

## ARTICLE 30

### OUTSIDE AND ADDITIONAL EMPLOYMENT

#### Outside Employment

- 30.1 Outside employment shall not conflict with regularly scheduled work assignments, overtime requirements, or satisfactory performance of all duties of the employee.

#### Additional Employment

- 30.2 For any employee, the maximum aggregate time base of all appointments within the CSU shall be the equivalent of one (1) full-time position except as provided below.
- 30.3 Additional employment shall mean a compensated appointment in addition to a time base equivalent to one (1) full-time position.
- 30.4 The maximum allowable additional employment for employees is twenty-five percent (25%) above the equivalent of a full-time appointment. Such a maximum shall apply regardless of funding source for employee compensation.
- 30.5 An employee shall indicate, on a form provided by the CSU at the time of the offer of appointment, all current employment commitments within the CSU.
- 30.6 The granting or denial of an additional employment appointment to an employee is at the sole discretion of the President, but no employee shall be assigned additional employment pursuant to this Article without the employee's consent. The decision to deny an additional employment appointment to an individual shall not be subject to Article 10, Grievance Procedure.
- 30.7 During periods of approved vacation, employees may be appointed to position(s) in any CSU classification, up to the maximum aggregate time base of one (1) full-time position as augmented by 30.4 above.
- 30.8 During periods between academic years and academic terms academic year employees may be appointed to position(s) in any CSU classification, up to the maximum aggregate time base of one (1) full-time position as augmented by 30.4 above.

30.9 During periods outside of the assigned ten (10) or eleven (11) month work year, ten (10) or eleven (11) month employees may be appointed to position(s) in any CSU classification, up to the maximum of aggregate time base of one (1) full-time position as augmented by 30.4 above.

#### Limitations on Additional Employment

30.10 Employees are eligible for additional employment appointments to any classification except those listed in Appendix A. However, employees on other than a 12 month schedule (e.g., Academic Year or 10/12), are eligible for appointments in classifications listed in Appendix A during the months in which they are not scheduled to work.

30.11 Additional employment appointments shall be in addition to, and outside of, scheduled work hours and/or workdays of any other CSU employment. No employee is eligible to receive release time from their position in order to pursue or perform additional employment within the CSU.

30.12 An employee may, within the limitations set forth in provisions 30.2 through 30.11 of this Article, and pursuant to provision 28.13 of Article 28, Hours of Work, request an adjustment in their work schedule for the purpose of performing additional employment.