

Academic Professionals in Illinois: The Union Difference

Eastern Illinois University and Academic Support Professionals UPI expired 2022

Academic Support Professional designation shall refer to non-faculty employees whose primary assignment: • involves regular, direct interaction with students; and • directly supports the curriculum but does not include teaching; and • implements University policy; and • does not involve policy-making responsibility, budgetary authority, or supervisory responsibility which includes assignment of duties and evaluation; and • does not include establishing or developing curricular policy.

1. Workload

- Assignment of duties is outlined in the CBA.
- Prohibits involuntary overload in assignments.
- Increased workload shall result in a reduction of other duties.
- Annual review of job description and opportunities to update and correct throughout the year.
- Special Overload Projects come with additional compensation and have a beginning and end date.
- Equal access to summer session employment.

2. Job Security

- If a grant funded position loses that funding the University shall find alternate or equivalent employment and employee has up to three years to be recalled back to the previous position if grant funding is restored.
- Layoffs are by seniority and employees have 3 years of recall rights.
- Just cause for any discipline or discharge.

3. Salaries and Increases

- CBA includes Salary Minimums by job classification, Step increases based on years of service and Lanes based on degree.
- Guarantees 6.75% in salary increases during the life of the CBA. That amount will increase to 7% if enrollment meets a benchmark.
- Employees can apply for a Performance Based Increase that will be granted to all with highly effective or superior evaluations.

4. Benefits

- ASP are enrolled in the State University Retirement System and eligible for full benefits.
- Free tuition to children, fostered, step or guardian without requirements to have worked a number of years.
- Six free tuition credit hours per term is free to employees.
- Two break days per month (24 a year) in addition to sick leave and personal leave; Five bereavement days; additional 30 days for parental leave (on top of the 12 weeks by law).

Western Illinois University and Academic Support Professionals UPI Union expired 2021

ASPs: full-time appointments as faculty, librarians, counselors, and learning services staff, at the ranks of instructor, assistant professor, associate professor, professor.

1. **Workload**

- Workloads set by committee of Union members and University management
- Compensation for exceeding class enrollment cap or any overload assignment
- Equal access to summer session employment

2. **Job Security**

- The tenure process is codified in the CBA.
- If a position is eliminated the employer must place the employee in equivalent employment or they can be laid off with recall rights for up to 3 years.
- Just cause for discipline and discharge.

3. **Salaries and Increases**

- Step increases based on years of service and Lane increases based on degree and experience.
- 5% increase during the first two years of the CBA and a wage reopener the third year.
- Joint committee set to study market equity to inform University salaries.

4. **Benefits**

- Twenty sick days per year, five can be used for personal days.
- The equivalent of sabbatical leave.
- Cap on parking fees.

Southern Illinois University Carbondale and Academic Professionals Laborers Union

School of Law as Assistant Deans, Directors, Registrars and Computer Information Specialists. Library Affairs as Directors, Editorial Director, Coordinator, Textual Editor, and Specialists. Academic Advisers, Academic Advisers, University College Academic Advisers, Coordinator of Recruitment & Retention, Coordinator of Aviation Facilities & Enrollment, Developmental Skills Training Specialists, Skills Training Specialists, and College of Applied Science and Arts' Field Representatives

1. **Workload**

- Unit Workload Document for every position outlines responsibilities and time allotted for such.
- Job descriptions reviewed annually and can be modified at the request of employees with their input.

2. **Job Security**

- Just cause for discipline and discharge
- After three consecutive one-year appointments, the University must convert the position to continuing appointment.
- If funding is lost for a position(s) the union and University may bargain over the impact of the funding loss on AP staff.

3. **Salaries and Increases**

- All APs receive the same annual Across the Board increase annually.

4. **Benefits**

- Tuition benefits
- Comp time awarded when work week exceeds 37.5 hours
- Up to 43 sick days and 25 to 28 vacation days

University of Illinois Chicago and Four Bargaining Units with their own CBA: Professional, Technical, Clerical, Service and Maintenance Employees of SEIU Local 73

1. **Workload**

- All hours worked in excess of 40 hours in a week shall be paid at 1.5 the hourly rate of pay, or 1.5 hours of comp time for every additional hour worked for non-exempt employees.
- Employees may request an update of their job description and audit of their position classification.
- Two union employees sit on the Civil Service Board.

2. **Job Security**

- Protection against subcontracting of work.
- Just cause for discipline and discharge.

3. **Salaries and Increases**

- Guaranteed Across the Board Campus raise every year.
- Annual market evaluations for every title and Up to an additional 3% each year for market equity as well as ability to apply for merit increases.
- Binding contract protections for pay equity among employees doing substantially equal work.
- Weekend, shift, float and disaster differentials, on call pay and language differentials.

4. **Benefits**

- UIC Professionals are enrolled in the State University Retirement System and eligible for full benefits.
- Up to 25 or 28 vacation days and 12 sick days.
- Paid time off to maintain certifications or licenses and any fees are reimbursed.
- Limits on parking fees.

