

December 8, 2017

Dr. Barbara Bowen
President
Professional Staff Congress/CUNY
61 Broadway, 15th Floor
New York, NY 10006

Dear Dr. Bowen:

This Letter Agreement confirms the parties' understandings with respect to modification of Appendix A to the City University of New York and the Professional Staff Congress/CUNY Collective Bargaining Agreement ("CBA"). The parties hereby agree that effective December 8, 2017, Appendix A, paragraph 2, of the CBA shall be replaced in its entirety as follows:

- 2.* The annual undergraduate teaching contact hour** workload shall be as follows, it being understood that the term "undergraduate teaching contact hour workload" includes reassigned time assigned to the individual and approved in the college:

		Effective with the start of the Fall semester:		
		2018	2019	2020
Professors, Associate Professors, Assistant Professors in the Senior Colleges	21 hours	20	19	18
Professors, Associate Professors, Assistant Professors in the Community Colleges	27 hours	26	25	24
Instructors and Lecturers	27 hours	26	25	24

In order to avoid the loss of teaching hours due to difficulties in scheduling, the annual undergraduate teaching contact hour workload shall be managed over a three-year period. The intent of this provision is to ensure that classroom contact hours not scheduled in one year because the courses assigned to

the faculty member do not permit an exact correspondence with the stated workload may be scheduled in a subsequent year within the three-year period. Calculated over the three-year period, the average annual undergraduate teaching contact hour workload of every faculty member shall equal the hours specified above.

The annual undergraduate teaching contact hour workload of faculty in Substitute titles shall be three hours greater than the annual undergraduate teaching contact hour workload stated herein for the equivalent rank.

The parties agree that the additional time resulting from the reduction in the undergraduate contact teaching hour workload specified above will be devoted to such activities as student and academic advisement, office hours, academic research and such other activities that allow the University to improve our students' success and outcomes.

* This provision does not apply to instructional situations involving supervision of students in other than organized classes: appropriate multiples in these and related areas shall be determined by the colleges based on past experience and practices.

** For purposes of this Agreement, an undergraduate teaching contact hour is defined as an organized class which meets at a regularly scheduled time during the semester, quarter or session for one fifty-minute period or its approved equivalent period.

The parties agree that this Agreement fulfills the obligations contained in the Teaching Load Reduction Labor-Management Committee side-letter to the June 16, 2016 Memorandum of Agreement, except that the parties agree to discuss potential funding to support this teaching load reduction, including, but not limited to, additional contributions of public funds to the CUNY Operating Budget and funds from the successor to the 2010-2017 collective bargaining agreement.

Sincerely,


James B. Milliken

AGREED: Barbara Bower 12/8/17
Professional Staff Congress/CUNY Date