

**Q**uestion:

What are Modified Workload Agreements (MWA)s?

**A**nswer:

Modified Workloads are agreements that are designed to help the managers of full-time profs schedule classes for which the workload might vary significantly from week to week over the course of a semester, and for which a SWF that required consistent weekly workload might therefore present an obstacle to effective scheduling.

The wording of Article 11.09 it implies that a standard SWF (article 11.01) will consistently estimate the total amount of workload (no more, no less) for each teaching week.

Faculty know this to be untrue if one takes into account the workload involved with orientation weeks, versus examination weeks, versus teaching weeks versus teaching/marking weeks.

The standard SWF is an estimated average of total workload spread over one semester of teaching.