



UC-AFT Faculty Workload Core Demands: **Fully Paid Work; Consistent and Fair Workload Standards;** **Course Loads that Support Effective Teaching**

UC-AFT faculty are often expected to perform labor outside the classroom that benefits the University, including currently unpaid duties that are associated with teaching, research, and/or service. Our work as faculty should be well-defined, inclusive of all work that is generally recognized as necessary for responsible and effective university-level teaching, and compensated as part of our appointment.

How UC Admin Views Workload Associated with Teaching:

- Prep courses
- Instruct during class times
- Hold office hours
- Submit grades

In their view, everything else is voluntary work that they will not pay for.

How UC-AFT Faculty Understand Workload Associated with Teaching:

- Prep courses
- Instruct during class times
- Hold office hours
- Submit grades
- Advise and mentor students
- Write letters of recommendation
- Teach independent studies
- Sponsor and guide student groups and initiatives
- Develop new courses and update curricula
- Contribute to and stay current with research in our field
- Participate in shared governance, policy development, and decision-making
- Provide service to our departments, campuses, and communities
- Advise and mentor colleagues
- Pursue professional development

Our Proposals:

In Article 24 Instructional Workload, our core demands* are the following:

- A 20% allotment attached to every appointment for teaching duties listed above.
- A comprehensive, UC-wide Workload Statement that establishes workload values for large courses with and without TA support, language and writing course enrollment caps, credit for intensive instruction and grading demands, and much more.
- Reduction in the maximum number of courses taught in a year. Our initial proposal is a reduction from 9 to 6 on quarter campuses and 6 to 4 on semester campuses.

*Core demands means that we are committed to achieving significant gains on all three of these bullets, and that our members--that means you!--will organize and fight to secure these changes in our new contract.