

Additional Employment/Overload/125% rule

Q: How many units can I teach during Winter and Summer Sessions?

A: If you are a full-time faculty, you can only teach a maximum of 125% at any given time.

*For more information, please refer to the Additional Employment/Overload/125% rule

Also, please refer to our maximum allowable teaching units for Winter and Summer Sessions guide.

***Additional Employment/Overload/125% rule**

[Limitations on Additional Employment](#)

36.5 A faculty unit employee shall be limited in CSU employment to the equivalent of one (1) full-time position in his/her primary or normal employment. An “overage” of up to twenty five percent (25%) of a full-time position shall be allowed if the overage employment:

- (a) consists of employment of a substantially different nature from his/her primary or normal employment;
- (b) is funded from non-general fund sources;
- (c) is the result of the accrual of part-time employment on more than one (1) campus; or
- (d) is necessary to meet a temporary faculty employee’s entitlement to full-time work, or to offer work to a part-time temporary faculty employee up to full time under provision 12.29 (a) (8) or (b) (9).

However, in no case shall a faculty unit employee’s entitlement to subsequent employment at a campus exceed full-time in any academic term.

[Applicable time Periods for Limitations on Additional Employment](#)

36.7 The applicable time period for ten (10) month or academic year faculty unit employees shall be the academic year at semester/quarter campuses and the individual's academic year at QSYRO campuses, exclusive of time periods between academic years, time periods between academic terms, and the vacation periods of a faculty unit employee. For academic year or ten (10) month faculty unit employees, additional employment and overload limits (125%) shall be calculated and applied independently during summer periods.

Additional Employment During a Summer Term

21.27 For academic year or 10-month faculty unit employees, additional employment and overload limits one hundred and twenty-five percent (125%) shall be calculated and applied independently during Summer periods.

Academic Year Faculty

Maximum teaching and additional employment outside of the academic year (Fall and Spring semesters) must be calculated at 125% and is independent of academic year Weighted Teaching Units (WTU). 125% of 15 WTU is 18.75 for an entire semester. It is important to note that ALL additional employment must qualify under Article 36.5 of the Unit 3 Collective Bargaining Agreement (e.g. additional employment for teaching is allowed through CEL, but not for stateside programs.). To determine 125% for intersessions and summer session, we must first calculate the hour equivalent of one semester WTU.

We calculate the hour equivalent of one semester WTU as follows:

- 17 weeks X 5 days = 85 days; 85 days X 8 hours = 680 hours / 15 = 45.33.
- One 3 WTU course is 3 X 45.33 = 136 hours.
- To calculate an overage of 125%, the total hours are increased by 25%.
85 days X 10 hours = 850 hours / 45.33 = 18.75.

One complication is that the R2 and R4 overlaps with both R1 and R3.

SUMMER 2024 SCHEDULE

SESSION	WTU	TIME FRAME	WEEKS
R1	6	June 3, 2024 - July 5, 2024	5 weeks
R2	8	June 17, 2024 - August 9, 2024	8 weeks
R3	6	July 8, 2024 - August 9, 2024	5 weeks
R4	9	June 3, 2024 - August 9, 2024	10 weeks

R1 and **R3** can be treated as separate sessions, of course, but if someone is teaching in both, the total days/weeks should be combined.

- **R1 and R3** have 25 working days or 250 hours at 125%. (250 / 45.33 = 5.51 WTU)
- **R2** has a total of 40 days or 400 hours at 125%. (400 / 45.33 = 8.8 WTU)
- **R4** has a total of 50 days or 500 hours at 125%. (500 / 45.33 = 11.03 WTU)

Rounding the numbers, the maximum for **R1 or R3** is **6** WTU, **12** WTU combined
the maximum for **R3** is **8** WTU;
the maximum for **R4** is **12** WTU;

Please be reminded that limitations on additional employment under Article 36.5 apply to all sessions and terms.

Maximum Additional Employment (Teaching, Assigned Time, Other Additional Employment) Available to Academic Year Faculty at 125% = 15 WTU Total (combined sessions)

Options for Teaching:

- Winter Intersession Only = 3 WTU
- R3 Only = 8 WTU
- R4 Only = 12 WTU
- R1 + R3 (6 wtu each) = 12 WTU
- [Winter intersession (3 WTU)] + [Max Summer session (12 WTU)] = 15 WTU

**Additional Employment, Teaching or Assigned Time WTU Available to 12-Month Chairs
and Directors (based on semester WTU)**

Options for Distribution:

.20 fraction (10.5 Total WTU Available)
1.25 Maximum WTU in Winter Session
1.25 Maximum WTU in R1 or R3
4.75 Maximum WTU in R2
5.25 Maximum WTU in R4

.40 fraction (8.5 Total WTU Available)
1.25 Maximum WTU in Winter Session
1.25 Maximum WTU in R1 or R3
4.75 Maximum WTU in R2
5.25 Maximum WTU in R4

.60 fraction (6.5 Total WTU Available)
1.25 Maximum WTU in Winter Session
1.25 Maximum WTU in R1 or R3
4.75 Maximum WTU in R2
5.25 Maximum WTU in in R4

.80 fraction (3.3 Total WTU Available)
.6 Maximum WTU in Winter Session
.6 Maximum WTU in in R1 or R3
2.4 Maximum WTU in R2
2.7 Maximum WTU in R4

1.0 fraction
0 Total WTU Available)
0 WTU in Winter Session
0 WTU in in R1 or R3
0 WTU in R2
0 WTU in R4