

“New or Additional Work” is defined as follows:

- Work a department determines is available to part-time temporary faculty;
- Work left behind by faculty leaving CSU on a permanent or temporary basis; and/or
- Work created by new courses or sections that will be taught by temporary employees.

### **“Temporary” vs. “Permanent” Additional Work**

*“Temporary” assignments include the following:*

- Assignments caused by the leave of absence of tenured faculty
  - FERP, Sabbatical – Full/DIP, PRTB, LWOP, FML
- Temporary absences of lecturers
  - LWOP
- Vacancy in a tenured position pending or during a recruitment period
- Work made available as part of reassignments or release/reassigned time
- Temporary funding (such as a grant)

*“Permanent” assignments include the following:*

- Additional units in a department that will remain as available units for future temporary faculty appointments (i.e., new courses or sections not previously offered)

### **Impact of “Temporary” New or Additional Work on Entitlements**

- All temporary new or additional work **does** enhance a lecturer’s entitlement in future appointments

#### ***Example #1***

*(Not a 3-year eligible employee)* If a lecturer teaches 6 units in Fall 2018 and 6 units in Spring 2019, and 3 of the 6 units in Spring 2019 were “temporary” new or additional work, when such a lecturer is offered an appointment for AY 2019-20, the lecturer would be entitled to a one-year appointment with a 12 unit total entitlement for the Academic Year.

#### ***Example #2***

*(Not a 3-year eligible employee)* If a lecturer teaches 3 units in Fall 2018 and 3 units in Spring 2019 and the 3 units in Fall 2018 were “temporary” new or additional work, when such a lecturer is offered an appointment for AY 2019-20, the lecturer would be entitled to a one-year appointment with a 6 unit total entitlement for the Academic Year.