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# 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 3, Summer 2003

## THE DRIVE IS ON!!!

By Eric Beck and Rose Morefield

For those of you who might not have heard yet, as of May 1, 2003 the AAP has officially announced its bid for university recognition as the collective bargaining agent for academic professionals employed by the UIUC campus. This process is composed of two separate, and distinct, stages: a card drive and an election. As co-chairs of the committee we will briefly layout what both stages entail, and what has to happen for them to be successful.

AAP has officially announced its bid for university recognition!

**Stage 1: Card Drive.** This is where we are right now. This stage is a petition, and instead of having sheets for people to sign, we have cards. Each card represents one person that is in support of collective representation.

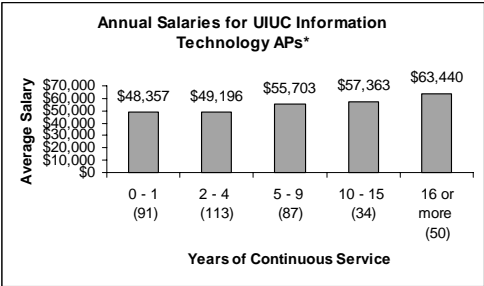
By state law we need to, at minimum, collect cards from thirty percent of the people that would be represented by the bargaining unit. For greater success, it is our goal to collect cards from 50-60% of those people. Once we have the requisite number of cards collected we will ask the Illinois Education Labor Relations Board (IELRB) to come in and hold an election, in the same way they did for the GEO in Fall 2002.

Members of the bargaining unit are determined through discussion between our IEA legal counsel and the IELRB. Usually this happens after we have turned in 30% of the cards. However, since there are so many academic professionals in the UIUC community, our IEA staff is presently working toward a preliminary unit determination with the IELRB.

With this issue of the newsletter, we are asking all academic professionals who agree with the statement on the card to sign the card and mail it to us in the envelope provided. Note: *Your employer will not know that you have signed the card, and signing the card does not mean you have joined or must pay dues to AAP. Please visit our Web site or email aap@shout.net if you have any questions about the card drive.*

How long will this take? The cards have a "shelf-life" of six months from the start of our campaign. If by that time (November 1, 2003) we have not met the required 30% card count we will have to start the process over again.

We will be holding periodic meetings for the whole campus AP community to keep people updated about our progress. The first two meetings are



\* The sample includes all FY2002 full-time APs with the titles Database Specialist, Network Analyst, Principal Research Programmer, Research Programmer, Software Developer, Software Engineer, Senior Network Analyst, Senior Network Engineer, Senior Research Programmer, System Administrator, Visiting Network Analyst, and Visiting Research Programmer. The number in parentheses indicates the sample size for the category. The total sample size is 375.

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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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 Cèsar Augusto Romero, *ACES/ITCS*

IEA STAFF: Dan Chambers

## FAQ: Pay Date Change

By Xian Barrett

On April 14, Provost and Vice Chancellor for Academic Affairs Richard Herman announced via email a change in the pay schedule for the 2003-2004 University year. Starting in September 2003, employees of the University will receive our paychecks on the 16<sup>th</sup> rather than the 21<sup>st</sup> of each month. Since the announcement itself and much of the detailed information behind it are unclear, here is a short FAQ that will hopefully address some APs' questions:

**Q: How exactly will this affect my paychecks? Is it a pay cut?**

A: According to Provost Herman, employees will receive five days less payment during the 2003 calendar year. The monthly checks will be as follows:

*7/21/03 - 8/20/03 work 1 month, paid 1 month*

*8/21/03 - 9/15/03 work 1 month less 5 days, paid 1 month less 5 days*

*9/16/03 - 10/15/03 work 1 month, paid 1 month*

There will be no supplementary checks to compensate for this reduction in the September paycheck. The days worked between December 16 and 21 will no longer be on the current years' paycheck. So this results in an approximately 1.4% cut in employee compensation for the 2003 calendar year. So while technically it is not a pay cut, for all intents and purposes, it will be when it comes time to pay bills.

**Q: What options is the University providing to employees who won't be able to pay their bills in September?**

A: In response to vocal criticism of the pay date change, the University is offering interest-free loans of \$500, \$1,000 or \$1,500 to help those who cannot absorb this reduction in their September check. Unfortunately, these loans must be repaid within three months, so this is little relief for those whose salaries barely cover their monthly expenses.

**Q: How will regular monthly payroll deductions be handled?**

A: According to SURS, they are aware of the change, but they are not making any special provisions for it. As a result, the 8% monthly contribution to SURS will be slightly less during the September period. This would nominally affect employees' retirement if 2003 were one of their top four yearly salaries.

According to Campus Parking, parking is a monthly fee paid regardless of the length of the month. Therefore, on September 16, they will deduct the full monthly parking charge.

**Q: Are APs' salaries normally calculated on a monthly or daily basis?**

A: According to University policy, Article IV, Section 1, (g) All staff members rendering services on a twelve-month basis with allowable vacation shall be compensated in twelve equal monthly installments.

So basically, we are supposed to get twelve equal payments regardless of the length of each pay period. That is why we receive equal pay in March as in February. So why choose to violate University policy in this case? I don't know the answer to that one.

**Q: Why did the University choose to implement this policy?**

A: The reasons cited in the Provost's statement all center on the streamlining of payment on the three campuses. But this begs the question,

*Continued on page 3*

# Update on the Budget Crisis

According to the April 10 News-Gazette, the University will suffer budget cuts of about 8.5 percent under the governor's budget proposal, or about \$58 million from the current budget. This translates into the elimination of 1,160 positions system-wide, including 245 faculty, 100 non-tenured instructors, and 400 teaching assistants.

In Chancellor Cantor's March 7 "massmail" to all academic employees, she emphasized the goal of preserving core activities by consolidating "business and support functions." Reduction of "administrative expenses" will occur by "creating clusters of units to share resources within, across, and between colleges, departments, centers, and campus-level administrative offices and units."

The University administration is examining 14 areas for possible consolidation across all campuses. They have established committees to examine each area. The Provost also announced that the campus is looking at "privatization and out-sourcing" of services.

We have heard that cuts have or will occur in units such as Vet Med, ACES ITCS, CITES, WILL, and AITS, units that employ large numbers of academic professionals. Clearly, most APs are classified as administrators and are targeted to be laid off. However, we have not heard much about layoff of higher administration, except for one position vacant due to retirement that will go unfilled.

What can we do about this?

*Participate in Illinois Education Association's (IEA) Lobby Day in Springfield on May 7.* AAP will be there to help educate the governor, state legislators, and the public about the role that academic professionals play in the core missions of the University.

*Work with the IEA's higher education director* to continue refining our message about the importance of the University to the state economy and the importance of academic professionals to the University.

*Join the AAP and work for collective bargaining.* Union employees have a set procedure for determining layoffs and set notification times. We don't know on what basis APs will be laid off. Union employees received raises last year, while we didn't. APs need an organization through which we can voice our concerns. Email [aap@shout.net](mailto:aap@shout.net) if you want to become involved. ■

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## *Pay Date, continued from page 2*

why have UIUC change? The University could easily have the Springfield campus change to UIUC's schedule and give employees 5 days extra compensation. Perhaps the University is looking at the money it can save by paying its employees 1.4% less this calendar year.

**Q: How did already unionized employees fare in this change?**

A: Other UIUC employees who already have a unionized contract will not be affected by this pay date change.

**Q: Why is this a big issue?**

A: Beyond the obvious impact on those who have tight monthly budgets, the University's lack of respect toward APs and other non-unionized groups on this issue is troubling. A major contractual change that violates University policy has been imposed on APs and passed off as an "efficiency issue". Without union representation, how will APs avoid being treated this way on a constant basis? ■

## Benefit Note

Personal Care has been sold to Coventry, which had a fairly high "complaint index" in Missouri for 2001 (see <http://www.insurance.state.mo.us/consumer/info/hmocompindx.pdf>). If mental health coverage is an important component in your health care plans, you should ask questions now regarding anticipated changes in reimbursement to mental health providers, covered services and providers, and access to psychologists and psychiatrists. ■

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## *The Drive, continued from page 1*

going to be held on Saturday, May 10 and Tuesday, May 13 at the McKinley Foundation, times yet to be determined. **Stage 2: Election.** This stage is separate from the petition, card drive. It cannot happen without having first held the card drive, but the results of the drive have no bearing on the outcome of the election. More details on this stage will be distributed in the coming months.

For now, know that a successful election is an affirmative vote from 51% of the people who cast votes, or a simple majority. All those determined to be in the bargaining unit will be eligible to vote, whether or not they signed a card. With a simple majority we could see ourselves at the negotiation table soon after the election! Check out our Web site at [www.shout.net/~aap](http://www.shout.net/~aap). ■

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## *Ask AAP, continued from page 4*

If you feel you are never able to catch up, always late, tired, never do enough for your community, guilt ridden, or stressed, this book may help put your frustrations and feelings in context. —*This issue's response provided by AAP Researchers.* ■

## Ask AAP

### Hey! Where's My 40-Hour Work Week?

**Q:** When AFSCME negotiated a 37.5-hour work week for their members few years ago, I asked my boss if I could work 37.5 hours as a regular workweek. She told me that as an academic professional I had no prescribed work week and that I was essentially on the job 24 hrs a day.

Now our unit has lost staff, and we are regularly asked to work much more than 40 hours a week. With tougher times and more staff reductions ahead, it appears we may have to work even more extra hours. I don't mind working a few hours extra for special projects and deadlines, but working overtime regularly is really affecting my home life and my kids. My supervisor says she could require me to work indefinitely or even permanently for up to 16 hours a day, six days a week, with no increase in pay. Can she be right? Isn't there a federal law that mandates a 40-hour work week?

**A:** Unfortunately, your supervisor is correct. As a professional employee you are not covered by the Fair Labor Standards Act FLSA of 1938, which established the minimum wage, mandated a 40-hour work week, and required employers to pay time and a half for hours worked over 40. Civil Service employees in exempt positions are in the same boat.

The act did not cover agricultural workers, because they were paid less than minimum wage and worked hours required by the growing season and weather. Professionals were exempted because they were usually paid well and had more flexible work schedules and time and a half would be a financial burden to industry. The only way, currently, to be guaranteed a standard work week is to be covered by a negotiated collective bargaining agreement.

*A Time for Every Purpose: Law and the Balance of Life*, by Todd D. Rakoff (Harvard University Press, 2002), presents a full discussion of FLSA and the politics that surrounded its passage. The book is a well-documented and non-political survey of laws that affect our daily struggle to balance work, school, family, and community.

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# AAP

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### Pay Date Change?

What UI expects its APs to swallow. See page 2.