ARTICLE 12
TRAINING AND DEVELOPMENT

A. General

1. The University may permit employees to attend career related or position related development programs. 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.

2. An employee may submit a request in writing to his/her supervisor to participate in a training program which is job related.

B. Training

1. When the University requires attendance at an educational training program, the University will pay the fees and related costs for materials, travel and per diem, and the employee’s attendance at the actual program shall be considered as time worked. Payment of fees, costs, travel and attendance will also be in accordance with University policies and procedures.

2. The University may, in its sole discretion, pay the fees and related costs of non-required education or training programs upon the request of the employee. If the University declines the request, program related costs shall be borne by the employee.

C. Fee Reduction

1. A career status employee who meets the admission requirements of the University is eligible for two-thirds reduction of both the University Registration Fee (URF) and the University Educational Fee (UEF) when enrolled in regular session courses of up to nine (9) units or three (3) courses per quarter or semester, whichever provides the greater benefit to the employee. Full fees will be assessed when an eligible employee’s enrollment exceeds both nine (9) units and three (3) courses. In the event the University provides additional URF and UEF reductions to other eligible employees at their medical center/campus, the employees in this unit shall receive such fee reductions, to the same degree that other staff employees are so eligible.

2. Employees who are eligible to receive reduced fees under this policy are not eligible to receive an additional reduction in fees under the Policy and Procedures Concerning Part-Time Study.

3. The reduced fee enrollment provision does not include access to student services and facilities provided through the University Registration Fee, which includes but is not limited to the counseling centers, gymnasiums, or the Student Health Services, unless the employee is otherwise entitled to them.

D. Other Programs

Bargaining unit employees may be eligible for discounts including fifty percent (50%) reduction on all Extension courses fees offered at UC Irvine, space permitting. Extension program discounts are offered at the sole, non-grievable discretion of management.

E. Disputes
Disputes arising from this Article shall be subject to the Grievance Procedures of this Agreement, Article 23, but not subject to the Arbitration Procedure of the Agreement, Article 24.