

ARTICLE 6 – DEVELOPMENT

- A. The University permits employees to attend career-related or position-related development programs. These programs may include, but are not limited to, campus Employee Development offerings and industry-based training programs, which are available to all qualified employees. Each employee in the unit may submit to his/her immediate supervisor individual-career or position-related training opportunities in which he or she is interested in pursuing. The supervisor will discuss the proposed training opportunities with the employee and within the limit of operational needs and budgetary limits, the University will attempt to accommodate the proposed program. Payment of fees, duration of release time and status of release time as time on pay status or time actually worked is at the sole discretion of the University. Travel time associated with attendance of development programs will be compensated in accordance with Article 13.I. A meal allowance for travel in excess of 12 hours will be provided in accordance with Article 40.A. For travel of 12 hours or less, a meal allowance may be approved for meals that are an integral part of the development program.
- B. When the University requires attendance at an education 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. If new licensure requirements are introduced for any position within the Bargaining Unit, the University shall pay the fees and provide release time on pay status for affected employees. Education and training shall be considered during the annual performance evaluation process although there is no requirement that evaluations contain education and training objectives.

- C. Non-probationary career employees who are residents of the State of California and who are admitted to the University of California, Santa Cruz, 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 (9) units or three (3) regular session University courses, per quarter (or six (6) units or two (2) regular session University courses per semester), whichever is greater. An employee so registered shall not be eligible for the student status services or facilities of counseling centers, gymnasiums, or student health services.
- D. Eligibility for discounts for other University of California courses and programs, including University Extension courses, are at the sole discretion of the University.
- E. Participation in educational or training programs during scheduled work hours must be approved by the University in advance.
- F. Disputes arising from this Article shall not be subject to the Arbitration Process of this Agreement.