

Compensation Summary

Please note that all overload costs will be covered centrally and it is recognized that there will be potential overload costs prior to the actual strike. Additionally, to allow academic departmental staff to focus on their priority academic continuity issues, Human Resources will be managing and processing all paperwork associated with overload and hiring of additional staff. More information will be provided next week about the details of those processes.

Academic Coverage

Faculty Overload

The following is the faculty overload compensation schedule. This applies to both represented and non-represented faculty as well as external, temporary adjunct faculty hired for this purpose. Faculty can take on multiple assignments below, which would result in the various FTEs being added together.

Overload Work Samples	Compensation Schedule
Covering entirely for a GTF sole instructor course (e.g., write exam, administer exam, and grade exam)	.40 of per week FTE per course
Writing exam for faculty led course where GTF would have written the exam	.20 of per week FTE per course
Grading exams for courses where GTFs serve supporting roles	.20 of per week FTE for GTF grading assignment being taken on. The FTE will be multiplied by the number of GTF assignments being taken on. For example, if 3 GTFs typically grade an exam and one faculty member takes all those assignments, then the .20 FTE would be multiplied by 3 = .60 FTE.
Proctoring exam	.05 of per week FTE per course

Non-Faculty Overload

This covers the compensation schedule for academic related overload that is picked up by non-faculty staff.

Overload Work Samples	Exempt OAs	Non-Exempt OAs	Non-GTF Grad Students	Upper Level Undergrads
Proctoring Exams	\$100 per exam	If work assignments cannot be adjusted, standard overtime rates and policies will be applied	Departmental Level 1 hourly rate (minimum is \$18.95/hour)	\$14/hour
Grading Keyed Exams	.20 per week FTE per course	If work assignments cannot be adjusted, standard overtime rates and policies will be applied	Departmental Level 1 hourly rate (minimum is \$18.95/hour)	\$14/hour

Administrative and Research Coverage

Compensation will be provided for those staff members providing coverage for essential GTF functions that cannot be suspended. Note: Essential functions will need to be vetted at the Dean or Vice Presidential level before overload work can be assigned.

Overload Work Samples	Exempt OAs	Non-Exempt OAs and Classified Staff ¹	Non-GTF Grad Students	Upper Level Undergrads
Taking over an essential GTF assignment during the strike	Up to .30 per week FTE per assignment (depending on workload)	If work assignments cannot be adjusted, standard overtime rates and policies will be applied	Departmental Level 1 hourly rate (minimum is \$18.95/hour)	\$14/hour

¹ The assignment of duties during the strike period will be in compliance with the SEIU collective bargaining agreement.

Other Downstream Coverage

There will be some overload work associated with administrative processes that are impacted by the implementation of various coping strategies (e.g., handling course information submitted by GTFs in preparation, processes that depend on the finalization of grades, etc.)

Overload Work Samples	Exempt OAs	Non-Exempt OAs and Classified Staff ²	Non-GTF Grad Students	Upper Level Undergrads
Taking on additional assignments related to the management of the strike	Up to .30 per week FTE per assignment (depending on workload)	If work assignments cannot be adjusted, standard overtime rates and policies will be applied	Departmental Level 1 hourly rate (minimum is \$18.95/hour)	\$14/hour

² The assignment of duties during the strike period will be in compliance with the SEIU collective bargaining agreement.

Next Steps

Departments should begin to identify which coping strategies will be applied and who will be responsible for implementing them. A survey will be coming out late next week similar to the initial impact survey you received in early September. The purpose of the survey is to catalog the coping strategies that departments are implementing for impacted courses and to gather feedback on where central support is needed for proctoring and grading keyed exams is needed.

Next week, more detailed information will be provided regarding strike related administrative processes including: hiring external resources, documenting overload work, and attendance tracking.