

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.

Maximum Additional Employment (Teaching, Assigned Time, other Additional Employment) available to Academic Year Faculty at 125% = 15 WTU Total (combined Winter/Summer sessions)

Full-time teaching during Summer/Winter sessions:

- **Winter Session Only = 3 WTU**
- **R1 = 6 WTU**
- **R2 only = 8 WTU**
- **R3 = 6 WTU**
- **R4 only = 9 WTU**

- **R1 (6 WTU) + R3 (6 WTU) = 12 WTU's***

***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.

Given that the R2 and R4 overlaps with both R1 and R3, overlapping is not permitted.

- **R1** begins on June 1, 2021, and ends on July 2, 2021 (5 weeks);
- **R2** begins on June 14, 2021, and ends on August 6, 2021 (8 weeks);
- **R3** begins on July 6, 2021, and ends on August 6, 2021 (5 weeks);
- **R4** begins on June 1, 2021, and ends on August 6, 2021 (10 weeks)

[Winter intersession (3 WTU)] + [Max Summer session (12 WTU)] = **15 WTU**

***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). 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 full-time for winter 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:

- 85 days/semester; 85 days X 8 hours = 680 hours /15 wtu's = **45.33** hrs/wtu each semester
- One 3 WTU course is 3 X 45.33 = 136 hours
- For example: To calculate **full-time** for a five-week summer session,
5 workdays/week x 8 hrs (40) x 5 weeks = 200 hrs

- **R1 and R3** have 25 working days or 200 hours at full-time (200 / 45.33 = 4.41WTU)
- **R2** has a total of 40 days or 320 hours at full-time (320 / 45.33 = 7.59 WTU)
- **R4** has a total of 50 days or 400 hours at full-time (500 / 45.33 = 8.8 WTU)

Rounding the numbers, the maximum for **R1 or R3** is **6** WTU, **12** WTU combined
the maximum for **R2** is **8** WTU;
the maximum for **R4** is **9** WTU;

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

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

Options for Distribution:

.20 fraction (8 hrs/wk for chair responsibilities) (10.5 Total WTU available for teaching)

- 3.0 Maximum WTU in Winter Session
- 6.0 Maximum WTU in R1 or R3
- 9.0 Maximum WTU in R2
- 9.0 Maximum WTU in R4

.40 fraction (16 hrs/wk for chair responsibilities) (8.5 Total WTU available for teaching)

- 3.0 Maximum WTU in Winter Session
- 3.0 Maximum WTU in R1 or R3
- 6.0 Maximum WTU in R2
- 6.0 Maximum WTU in R4

.60 fraction (24 hrs/wk for chair responsibilities) (6.5 Total WTU available for teaching)

- 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 (32 hrs/wk for chair responsibilities) (3.3 Total WTU available for teaching)

- .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 (40 hrs/wk for chair responsibilities) (0 Total WTU available for teaching)

- 0 Total (WTU Available)
- 0 WTU in Winter Session
- 0 WTU in in R1 or R3
- 0 WTU in R2
- 0 WTU in R4