

**ELIGIBILITY of LECTURERS and EMERITI for the PT BARGAINING UNIT - Sample Scenarios**

LECTURER ENTRY INTO UNIT	AY15-16			AY16-17			AY17-18			AY18-19			AY19-20			<i>The teaching activity within a three AY period is looked at to assess eligibility. This is not a "rolling" three years.</i>
	Fall 15	Spr 16	Sum 16	Fall 16	Spr 17	Sum 17	Fall 17	Spr 18	Sum 18	Fall 18	Spr 19	Sum 19	Fall 19	Spr 20	Sum 20	
Faculty Member A	3 cr			3 cr			GAP	GAP	GAP	3 cr			GAP	GAP	GAP	Entry into the PT Bargaining Unit is at the start of the second semester or summer teaching a 3-credit course within a three year period for the same department or school. The first semester of teaching a three-credit course must have occurred in the Fall or Spring. The qualifying courses may be taught over a 1 year, 2 year or 3 year period. The semesters taught do not need to be consecutive. Winter Session Courses are excluded.
Faculty Member B		3 cr								3 cr			GAP	GAP	GAP	
Faculty Member C				3 cr							3 cr		3 cr			
Faculty Member D	3 cr											3 cr			3 cr	
Faculty Member E			3 cr		3 cr							3 cr		3 cr		Summer sessions count towards initial eligibility provided the first required course was taught in a Spring or Fall semester.
Faculty Member F	FT faculty with 9 cr	FT faculty with 9 cr		3 cr			3 cr			3 cr			GAP	GAP	GAP	
Faculty Member G										12 cr	3 cr		6 cr			The number of credit hours taught per semester does not accelerate eligibility
Faculty Member H				Co-taught 3 credits			Co-taught 3 credits									Co-teaching of courses is counted towards eligibility

LECTURER RE-ENTRY INTO UNIT	AY15-16			AY16-17			AY17-18			AY18-19			AY19-20			<i>The Re-entry provision applies to the Sept - August period following the end of the GAP Year.</i>
	Fall 15	Spr 16	Sum 16	Fall 16	Spr 17	Sum 17	Fall 17	Spr 18	Sum 18	Fall 18	Spr 19	Sum 19	Fall 19	Spr 20	Sum 20	
Re-entry A	3 cr			3 cr			GAP	GAP	GAP	3 cr			GAP	GAP	GAP	The GAP year always ends on August 31. Teaching a 3-credit hour course in any semester or summer in the 12 month period following a gap year counts for RE-ENTRY
Re-entry B	3 cr			3 cr			GAP	GAP	GAP		3 cr		GAP	GAP	GAP	
Re-entry C	3 cr			3 cr			GAP	GAP	GAP			3 cr	GAP	GAP	GAP	
Re-entry D	3 cr			3 cr			GAP	GAP	GAP							Following the 12 month re-entry period, a faculty member must REQUALIFY for representation.

EMERITI WHO TEACH	AY15-16			AY16-17			AY17-18			AY18-19			AY19-20			<i>Each semester or summer is assessed independent of prior teaching to determine union eligibility</i>
	Fall 15	Spr 16	Sum 16	Fall 16	Spr 17	Sum 17	Fall 17	Spr 18	Sum 18	Fall 18	Spr 19	Sum 19	Fall 19	Spr 20	Sum 20	
Emeriti A			3 cr			3 cr		3 cr				3 cr				Emeritus faculty member. Only eligible in Fall, Spr or Summer if teaching in that semester
Emeriti B			3 cr			2 cr			3 cr			2 cr				Emeritus faculty member must teach at least a 3 credit-hour course to the in the unit

Prepared by the Provost's Office - Sept 2013

	This shading represents the semester/summer a PT Lecturer or Emeriti faculty member enter, or re-enters, the PT Bargaining Unit
	This shading represents a semester or summer when the faculty member continues to be represented by UA, independent of assigned teaching
	This shading represents a semester or summer when the faculty member is not represented by UA