

AAP ADVOCATE

A PUBLICATION OF THE
ASSOCIATION OF ACADEMIC PROFESSIONALS AT THE
UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

VOLUME 13, FALL 2009

AFFILIATE OF THE ILLINOIS EDUCATION ASSOCIATION
TEL. 217-384-2906

E-MAIL: AAPUIUC@GMAIL.COM
WWW.IEANEA.ORG/LOCAL/AAP/

OPPORTUNITY - EXCELLENCE - FAIRNESS

UH-OH, FURLOUGH: VAGUE POLICY LEAVES VOICELESS EMPLOYEES VULNERABLE

The interim furlough policy, announced in a July 22 email, allows the University to force unpaid furlough days on any employee, except those covered by Civil Service rules. (The email neglected to mention that academic professionals whose titles are modified by “visiting” are another group who can’t be forced to take furlough days, because they have a union contract that can’t be changed without negotiations.)

For the rest of us, this “interim” policy appears to be not only non-negotiable but permanent. Even though it turns out the University’s budget will not be cut this fiscal year and furloughs probably won’t be necessary, the administration has modified the language in our notices of appointments (NOA), effective August 16, 2009.

The vague language of the new policy gives the University the utmost flexibility while giving us even less job security. It states, “The total number of furlough days may [emphasis added] be graduated based on compensation levels.” Unpaid furloughs could be required during times of budget shortfalls or “other financial emergencies necessitating short-term reduction of University personnel costs...”

There is no language limiting the number of days that an employee can be furloughed. Can an individual be singled out to be furloughed for the rest of the year for budgetary reasons, similar to the way people are dismissed supposedly for budgetary reasons?

There is also a plan to terminate the contracts of people on soft money (e.g., grants) “prior to the Period of Service End Date if the grant(s) or other

source of funding for the position has ended.” Currently, these employees have the right to stay at their position until the end date of their appointment. The people affected will still get the notice of termination based on their length of service.

(Don’t know if you’re in this category? Be sure to read your NOA after it goes online August 16. An asterisk next to your salary means your appointment is subject to receipt of funds. Employees in this group already have very little job security, and this new policy will make their jobs even less secure.)

Let’s face it: For most academic employees, a furlough amounts to a sizable pay cut in a year when many of us are facing no pay raises, since the work will be waiting for us when we return.

We care deeply about the financial well-being of the University, but we believe all employees deserve the right to negotiate with their employer about the terms of their employment. Whether we call it a “furlough” or a “pay cut,” we want a voice in how it is defined and—only after all other options are exhausted—implemented.

T-CONTRACT? YOU MAY BE ENTITLED TO 5 MORE DAYS

Back in September 2003, our pay date was moved from the 21st of the month to the 15th, resulting in a contract year that was five days shorter because it ran from August 21 to August 15. At a meet-
(see page 2)

INSIDE

Payday Shift (continued) 2
IEA Victory on Pension System 2
Welcome to Survey Employees 3
Join the Assoc. of Academic Professionals 3

AAP ADVOCATE

A PUBLICATION OF THE
ASSOCIATION OF ACADEMIC PROFESSIONALS AT THE
UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

VOLUME 13, FALL 2009

AFFILIATE OF THE ILLINOIS EDUCATION ASSOCIATION
TEL. 217-384-2906

E-MAIL: AAPUIUC@GMAIL.COM
WWW.IEANEA.ORG/LOCAL/AAP/

OPPORTUNITY - EXCELLENCE - FAIRNESS

UH-OH, FURLOUGH: VAGUE POLICY LEAVES VOICELESS EMPLOYEES VULNERABLE

The interim furlough policy, announced in a July 22 email, allows the University to force unpaid furlough days on any employee, except those covered by Civil Service rules. (The email neglected to mention that academic professionals whose titles are modified by “visiting” are another group who can’t be forced to take furlough days, because they have a union contract that can’t be changed without negotiations.)

For the rest of us, this “interim” policy appears to be not only non-negotiable but permanent. Even though it turns out the University’s budget will not be cut this fiscal year and furloughs probably won’t be necessary, the administration has modified the language in our notices of appointments (NOA), effective August 16, 2009.

The vague language of the new policy gives the University the utmost flexibility while giving us even less job security. It states, “The total number of furlough days may [emphasis added] be graduated based on compensation levels.” Unpaid furloughs could be required during times of budget shortfalls or “other financial emergencies necessitating short-term reduction of University personnel costs...”

There is no language limiting the number of days that an employee can be furloughed. Can an individual be singled out to be furloughed for the rest of the year for budgetary reasons, similar to the way people are dismissed supposedly for budgetary reasons?

There is also a plan to terminate the contracts of people on soft money (e.g., grants) “prior to the Period of Service End Date if the grant(s) or other

source of funding for the position has ended.” Currently, these employees have the right to stay at their position until the end date of their appointment. The people affected will still get the notice of termination based on their length of service.

(Don’t know if you’re in this category? Be sure to read your NOA after it goes online August 16. An asterisk next to your salary means your appointment is subject to receipt of funds. Employees in this group already have very little job security, and this new policy will make their jobs even less secure.)

Let’s face it: For most academic employees, a furlough amounts to a sizable pay cut in a year when many of us are facing no pay raises, since the work will be waiting for us when we return.

We care deeply about the financial well-being of the University, but we believe all employees deserve the right to negotiate with their employer about the terms of their employment. Whether we call it a “furlough” or a “pay cut,” we want a voice in how it is defined and—only after all other options are exhausted—implemented.

T-CONTRACT? YOU MAY BE ENTITLED TO 5 MORE DAYS

Back in September 2003, our pay date was moved from the 21st of the month to the 15th, resulting in a contract year that was five days shorter because it ran from August 21 to August 15. At a meet-

(see page 2)

INSIDE

Payday Shift (continued) 2
IEA Victory on Pension System 2
Welcome to Survey Employees 3
Join the Assoc. of Academic Professionals 3

WHO ARE WE?

The Association of Academic Professionals is a group of academic professional employees at the University of Illinois at Urbana-Champaign. 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:

- a meaningful voice in decision that affect our employment
- clear paths for career development and advancement
- third-party resolution of disputes with supervisors
- fair, timely, and consistent evaluation procedures
- compensation for mandatory overtime
- safeguards against arbitrary dismissal
- rewards for good job performance
- paid and unpaid leave

Officers:

Chair: **Jenny Barrett**, Psychology
 Finance Committee Chair: **Roni Kann**, La Casa Cultura Latina
 Membership Committee Chair:
Siew Szetho, Office of Planning & Budgeting, UI Admin.

Executive Committee Members:

Geoff Bant, Retired
Chris Beuoy, Veterinary Medicine
Alan Bilansky, CITES
Lydia Khuri, Housing
Eric Keeley, Center for Teaching Excellence
Daniel Lewart, Veterinary Medicine
Rose Morefield, Krannert Center
Maeve Reilly, WILL
Al Weiss, CITES
David Schug, Campus Center for Advising and Academic Services

IEA Staff

Gene Vanderport & Steve Vaughan

PAYDAY SHIFT (CONT. FROM PG. 1)

ing of the Council of Academic Professionals some AAP members expressed the concern that if people were terminated, they would not have the opportunity to work those five days, which would reduce the amount of their pension.

A Council of Academic Professionals communiqué of January 18, 2005, announced: "Interim Chancellor Herman has recently stated that all employees who are employed on an annual basis and who were employed as of Aug. 15, 2003, when the pay date change went into effect, should have the option to work an additional five days when separating from the University, whether you are resigning from the University or have been given a terminal contract for any reason."

If you recently received a notice of termination and meet the conditions stated above and want to work the five extra days, raise this issue with your unit. If you have questions about this policy, please contact Academic Human Resources at 333-6747.

ILLINOIS EDUCATION ASSOCIATION VICTORY

In May at the Illinois Education Association's Lobby Day, Governor Quinn announced that he changed his mind about requiring University employees to pay an extra 2% into their pensions. He also backed off on his plan to create a two-tier pension system for new University employees which would have resulted in inferior benefits. These victories were possible largely because of the success of a coalition of labor unions, including IEA/NEA, in mobilizing their members to contact their legislators.

JOIN US FOR HAPPY HOUR

You are welcome to join members of the Association of Academic Professionals for Happy Hour on Thursday, October 15 at 5:30 PM the Bread Company at 706 South Goodwin Ave. We meet to discuss contemporary issues that affect our professional lives but to also meet each other and develop meaningful relationships that extend beyond the scope of employment at the University.

WELCOME FORMER SURVEY EMPLOYEES, GET TO KNOW AAP

Welcome, academic professionals working in the Institute of Natural Resource Sustainability (formerly the state surveys)! You may be wondering what the Association of Academic Professionals (AAP/IEA-NEA) is and what it does.

AAP is a resource you can turn to for help navigating the University's complex rules governing AP terms of employment. Our storehouse of campus salary data can help you make informed decisions about your career. We work to ensure that all APs are treated fairly and with dignity.

Unlike the Council of Academic Professionals, we are not under the control of the Chancellor or other offices of the administration. We are an independent organization, and our members have a voice in deciding our direction and policies.

We have already won collective bargaining rights for visiting APs. We seek to extend these rights to all APs so that we can negotiate for pay equity, fair dispute settlement, and clearly defined career paths—objectives that can be achieved only through a democratically empowered AP organization.

Our affiliates, the National Education Association and Illinois Education Association, work on issues of interest to educators at all levels, including AAP members. For example, just this year IEA successfully blocked Gov. Quinn's plans to significantly erode the quality of our pensions. (see page 2)

NEA is working to repeal the Government Pension Offset/Windfall Elimination Provision (GPO/WEP), which reduces one's Social Security benefits if one receives a state pension, despite the fact that one may have contributed substantially to the Social Security system over the years. AAP has joined forces with other campus unions to keep parking affordable and to provide increased child care for campus employees.

Good luck in your career at the University. If you have any questions about how the University works or to learn more about AAP, please email us at aapuiuc@gmail.com.



BARGAINING UPDATE

We are now meeting with representatives of the University to arrive at an agreement to replace our first contract with the University, which expired in August. We have meetings scheduled into the fall semester. Our initial meetings have gone well, and we have every reason to expect a collaborative approach and quick progress.

Many VAPS received new notices of appointments that did not include a raise. The period covered by the contract we are negotiating right now would begin in August '09. We will bargain for a raise, and make it retroactive. This is just what happened three years ago, when we signed our first contract. However, nothing is stopping managers from giving merit raises.

The University has been charging Visiting APs who purchased annual parking permits more non-visiting APs and most of the other employees. The AAP views this as discrimination. For a full year we have been trying to reach an agreement with the University. The University insisted that we agree to no guaranteed raises for VAPs in return for relief on parking fees. Even with the help of a federal mediator, we could not move past this impasse. However, we hope to see more progress as we negotiate the new contract.

Finally, thanks to all VAPs who completed the recent bargaining survey, which helped us to be clear on our priorities for a new contract.

NOW IS THE TIME TO JOIN!

There has never been a better time to join the Association of Academic Professionals. By becoming a member you will connect to a network of hundreds of Academic Professionals and tap into the expertise of the local staff of the Illinois Education Association. At every opportunity, the officers and members of the AAP advocate for preserving and improving our hard-earned rights and benefits.

The Association provides many opportunities for professional advancement first by facilitating the establishment of strong connections between successful APs and second by giving it's members the chance to lead in organizing and negotiating efforts. Contact us at aapuiuc@gmail.com and we will send you a membership form.

Association of Academic Professionals
Illinois Education Association
2110 Clearlake Boulevard, Suite 103
Champaign, IL 61822

NONPROFIT ORGANIZATION
U.S. POSTAGE PAID
URBANA, IL
PERMIT NO. 10

Address service requested

COME TO OUR
HAPPY HOUR ON
OCTOBER 15 (SEE PG. 2
OR LIST OF EVENTS BELOW)



VOICE OF APS REACHES SPRINGFIELD & GOVERNOR QUINN

Jenny Barrett - President of the Association of Academic Professionals - spoke to more than 3,000 IEA members at the IEA Lobby Day at Springfield, Illinois in May 2009. Governor Quinn attended the event and addressed the audience as well.

CALENDAR OF EVENTS

October 13 at 12 PM: AAP Executive Committee Meeting at University YMCA

October 15 at 5:30 PM: Happy Hour at Bread Company, 706 S Goodwin Ave, Urbana

Fall 2009 (exact date to be decided soon): Brownbag on NEA/IEA Efforts to Reform the Social Security Offsets and Windfall Elimination Provisions

Contact us at aapuiuc@gmail.com for more information about the events and to add you to our mailing list.