



Determining Part-Time Faculty Entitlements

The word "entitlement" refers to the rights of part-time temporary faculty implied by the term "similar assignment" in Article 12.3 of the CBA. The term "similar assignment" in addition to meaning "similar courses" means the same number of units and length of appointment that was offered in the prior academic year.

Entitlement is established at the beginning of an academic year **if, and only if**, a part-time temporary faculty member is offered units for the third consecutive semester. If the part-time faculty member taught both fall and spring semesters of the previous academic year, and is offered units for the third consecutive semester (the next fall semester), they are entitled to a one-year appointment and the same number of units taught in the previous academic year. The part-time faculty member has no entitlements if not offered units for the third consecutive semester.

If a faculty member teaches in both spring semester and state-supported summer session only of the previous academic year, and is offered units for the fall semester, then he/she would be entitled to a one-year appointment with the same number of units taught in the spring and state-supported summer.

The current Unit 3 Collective Bargaining Agreement provides that:

12.3 . . . Following two (2) semesters or three (3) quarters of consecutive employment within an academic year, a part-time temporary employee offered appointment to a similar assignment in the same department or equivalent unit at the same campus shall receive a one (1) year appointment. . . .

12.5 An appointment for a less than full-time temporary employee may be on a conditional basis. If during the term of an appointment, a less than full-time temporary employee is assigned additional work up to and including full-time, the employee's entitlement for that appointment shall not be increased and shall continue to be on a conditional basis for the duration of that appointment. A subsequent appointment will be unconditional pursuant to 12.6.

12.9 Appointment of a temporary employee in consecutive academic years to a similar assignment in the same department or equivalent unit shall require the same or higher salary placement as in his/her previous appointment.

Two key points from these articles of the MOU:

- 1) If a part-time faculty member has worked in the same department for both semesters of the previous academic year and is then hired again, the new appointment must be for a full year (conditionally subject to budget and enrollment) and for at least a similar number of teaching units.
- 2) Once a part-time faculty member is reappointed to a second or subsequent year, the faculty member has an entitlement, subject to budget and enrollment, to an assignment similar to the one held the previous year.

**Eligibility Criteria for
1-Year (Provision 12.3) and
3-Year (Provision 12.12) Appointments**

Semester Campus Rule:				Must work 2 consecutive terms in prior academic year and only first 2 consecutive terms count in establishing entitlement. Fall is First Term of the Year.		
Semester Campus Example:						
Academic Year #1 Work Assignment				Academic Year #2 1 Year Entitlement if Appointed in Fall		Does AY #1 Service Count Toward 6 Year Requirement Under Article 12.12?
	Fall	Spring	State Supported Summer			
1	9	6		1 Year for 15 WTUs		Yes
2	9	6	3	1 Year for 15 WTUs		Yes
3		6	3	1 Year for 9 WTUs		Yes
4	9			No 1-Year Entitlement		Yes
5		6		No 1-Year Entitlement		Yes
6			3	No 1-Year Entitlement		No