

- ▶ \$1,000,000 Liability Insurance protection for job-related civil action.
- ▶ Leadership training in collective bargaining, grievance processing, school finance, education reform, retirement, legal rights, etc.
- ▶ Through the local association and especially the IEA and NEA websites, you will be connected to other higher education employees from across the state and nation who are dealing with the same jobs and frustrations.
- ▶ Attorney referral program with two free 30-minute consultations.
- ▶ Professional and personal development workshops.
- ▶ Low cost home and auto insurance, travel credit cards and other special services and discounts which can save IEA-NEA members hundreds of dollars annually.

Staff Resources

- ▶ IEA field staff are highly regarded and well trained in advocacy for higher education employees. They are available daily and on-site to assist AAP in representation issues, training, negotiations and administration of the collective bargaining agreement.
- ▶ Government relations staff at the state and national levels lobby for increased funding for higher education, retention and enhancement of pension systems, and greater job rights for faculty and staff in colleges and universities across the country.
- ▶ IEA's highly regarded staff attorneys and legal department are here to provide quality legal services, advice and representation for the AAP and its members on matters pertaining to employment.

Community

There are literally thousands of academic professionals at the University of Illinois, but we often hardly know one another. The AAP brings us together for a common good. In the process, it fosters the sort of community that ought to characterize the university, but rarely does. Individually, we are researchers, costume designers, flight instructors, programmers, graphic artists and more. Together we can work for positive change and have a good time doing it.

IEA Champaign office staff contact information:

Steve Vaughan

UIUC AAP UniServ Director
steve.vaughan@ieanea.org
 (217) 390-5942 or (217) 384-2906

Aedan Murphy

Champaign Office Associate Staff
aedan.murphy@ieanea.org
 1-800-638-5544, X3310

In the interest of being as strong a local as possible, the AAP is committed to getting in touch with all VAPs. It is important to put a face with names and inquire how best we can support you. Our strength depends on our connection to one another. Knowing one another makes us a more effective organization.

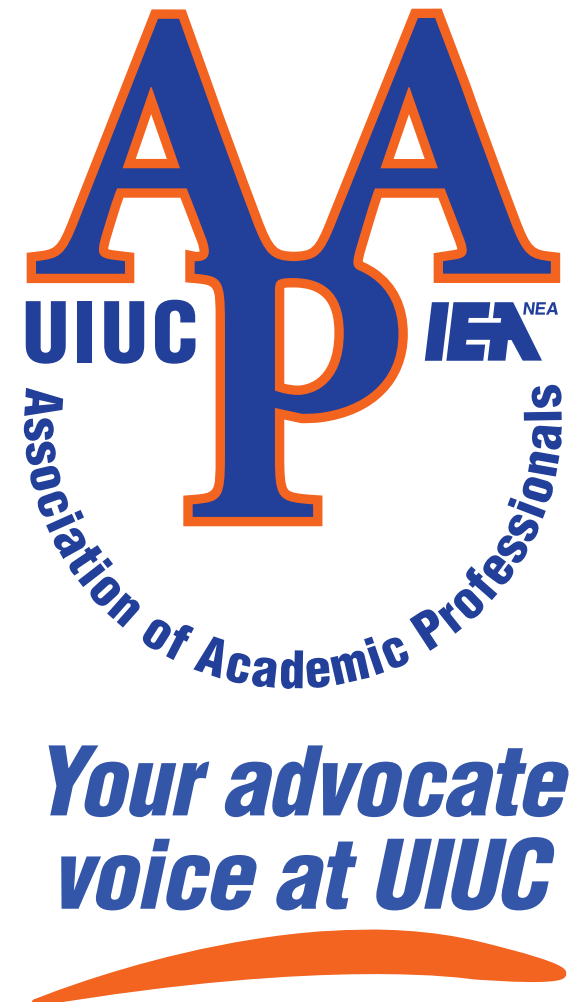
***Your advocate
voice at UIUC***



www.ieanea.org

Printed by union workers in the IEA Print Shop

9/2019





Who we are

The Association of Academic Professionals (AAP) is a non-profit voluntary association that is part of a national movement of academic professionals who seek collective bargaining rights for academic professionals at the University of Illinois Urbana-Champaign.

We enjoy and wish to preserve the many benefits of working at a great university. We also seek to improve on these benefits while maintaining maximum flexibility at our jobs. That means organizing to establish a measure of control over our job security, evaluations, grievance procedures, career paths, compensation, and professional development. As a locally run organization, we know the issues and concerns of academic professionals on this campus and we set our own goals and priorities.

So far, visiting APs have unionized here at the University of Illinois. They join professionals who have organized at Southern Illinois University at Edwardsville; Michigan State, Connecticut State, and Rutgers universities; the Universities of Rhode Island, New Hampshire, Hawaii, and Alaska; and the university systems at Maine, California, California State, and the State University of New York.

What we do

Bargaining

Visiting Academic Professionals recently completed negotiations for their successor collective bargaining agreement.

Here are some highlights:

- ▶ Job protections and a “just cause” standard which establishes clear protocols and protections for members of the Visiting Academic Professionals bargaining unit.
- ▶ A grievance procedure that ends in binding third party arbitration to be used in resolving disputes.
- ▶ Visiting Academic Professionals are guaranteed assistance with interviews from Academic Human Resources for non-visiting or other visiting positions.
- ▶ Pay increases with a new minimum salary for all visiting academic professionals.

The truth is, the last round of bargaining took a lot longer than it should have. When we don’t have a large, engaged membership standing behind the bargaining team, the University feels free to stall negotiations. **THE LESSON IS, YOUR MEMBERSHIP MATTERS!**

Contract Enforcement

- ▶ AAP leadership meets regularly with university administration to proactively address issues and concerns related to the work of academic professionals.
- ▶ AAP recently obtained a favorable resolution for several individuals involved in a dispute over proper payment of wages.

- ▶ AAP regularly asserts the rights of individuals who have been unfairly evaluated or disciplined for alleged job performance issues.

Lobbying

- ▶ AAP leadership recently met with university administrators to discuss ways we could work together on common issues at the state capitol.
- ▶ AAP is part of the campus labor coalition. The unions in the coalition work to support one another on campus and lobby Springfield together on behalf of their members and the University.
- ▶ As part of the IEA, the AAP advocates for pension protection, the maintenance of tuition waivers, better higher education funding, and other issues that impact our members.

What comes with membership?

Benefits

- ▶ A full-time professional staff person to assist members and the local association in dealing with day-to-day work related problems.
- ▶ Individual members receive legal assistance in handling grievances, work-related lawsuits, employee disciplinary action, employee rights under the law, and other work situations.