

Discipline, Department, or Division	Estimated Workload Net Impact (based on current workload configurations)
All	Mandatory and Voluntary Overloads increase contracted workloads and reduce sections available for part-time faculty; Mandatory overload course net compensation well below 85% overload rate; Class sizes up to 200%; Removes workload parameters such as # of sections, # of preps; maximum numbers of students; Remove Workload Taskforce Findings MOA from contract; Removes class sizes from contract; Removes compensation for assessment work for part-time faculty; Overloads not paid until Spring each year.
Example A of mandatory overload course compensation	A faculty member regularly teaching 44 TLC/credits would be assigned one additional 4-credit mandatory overload course for a total of 48 required credits per year but paid for only 3 of the 4 credits at the 85% overload rate, resulting in net salary rate of 63.75% for the mandatory overload course.
Example B of mandatory overload course compensation	A faculty member regularly teaching 43.5 TLC/credits would be assigned one additional 4.35 TLC mandatory overload course for a total of 47.85 TLC/ year but paid for only 2.85 of the 4.35 TLCs at the 85% overload rate, resulting in net salary rate of 55.7% for the mandatory overload course.
ABSE, ALS, ESL	No additional classes with existing workload configurations
Adv. Tech*	Reduces current overload compensation by approx. 32.6% (overload compensation resulting from grievance settlement just reached in 2020 for Adv. Tech faculty required to teach 24 hours/week) Maintains 51 TLC/year workload.
Arts: Performing*	One or more additional classes per year; In Music at least one more class every term; Mandatory overload class at below regular 85% overload rate
Arts: Studio	One or more additional classes per year; Additional class(es) at below regular 85% overload rate; unclear impact: proposal excludes independent study from TLC factor and removes Workload Taskforce MOA language documenting TLC factor for independent study in studio arts.
Drafting	Mandatory overload class with net compensation for the course at below regular 85% overload rate
Business	Mandatory overload class with net compensation for the course at below regular 85% overload rate
CIT*	Mandatory overload class with net compensation for the course at below regular 85% overload rate
Communication	One additional mandatory overload course every year; Mandatory overload class with net compensation for the course at below regular 85% overload rate
Health	One additional required course per term

Health Professions: Some disciplines; some faculty	One additional mandatory overload course every year; Mandatory overload class with net compensation for the course at below regular 85% overload rate
Languages	One additional mandatory OL course every year; Mandatory overload class with net compensation for the course at below regular 85% overload rate
Math	One additional mandatory OL course every year for most faculty; Mandatory overload class with net compensation for the course at below regular 85% overload rate; removes Workload Taskforce MOA language with TLC factor for MRC assignments
Non instructional: for example, Counseling	Increase student contact hours 4 hrs/ week
Nursing	Varies
Science: Chemistry	One additional mandatory course every other year; Mandatory overload class with net compensation for the course at below regular 85% overload rate
Science: Some other disciplines; some faculty	One additional mandatory overload course every year; Mandatory overload class with net compensation for the course at below regular 85% overload rate
Social Science	Two to three+ additional mandatory classes every year; Mandatory overload class with net compensation for the course at below regular 85% overload rate
Writing	For any faculty teaching Lit or any other courses that are not Wr 115, 121, 122: one or more additional mandatory courses per year; Mandatory overload class with net compensation for the course at below regular 85% overload rate

*Workloads also increased by 0.762 lecture-lab factor; decreased compensation per course for part-time faculty