



# Academic Staff Professionals Representation Organization

Advocating on Behalf of Academic Staff Since 1989...

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[www.aspro.net](http://www.aspro.net)

## New incentives to join ASPRO

Check your mailbox soon for details about ASPRO's membership drive, which will include prize incentives for academic staff who join and for current members who recruit others.

But don't wait for the details—we'll give you credit right now for your recruiting efforts. The strength of ASPRO's message derives from saying that we truly speak for academic staff.

Do your academic staff colleagues know how urgent the need is for someone to speak for them, now that the legislature has convened? Pay plan, Growth Agenda, sick leave conversion benefits, collective bargaining: there's a lot at stake!

Put the accompanying application form in the hands of your colleagues, and tell them how important it is that ASPRO have the strength of numbers. That's the real incentive. But know that when you recruit new members, they (and you!) will be in line for some great prizes too.

Looking forward to telling you more,

Membership Co-Chairs  
Becky Ryan (UW-Madison) and  
Dave Carlson (UW-Rock  
County)

## Divide and Conquer Saying Goodbye to the Phrase "Faculty and Academic Staff"

By Janet R. Swandby, ASPRO's Lobbyist

If Governor Doyle has his way, you can kiss the phrase "faculty and academic staff" goodbye.

The Governor forwarded a biennial budget bill to the legislature last week which includes what is benignly referred to as "collective bargaining enabling" language. And some of our academic staff colleagues may believe, *philosophically*, that everyone should have the "right" to bargain collectively.

But Governor Doyle's plan is not "philosophical". The budget bill language very specifically outlines how the faculty and the academic staff will bargain. And it will **NOT BE TOGETHER**. The budget specifically calls for a faculty collective bargaining unit at each campus (15 total units). The academic staff must join one single bargaining unit (one for all campuses, the Extension, and the Colleges).

Even worse, the academic staff bargaining unit is prohibited from combining with any faculty unit. There are no "details to be worked out later". This language would be come state law.

ASPRO was founded in 1989 when legislators proposed to award higher pay increases to the faculty at the expense of the academic staff. Indeed, ASPRO, as the only advocacy organization protecting the academic staff's interests with the governor and the legislature, has stopped numerous attempts to "de-couple" the academic staff from the faculty since its founding.

Let's be practical. If the Board of Regents will be bargaining with the faculty separately from the academic staff, who will get the larger pay raises?

The answer is obvious. If you are against "de-coupling" the academic staff and the faculty, you must oppose the Governor's budget language.

The ASPRO Board voted to oppose the "collective bargaining enabling language in the biennial budget". **But our Democratic Governor and Democratically controlled State Senate will listen to TAUWP, and AFT, and other unions and approve this language unless academic staff rally to voice their opposition.** It is essential that all academic staff join together to fight the "de-coupling" of the faculty and academic staff. Please pass this message (and this newsletter) on to your colleagues.

Welcome New Members:  
Todd Bailey of UW System  
Darren Martin of UW Madison  
Mary Vilmo of UW Extension