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For UC For AFT
~~UC~~ B. J. M.
3 Feb 2016

ARTICLE 6
ACADEMIC YEAR – APPOINTMENT

A. 9/12 Academic Year Appointment

1. When, prior to the commencement of the fall quarter/semester service period, it is the University's intention to appoint an NSF for all three quarters or two semesters of the academic year in a single department, program, or unit, the University shall appoint the NSF to an academic-year appointment (9/12 payment) title code.
2. The service period for academic-year appointments shall be the start of the fall quarter or semester through the end of the spring quarter or semester. The pay period for academic-year appointments shall be July 1 through June 30. NSF shall not be eligible for benefits prior to their enrollment in benefits programs for which they are eligible and will not contribute for months of ineligibility.

C. "1/9 Payment" and "1/10 Payment" Academic Year Appointment

1. When, prior to the commencement of the fall quarter or semester service period, it is the University's intention to employ an NSF for one quarter, two quarters, or one semester of the academic year in a single department, program, or unit, the University shall appoint the NSF to a quarter-based appointment with a 1/9 payment title code or a semester-based appointment with a 1/10 payment title code.
2. The service period for quarter-based appointments shall be the start of the quarter through the end of the quarter dates, or the end of the subsequent quarter dates in two quarter appointments. The service period for semester-based appointments shall be the start of the semester through the end of the semester dates. The pay period for such appointments shall be the quarter or semester dates associated with the appointment made. NSF will not be eligible for benefits prior to their enrollment in benefits programs for which they are eligible and will not contribute for months of ineligibility.

D. Appointments Made at Variable Percentages of Time

NSF appointed for a full academic year at a variable percentage of time in each quarter/semester will be considered to be on a variable time appointment for benefits purposes in accordance with Article 11, Benefits.

- A. ~~NSF appointed for the entire academic year will be paid on a 1/12 basis. The pay period dates are July 1 through the following June 30. This pay period is to be used regardless of the percent of time of the appointment or the date the appointment is made. For appointments made prior to July 1, paychecks commence August 1 and end the following July 1. For appointments made on or after July 1, paychecks will commence on the nearest paycheck release date and end the following July 1. NSF will not be eligible for benefits prior to their enrollment in benefits programs for which they are eligible and will not contribute for months of ineligibility.~~
- B. ~~NSF appointed for a full year at some percentage of time in each quarter/semester will be considered to be on a variable time appointment for benefits purposes. The percentage of appointment for benefits purposes for variable time appointments will be determined by averaging the appointment percentage for each quarter/semester for the year. The provisions of this Section do not modify or alter the provision of Article 11 – Benefits.~~
- C. ~~If the University reappoints a pre-six year NSF whose most recent appointment in the employing unit was 50% or greater over an academic year to a quarterly/semester based appointment, the University shall provide a copy of the reappointment letter to the Union prior to the beginning of the initial term of the reappointment. At the request of the Union, the University shall provide the reasons why the quarterly/semester based reappointment has become necessary.~~