

ARTICLE 36

ADDITIONAL EMPLOYMENT

- 36.1 Additional employment shall refer to any employment compensated by CSU, funded by the general fund or non-general funds including CSU auxiliaries, that is in addition to the primary or normal employment of a faculty unit employee.
- 36.2 If a faculty unit employee holds more than one appointment, primary or normal employment of the faculty unit employee shall refer to an appointment of more than a fifty percent (50%) time base. If no appointment is greater than a fifty percent (50%) time base, the normal employment shall refer to the appointment deemed normal by CSU.
- 36.3 A faculty unit employee shall inform the President, at the time of appointment, of any appointments elsewhere in CSU.
- 36.4 The "twenty five percent (25%) overage" as used in this Article shall be calculated as a percentage of full-time workload or, when appropriate, full-time time base. The total additional employment of a faculty unit employee shall not exceed a total of twenty-five percent (25%) overage.

Limitation 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 their 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 their 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); **or (e) is necessary to meet service work under provision 20.38**. 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

- 36.6 The applicable time period for twelve (12) month faculty unit employees shall be the calendar year, exclusive of the faculty unit employee's earned vacation periods.
- 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.