

## **ARTICLE 10 - TRAINING AND DEVELOPMENT**

### **A. General**

The University may permit employees to attend career-related or position related development programs. In each case payment of fees, duration of released time and status of released time as time on pay or non-pay status is at the discretion of the University.

### **B. Required Training**

When the University requires attendance at an educational or training program, the University will pay the fees and related costs. Education or training, which is suggested or recommended, but not required, is not "required" within the meaning of this Article. Education or training for the acquisition or maintenance of a license that is required as a condition of employment shall not qualify as "required" within the meaning of this Article, except as provided by Article 15.

### **C. Fee Reduction**

Non-probationary employees in career positions who are residents of the State of California and who are admitted to the University are eligible for a two-thirds reduction of both the University registration fee and the University educational fee per quarter or semester, for up to nine units or three regular session University courses, per quarter or semester, whichever is greater.

### **D. Incidental Services**

An employee so registered shall not be eligible for the services or facilities of counseling centers, gymnasias, or student health services incidental to such reduced-fee registration. The University agrees that bargaining unit employees may use University facilities to the same extent as other University staff employees.

### **E. Other Programs**

Eligibility for discounts for other University of California courses and programs, including University Extension courses, are at the sole discretion of the University.

### **F. Approval**

Participation in educational or training programs during scheduled work hours must be approved by the University in advance.

### **G. Leaves For Training**

If an employee requests leave for training, the University shall consider the request in accordance with Article 23, Leaves of Absence Without Pay, of this Agreement.

### **H. Disputes**

Disputes concerning this Article shall be subject to the Grievance Procedure of the Agreement, Article 26, but shall not be subject to the Arbitration Procedure of the Agreement, Article 27.