

AAP

EQUITY ☆ OPPORTUNITY ☆ EXCELLENCE

AAP Advocate

Association of Academic Professionals
University of Illinois at Urbana-Champaign
Affiliate, Illinois Education Association (IEA/NEA)
217/337-5174, aap@shout.net, www.shout.net/~aap/

Volume 4, Number 4, September 2001

Compensation 2002

Many Raises Don't Keep Pace with Inflation

This year, the University operating budget increased by 5.6 percent, with the state allocating an extra 6.5 percent for the U of I. The state increase included 3 percent for "general salary increases," plus an additional 3 percent for "retention of critical faculty and staff."

When the AAP asked University managers if this meant that employees should expect raises in the neighborhood of 6 percent, they said *no*, emphatically. The additional 3 percent can be used for merit pay increases, renovation of laboratories, or other expenses deemed necessary to retain employees, particularly faculty, they said.

Raises in the 3 to 4 percent range are not new, but they frustrate many who feel that they are not fairly compensated for their accomplishments. With inflation this year running as high as 3.7 percent, many APs may view their salary changes as reductions in real pay, rather than raises.

The AAP has supported several improvements for AP salaries, including: more open access to information about salaries and salary equity, equity with both the private sector and within the university including an appeals process, and raising the minimum AP salary. (The minimum salary increased by a slight 2.2 percent this year, to \$23,000, leaving it well below the minimums for graduate assistants, locker room attendants, and nurses.)

An encouraging sign showed up during the July meeting of the Board of Trustees, when managers announced that they will attempt to improve retirement benefits for all University employees. In 1999, the Faculty-Student Senate recommended creating a matched savings program similar to a "401(k)" plan, but at the Trustees' meeting managers instead proposed reducing employee contributions to SURS, thereby increasing both the value of their benefits and their take-home pay. AAP is working to support this initiative, as well as the matched savings plan approved by the senate.

The AAP encourages all APs to join us in our effort to improve equity and total compensation for academic professionals. Contact the AAP if you'd like to help. ■



At the July 12 Board of Trustees' meeting, AP Gregg Perry urged improvements in retirement benefits.

An informal survey of APs showed that, despite a large increase in the operating budget, raises for APs averaged about 4 percent and the most frequently reported raise was 3 percent.

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*
 Cheryl Berger, *Psychology*
 Guy Davis, *Career Services Center*
 Mel Farrell, *Ill. Lib. Computer Systems*
 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

Parking Fee Increase Not Negotiable—for Some

By Peter Miller

APs who park on campus dodged a bullet this year. Parking fees increased only 5.2%, from \$290 to \$305. The parking fee increase is larger than most AP raises, but next year will be a far different story, as parking fees will begin a dramatic rise to about \$750 in July 2008.¹

Campus parking makes a strong case for the change. Pam Voitik, Assistant Vice Chancellor for Human Resources, notes, “the bottom line is if we don’t get a fee increase, we don’t get a parking deck in North Campus” because parking is a “self-funded unit.” According to a survey about campus parking attitudes², U of I employees want parking, they want it close to their workplaces, and over half of the 350 survey respondents say they are willing to pay 10 percent more for better parking.

But 10 percent each year? The consultants who are planning the future of U of I parking made four recommendations to increase revenues, all of which are being implemented. The recommendations include:

Proposed change

- * Annual permit rate increases of 12.5% to 13%
- * Parking meter rate increases
- * Citation rate increases
- * Compensation for parking lost to campus growth (campus units pay campus parking when spaces are eliminated)

Status

- * Not yet implemented. Fees increased 5.2% in FY02 and will increase 12.5% to 13% next year
- * This summer, meter rates increased from \$.50 to \$.75 per hour
- * This summer expired meter fines went from \$5 to \$10; parking without a permit or in a rental space rose from \$15 to \$20
- * A policy is in place

While parking may be an issue of convenience to many who can walk, ride their bikes, or take a bus to work (after all, buses are free with a U of I staff ID card), others don’t have alternatives. Ed Kieser leaves for work each day at 5 a.m. so he can prepare weather reports for WILL-AM. Kieser is among about five employees at WILL who need to be at work early, and who have no transportation alternatives. Buses don’t begin running until 6 a.m., and as Kieser points out, “carpooling isn’t really an option at 5 a.m.”

Employees with child care needs, those who need their cars to perform their jobs (running errands for class or lab supplies, for instance), and those who work unusual hours are among those who face a fee increase—or a pay cut—over which they have no say.

By contrast, unions on campus are attempting to shield their members from the fee increases. While individual employees would be summarily turned away if they asked to negotiate over the parking fee increase, Service Employees International Union local 73, which represents building service workers, mail messengers, and catering staff, issued a “demand to

Continued next page

¹ Parking fees increase in July, two months before employees receive raises.

² See <http://www.parking.uiuc.edu/masterplan.html>

Parking, continued from previous page

bargain” over the fee increase. When the U of I refused to negotiate, the union filed an unfair labor practice charge with the Illinois Educational Labor Relations Board. The case is in the lawyers’ hands now, but things look good for the union. In a similar case at SIU-Edwardsville, the state required university administrators to negotiate with the academic professionals’ union over a similar parking fee increase.

Campus unions are attempting to shield their members from the fee increases. The service employees’ union filed an unfair labor practice charge over the matter

Some academic professionals at UIUC acknowledge the need for parking fees, but they dislike the fact that many of the best-paid APs receive free parking as part of their contracts, and that the fee is the same, regardless of salary. “What I think the university should implement,” writes one half-time AP, “is a pro-rated system that wouldn’t disproportionately

affect workers at the lower end of the pay scale, or workers like me who are here half as often as others but still pay the same amount.”

Will the University consider sliding scale parking fees, tied to an employee’s salary? Perhaps, says Voitik. “Parking is looking at a lot of different options.”

But until parking makes its decision, University employees—at least those without bargaining rights—must wait and see what fee increases and other changes in parking policy are handed down from Swanlund. ■

Child Care, continued from page 4

the law that would allow a sliding scale of payments to help subsidize child care for students and staff members who have financial difficulty.

Both representatives listened carefully to the information the group provided and suggested helpful measures toward our goal. Representative Berns promised to ask a legislative aide to compare the law governing the U of I with laws governing other state universities that currently provide child care opportunities.

Ultimately, however, the ball is in our court. We need to make improving child care a priority for the University and the Board of Trustees. We also need to learn how our new chancellor, Nancy Cantor, views this issue.

Both UI Springfield and UI Chicago, though they operate under the same Act as the Urbana campus, have worked harder to provide child care opportunities for students and staff. If they can do it, why can’t we?

Two upcoming events can help make child care a priority. On October 3, come for a brown bag luncheon on child care at the University YMCA. Tom Berkshire, an expert on workplace child care, will speak.

On November 15, the Board of Trustees will be meeting at the Illini Union. We urge you to bring your children to the Union at 8 a.m. to show the Board how many parents at the U of I want to see child care become a reality on this campus. ■

APs receive severance payments

Severance packages were paid to four academic professionals who apparently became entangled in a political dispute between University managers and a University trustee, according to a report in the Chicago Tribune (“\$400,000 later, fund for start-ups is at a standstill,” *Chicago Tribune*, 8/27/01).

The APs were hired in April and May to work with a proposed venture capital fund operated by the U of I. Within 3 months, they resigned and received severance payments after trustee Gerald Shea voiced opposition to the project and asked President Stukel not to forward their appointments to the trustees for approval. The positions and buyouts were as follows:

Position	Salary	Severance Paymt
Exec. Director	\$300,000	\$150,000
Chief Finan. Ofc.	\$175,000	\$ 87,500
Networking & Communic Dir.	\$ 75,000	\$ 37,500
Assistant to Dir.	\$ 48,000	\$ 24,000

While we are disappointed that that project ended so abruptly (could better planning have prevented the waste of nearly a half million dollars?), the AAP is pleased that our colleagues received just compensation for the disruption in their careers. We hope that all APs can be treated as fairly. ■



From left, John Flamer, Chris Beuoy, Tom Moone, Maeve Reilly, and Joy Garling Prud’homme met with Rick Winkel, second from left.

You Can Help Make Child Care a Reality at Illinois



Mark your calendar and plan to participate in these events.

- ♥ Oct. 3, Brown Bag on Child Care, noon, Board Room of the Campus Y.
- ♥ Nov. 15, "Babies on Parade" at the Board of Trustees meeting, 8 a.m., Illini Union. Bring your child(ren) to show that parents want campus-based child care.

For more information, contact Maeve Reilly at mjreilly@uiuc.edu.

Momentum Builds for Campus Child Care

By Tom Moone

The Child Care Task Force, a broad coalition of faculty, students, and staff that seek child care on campus, has been active lately raising awareness of the issue and seeking allies in many sectors.

Task force chair Maeve Reilly spoke at the July 12 Board of Trustees meeting, urging their renewed consideration of the issue.

On August 20 and August 29, 2001, several task force members met with Illinois State Representatives Rick Winkel and Tom Berns, respectively, to share concerns about the state of campus child care.

The group pointed out that since 1970, a series of studies and reports presented to U of I administrators have emphasized the need for child care facilities on campus. Most recently the Work Life Survey, as reported by Kathleen Pecknold at a Know Your University forum last spring, clearly identified child care as a significant issue for University students and staff.

The University has often pointed to Act 305, the University of Illinois Act, as a reason for not pursuing on-site child care more vigorously. One purpose of the visits with the legislators was to encourage them to sponsor a bill that would amend the act to remove any roadblocks to pursuing child care on campus. In particular, the task force asked for language written into

Continued on page 3

AAP

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