

Article 24: LICENSE AND USMLE REIMBURSEMENT

- A. General Eligibility: To be eligible for reimbursement under this provision a Resident or Fellow must meet both of the following requirements:
 - 1. The Resident or Fellow must be appointed through the Office of Graduate Medical Education in a residency or fellowship training program for the relevant academic year; and
 - 2. The Resident or Fellow must have an active appointment on the date payment was made to the Medical Board of California or Federation of State Medical Boards.

- B. Eligibility for Specific Reimbursements
 - 1. Licenses: In order to be eligible for reimbursement for new licenses (application and processing fees) the issue date of the license must be within the academic year in which reimbursement is sought. In order to be eligible for reimbursement for a license renewal, the license expiration date must be within the academic year in which reimbursement is sought. Only those fees paid directly to the Medical Board of California for licensure are reimbursable. Other expenses incurred such as those for notary, Live Scan fingerprinting, photography services, and transcript services, are not eligible for reimbursement.
 - 2. USMLE Step III: In order to be eligible for reimbursement for United States Medical Licensing Examination (USMLE) Step III exam fees, the examination date must occur within the academic year in which reimbursement is sought. Only those fees paid directly to the Federation of State Medical Boards for Step III are reimbursable. Residents and Fellows are only eligible to receive this reimbursement once during the term of their employment with UCSF.

- C. Reimbursement Process: Residents and Fellows must provide documentation of any costs incurred for which they seek reimbursement, along with submitting a filled request for reimbursement form. Reimbursement forms shall be provided and handled by University administration. UCSF may modify the process for seeking reimbursement with notice to the Union.

- D. Reimbursement Amounts: The reimbursement amounts shall be:
 - 1. Application for Training License (PTL): \$461.51
 - 2. Initial License: \$393.15
 - 3. License Renewal: \$477.59
 - 4. USMLE Step III: \$815.46

These amounts may be increased at the discretion of UCSF and upon notice to the Union.

- E. Programs that provide or elect to provide additional benefits: Programs may provide funds to Residents and Fellows for educational purposes. It is not the intent of the University to reduce any benefits in place as of the effective date of this Agreement. Prior to making any reduction to said benefits, the University shall provide notice to the Union prior to implementation; and upon request by the Union the University shall meet and discuss the change.

