive level, with no apparent discussion among or feedback from campus employee groups, apparently because the overall UI administration was trying to achieve coordination on holiday policies among its three campuses.

The University of Illinois at Chicago has had a floating holiday policy for many years. In a large city, this allows staff more flexibility in coordinating holidays with children's school holidays. Likewise in Champaign-Urbana the duality of city government and school districts has made it difficult to coordinate university and school calendars. Floating holidays should make this easier for staff who are parents of schoolchildren.

Floating holidays can be a good thing, but they don't come without some personal effort (and you thought it was supposed to be a holiday?). When it comes to a floating holiday, remember ... "Use it, or lose it!" ■

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* From SIUC Administrative Professional Staff Council (APSC newsletter, 4/19/00)



Three percent?

In his PRESMAIL of February 15, 2000, President Stukel announced that the budget for FY01 would include 3 percent raises for all non-union employee groups (faculty and APs). Campus-wide data show, however, that the mean AP raise was actually 6.6 percent, with the median and mode being 4.5 percent and 5 percent, respectively. The explanation for this discrepancy is that the campus and various colleges made special efforts to supplement the University-

budgeted funds. It seems likely that the substantial raises are tangible results of heightened awareness of AP concerns brought about by AAP organizing efforts over the past two years. (The organizing activities of the Graduate Employee Organization yielded an even larger increase in the minimum assistantship stipend—12.8 percent.) In some units AP raises fell well below the 6.6 percent average. Until there are mandatory evaluations and a more objective way of linking raises to performance, the process of determining raises will continue to be subjective.

Update on Proposal to Sanction or Dismiss Academic Professionals

By Jenny Barrett

Last spring a proposal defining a procedure for sanctioning or dismissing APs for cause was tabled by the Senate (see *AAP Brief* No. 4), thanks to the joint efforts of the Association of Academic Professionals and the faculty senators from the Union of Professional Employees. We oppose the current proposal for the following reasons:

- * The proposal includes a provision that “off-duty behavior or extramural conduct” can be cause for dismissal.
- * While disciplinary actions are supposed to consist of a “progressive response,” from reprimand to dismissal, the steps can be taken out of sequence or omitted.
- * Without an impartial, third-party appeals procedure, the end result can be the elimination of the one-year terminal contract.

We anticipate that this matter will be raised again in the Senate this fall to be voted on by the faculty and student senators. APs do not have a vote.

Academic professionals do not need a procedure by which we can be dismissed more easily; what we need is a grievance procedure and an appeals process that will ensure fair treatment for all APs. ■

Ask AAP

Why AAP and UPE?

Q ■ Why does the campus have separate unions for faculty and non-tenure track academic professionals?

A ■ This is an artifact created by the legislation bringing the Springfield campus into the University. One of the provisions was that teaching faculty must be organized on all three campuses simultaneously before they could be recognized anywhere. This effectively disposed of the extant faculty organization on the Sangamon State campus in Springfield. It also made it triply difficult to organize and obtain bargaining rights for the faculty—not to suggest, of course, that our distinguished leaders could have had any such consequences in mind.

No such barrier to obtaining basic employment rights exists for non-teaching academic professionals, however. This is why it became imperative to form another potential bargaining unit, the AAP, in addition to the Union of Professional Employees (faculty) group that has existed on the Urbana campus for years. All AP members of the UPE have been urged to join the AAP instead. A few continue as members of the UPE, possibly because of personal relationships or a preference for the orientation of the UPE toward the Illinois Federation of Teachers/AFT. The AAP is affiliated with the Illinois Education Association/NEA, which has afforded us much support over the past few months. There is no competition between the AAP and UPE, and some people are members of both. ■

— *This issue's answer provided by Ron Szoke*

Send your questions about UIUC policy, employment/labor law, unions, and collective bargaining to aap@shout.net.

AAP

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