

**WWU'S "WHAT-IF" PROPOSAL RE WORKLOAD**  
**3/4/24**

**Article 21: Workload**

**21.1. Salaried ESEs.** Salaried ESEs with a 50% FTE appointment will not be required to work more than , and shall not exceed 30 hours in a given week except by written mutual consent of the ESE and supervisor.

**21.2 Hourly ESEs.** Hourly ESEs will not be regularly required to work hours significantly different from the estimate or range specified in the appointment letter , or to work any hours for which they are not paid. Assigned workloads shall not exceed forty (40) hours in any one week, or more than eight (8) hours in any one day without prior written mutual consent by the ESE and the supervisor.

**21.3 Compensated Hours.** Any work assignment, prep work, required training, job-specific orientation, required meetings, required conferences, and tutee no-shows (including required duties that occur outside of the academic term) shall be considered time worked.

**21.5 Workload Issues.** Issues related to workload can be discussed between the parties in the Union-Management Committee.