

AAP

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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Why You Should Join AAP

By Jenny Barrett

Why a union? At an October reception for academic professionals, Chancellor Nancy Cantor called APs “the glue that holds the University together,” engaged in all aspects of the University.

Before the Association of Academic Professionals was formed, however, little attention was paid to APs as a group. Individual APs voiced concerns—such as long-term employees being paid less than newly hired ones, a lack of career paths, and little protection from arbitrary dismissals—but their voices were lost in the vastness of the University bureaucracy. Meanwhile, faculty and students participate in the Senate, and most other employee groups have union representation.

Only through the AAP have APs been able to raise key issues collectively and, as a group, draw attention to AP concerns.

Our goal is to attain a prominent standing within the University structure so that we can negotiate for pay equity, fair dispute settlement, and career paths: objectives that can be achieved only with recognition of a democratically empowered AP organization.

Why become a member? The AAP has already provided advantages to academic professionals. Through this newsletter and the *AAP Almanac*, we’ve distributed valuable information on salary and raises, campus policies affecting APs, and other issues that affect APs so we can make informed, intelligent decisions about our work lives. Our full-time staff-person has helped dozens find answers to work-related questions and resolve job-related problems.

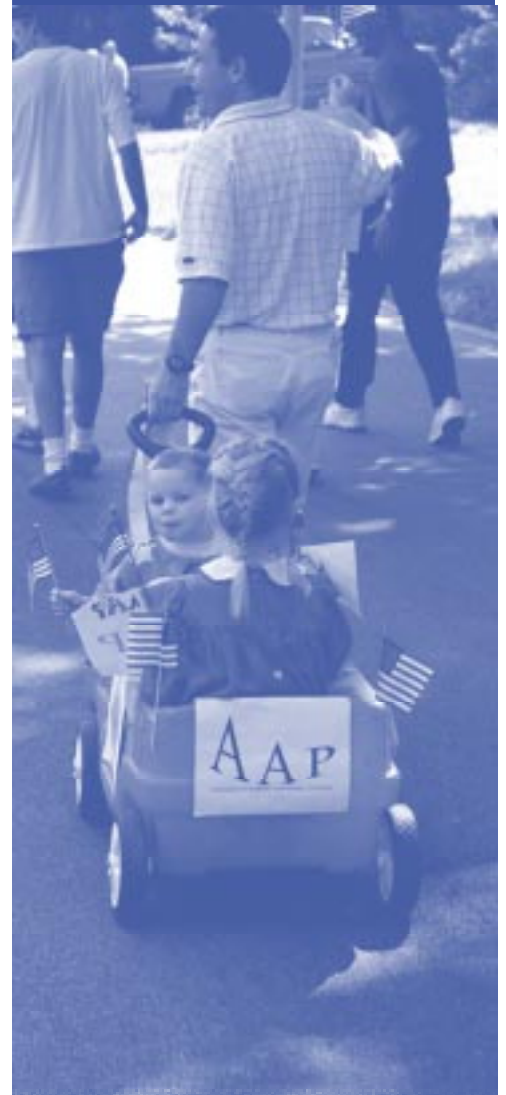
Your dues will enable us to continue providing these benefits.

In addition, joining AAP gives you immediate benefits through our affiliates, the National Education Association/Illinois Education Association: free life/accident insurance; discounts on home and auto insurance; great mortgage rates; an attorney referral program for reduced-cost services on wills, estates, etc.; a multimillion-dollar legal defense fund to protect your legal and civil rights in work-related disputes arising under current University policies; and much more.

Most important, being a member allows you to have a voice in policy decisions that affect APs. Democratic institutions need the full participation of their members to remain vital, and AAP needs your involvement to make this a better organization.

Make a difference and join the AAP by calling 337-5174. ■

Join the
AAP movement!



AAP member Ray Twesten and his children Robby and Kate represented the AAP in the recent Labor Day parade.

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

AAP Issue Updates

Compensation Improvement: If all stars come into alignment, your retirement benefits may improve next year. While the prospects are a long shot with the economy and state budget suffering, improved retirement is something APs—and all other employees—can help obtain.

At the July meeting of the Board of Trustees, President Stukel unveiled a proposal to increase total compensation for University employees. The proposal entails decreasing employee contributions to SURS while increasing University contributions by one percent each year for the next four years. That would take us from an 8 percent employee/8 percent University contribution to a 4 percent employee/12 percent University contribution. In this way, salaries should increase by 4 percent over four years, in addition to normal salary increases.

AAP supports this equity proposal as a first step toward achieving benefits more comparable with peer institutions. Another necessary step is supporting a “Matched 403(b)” savings plan, which would allow employees to contribute up to 8 percent of their salaries to a tax-sheltered savings plan, an amount the University would match. The need for retirement improvements is clear, since our benefits rank 19th of 20 peer institutions.

The University is currently setting its budget priorities for the coming year. Then the Illinois Board of Higher Education collects the budget priorities from all nine public universities and compiles a single higher education budget, which it presents to the governor in December. Starting next January, the legislature decides what will and won’t be funded.

Academic professionals and other staff can do the following:

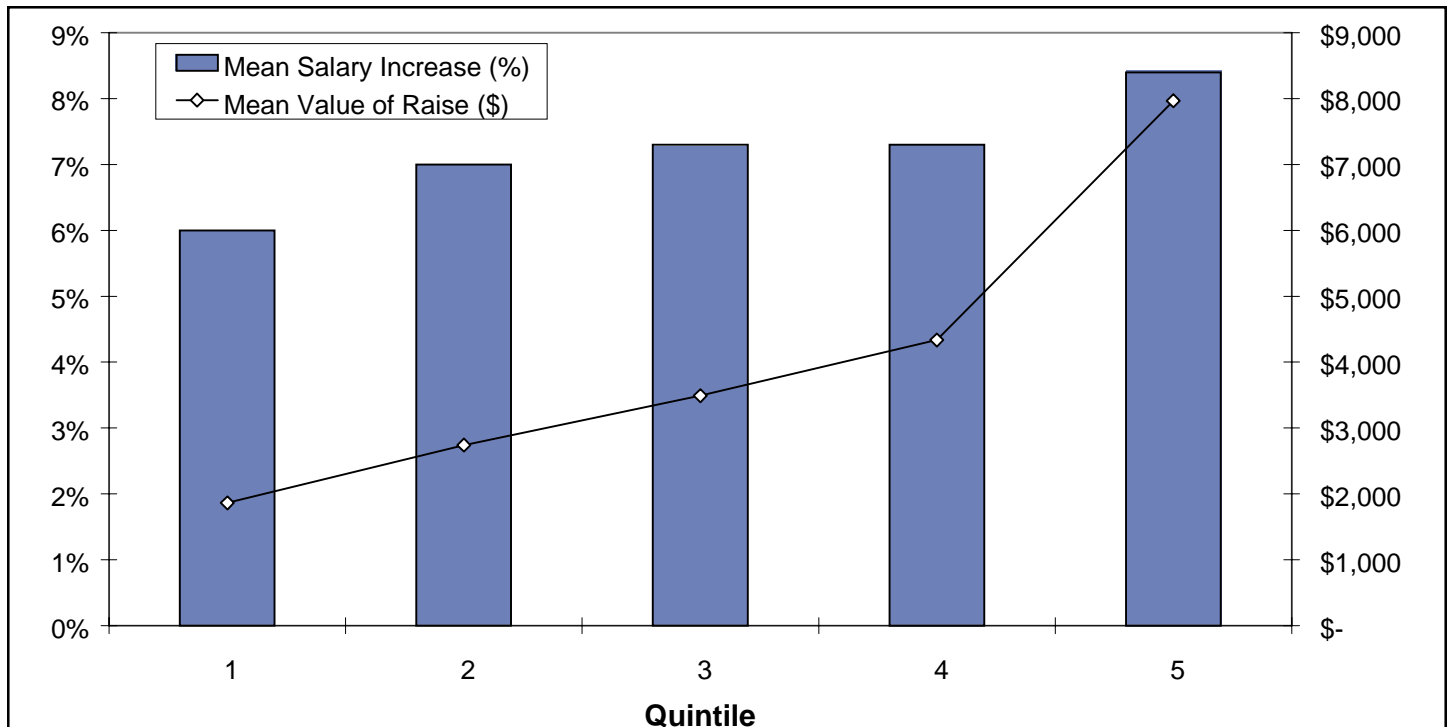
- ☆ Call President Stukel’s office (333-3070) and ask him to make the retirement improvement a top priority.
- ☆ Encourage other universities to do the same. The AAP is affiliated with a statewide organization, the Illinois Education Association, and can help make contact with other administrations.
- ☆ Encourage IBHE to include the SURS improvement in their final budget.

The AAP is helping to coordinate these activities and to work with the University administration to promote this compensation improvement. Contact the AAP (337-5174) to get involved or simply to state your support for the University’s proposal.

Domestic Partner Benefits: The AAP’s campaign for domestic partner benefits (DPBs) is in high gear this fall. Since our last newsletter, the Board of Trustees of yet another Big Ten school, Indiana University, agreed to provide domestic partner benefits. This brings the total to six of eleven Big Ten schools.

Why should we have DPBs? The University of Illinois does not discriminate on the basis of marital status or sexual orientation. Yet, only married people have access to benefits covering their partners and to spousal hiring incentives. Such benefits translate directly into economic advantage. (Non-married partners can have passes to IMPE and the library— nice but not enough.)

If you are interested in working for DPBs, please contact Lydia Khuri, 244-7535, mkhuri@uiuc.edu.



Fall 2001 AP Raises by Quintile. 1,678 academic professional salaries were analyzed for this chart. We include only full-time academic professionals employed at the same job within the same UIUC department in March 2000 and September 2001. The 2001-2002 salaries were sorted and divided into five groups of ~336. The median salaries for each quintile are as follows: 1: \$33,300; 2: \$42,000; 3: \$51,500; 4: \$63,400; 5: \$92,600.

Additional information about this year's salary changes can be found at the AAP Web site: www.shout.net/~aap/.

AAP Issue Updates, continued from previous page

Child Care: The October 3 brown bag lunch on campus child care issues attracted 25 members of the campus community, including faculty, graduate students, APs, and high-ranking staffers from the Provost's office. Tom Berkshire, a workplace child care consultant, outlined projected costs and time frame for building five centers on our campus. (For a copy of his four-page proposal, contact Peter Miller at peterm@shout.net; 337-5174.)

Attendees raised such issues as the need for subsidized rates to make child care more affordable and the value of on-site child care for recruiting and retaining key faculty, staff, and students.

The next event planned by the Child Care Task Force is "Babies on Parade," at which we hope at least 50 parents, many with children in tow, will come to the public comment period of the November 14-15 Board of Trustees meeting at the Illini Union. Help us show the Board that the need for campus child care is real and immediate!

If you cannot bring your child to this event in person, you can still participate by sending extra photos of your child to Chris Beuoy, 2938 VMBSB, MC-002, or 1121 W. Daniel, Champaign, IL 61821. We will incorporate them into a friendly greeting card for the Board.

To stay informed about the activities of the Child Care Task Force, sign up for our email list at <http://groups.yahoo.com/group/UI-childcare>, or contact Tom Moone at moone@uiuc.edu. ■

 **Babies on Parade**

Show your support for campus child care!

Bring your child to the Board of Trustees meeting or send a photo.

Contact Maeve Reilly (244-0025; mjreilly@uiuc.edu) or join the listserv for details.



Ask AAP

Part-time Employment Affects Benefits

Q ■ I'm currently working full-time as an academic professional, but I'm considering switching to part-time. What will that do to my benefits, such as health insurance, retirement, and termination notice?

A ■ You are better off not working part-time if you can avoid it. As for termination notice, APs receive the AAUP standard (i.e., one year), but it takes up to ten years of continuous of full-time employment to achieve this. If your total appointment is reduced even temporarily, the T-contract¹ "clock" is reset to zero.

This means two things: first, while working part-time, you are not entitled to any notice of termination. Second, if you re-gain full-time employment, you receive the same termination notice as a newly hired AP.

As for other benefits, working part-time creates extra payments. While SURS automatically sends notice of payments needed to continue accumulating retirement credit, you must call the Benefits Office (333-3111) to continue health insurance. The price for continuation depends on the amount your appointment is reduced, your choice of insurance and dental plans, the number of dependents, and your salary. For an AP who reduces employment to 50 percent, monthly fees can range from \$133 to \$362.

If you must work part-time, try to take a "state-qualifying" leave, such as an educational leave, to compensate for the appointment reduction (e.g., if you want to work 75 percent time, try to get a 25 percent leave). Benefits and the T-contract will remain intact. Substituting personal leave without pay preserves the T-contract, but you may need to pay for benefits. ■

— *This month's answer provided by Peter Miller.*

Send your questions to aap@shout.net.

¹ A "T-contract" is a terminal contract, which is given when a non-visiting AP is to be fired.

AAP

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HOW DOES YOUR RAISE MEASURE UP?

Average AP raises ranged from 6.0% for those in the lowest fifth of total salary, to 8.4% for those making the highest salaries. See page 3 for details.