

ARTICLE __: WORKLOAD

1. The Union and the University understand the fluidity of the Graduate Assistants' schedules. It is also recognized that for some Research Assistants, the distinction between their academic labor and their individual research pursuits is ill-defined. Nonetheless, the average amount of hours an employee shall work per week shall be no more than 20.
 - a. If a Graduate Assistant contends that their workload exceeds the maximum required by their assignment, they shall first discuss with their faculty supervisor (or department head, if applicable) in an effort to resolve the matter. A Union representative may participate in this discussion if the Graduate Assistant desires.
 - b. For Graduate Assistants whose assignment exceeds the number of assigned hours, the University shall pay for additional hours already worked on a pro rata basis and either reduce the Graduate Assistant's workload so as to not exceed an average of 20 hours per week for the remainder of the appointment.
2. The University shall not assign additional tasks to Graduate Assistants on teaching assistantship after grades are due for the class they are teaching.
3. Work assignments, including but not limited to, preparation work, training, orientation, required meetings, conferences, office hours, and academic service shall be included in the total workload for the period of the appointment, including duties that occur outside the academic semester. The total workload shall not include obligations that are required of an individual graduate student as part of their academic program (i.e. classes, classwork, and related assignments).