

## ARTICLE XX WORKLOAD

**Section 1.** The parties agree that the University maintains the right to define academic expectations and degree requirements. ~~and that this Agreement does not limit the amount of academic work deemed necessary for a student to make satisfactory academic progress toward their degree. Academic efforts associated with degree requirements and academic expectations are not part of this Agreement and do not count toward workload.~~

**Section 2. Workload Expectations** ~~Salaried stipended~~ GSWs (~~“stipended GSW”~~) assigned workload expectations shall not exceed an average of twenty (20) hours per week during the academic term for their assignment. The parties agree given the professional nature of GSW assignments, the specific hours in any week may vary from the average according to the needs of the employing unit, but will not unreasonably exceed twenty (20) hours, or the pro rata equivalent, in any given week. It is not the intent of this provision to prevent GSWs from working more than twenty (20) hours when otherwise permitted by law, i.e. during summer term. GSWs who are required by their supervisor as part of their work assignment to do preparation work, training, office hours, attend ~~an~~ orientations, conferences, or meetings outside of their normal work schedule will have that time counted toward their twenty (20) ~~hours (for stipended GSWs) or as~~ work hours ~~(for hourly GSWs).~~ The University shall not assign job duties that the GSW cannot reasonably perform within the allotted workload.

**Section 3.** ~~The parties acknowledge and understand that workload in the context of a Research Assistant consists of work assigned by a principal investigator (“PI”) to perform research specifically to further the PI’s research project(s) and performed at the direction and control of the PI.~~

**Section 43. Communication Hours** The parties recognize that specific hours worked each week will fluctuate due to the nature of assignments. Supervisors shall provide reasonable notice for the completion of tasks and schedule mandatory obligations during regular business hours (8:00AM to 5:00PM).

**Section 4. Replaced Assignments** In the case that a ~~stipended~~ GSW has an assignment canceled and replaced with a new assignment ~~after the start of the term,~~ all worked hours preceding the new assignment start date shall count toward the 20-hour/week academic term average in Section 2, above.

**Section 5. Expedited Grievances** In the event that a ~~stipended~~ GSW believes in good faith that their assigned workload shall exceed or exceeded an average of 20 hours per week ~~the average contemplated by this Article,~~ ~~Stipended~~ GSWs shall attempt to informally resolve any concerns

about their work hours with their supervisor, and may include the department/program head, as appropriate. The GSW may request a Union representative participate in this discussion. If this discussion does not resolve the matter, the Union may proceed to grieving an unreasonable workload at Step ~~3X (Provost)~~ in the Grievance and Arbitration provisions of the contract by filing a grievance within ~~ten (10) days fifteen (15) days five (5) days~~ of the discussion.

**Section 6. Notification of Maximum Compensation.** For workers with a budgeted maximum compensation, such as specific grants or work study, a GSW will be notified of the maximum at the start of their appointment, and given a recommendation for hours per week for the length of the appointment. Any work required beyond their maximum will still be paid, as required by law.