

May 1, 2020

For the Union: *David Caspey*  
Date: May 1, 2020

For the University: *Maure Gardner*  
Date: May 1, 2020 *ARO*

**Article \_\_\_\_\_: LICENSE REIMBURSEMENT AND REQUIRED TRAINING**

A. The University shall pay for all required BLS, ACLS, ATLS, PALS, while the Resident is actively employed at UCLA.

B. Reimbursement

To be eligible for license reimbursement, the Resident must be appointed in the academic year in which the license is sought and maintain an active appointment on the date the payment was made to the Medical Board of California or Federation of State Medical Boards.

C. Eligibility for Specific Reimbursement

New License: To be eligible for reimbursement for a new license, including application and processing fees, the issue date of the license 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 services, fingerprinting, photography and transcripts, are not eligible for reimbursement. Residents are only eligible to receive reimbursement once during the term of their employment.

1. Renewal of License: To be eligible for reimbursement for a license renewal, the license expiration date must be within the academic year in which reimbursement is sought.

2. Reimbursement is only for fees paid directly to the Medical Board of California. Other expenses are not eligible for reimbursement.

D. USMLE STEP III

1. To be eligible for reimbursement for USMLE Step III exam fees, the examination date must occur within the academic year in which reimbursement is sought.

Reimbursement will be authorized after the exam is taken.

2. Residents are only eligible to receive reimbursement once during the term of their employment.

3. Reimbursement is only for fees paid directly to the Federation of State Medical Boards for Step III.

E. Reimbursement Process

1. Within thirty days of ratification, Residents may submit documentation for reimbursement of costs for new or renewed license or USMLE Step III exam fees

- incurred on or after January 1, 2020 during the Resident's start date term of employment.
2. Documentation of costs incurred following ratification for a new or renewed License or USMLE Step III exam must be submitted within thirty (30) calendar days of the incurred expense.
  3. In no event shall any reimbursement be provided after separation from employment.
  4. For the purpose of this Agreement, an academic year begins on July 1 and ends on June 30.
  5. Reimbursements cannot be accrued or deferred to a following academic year.