

**ARTICLE 24
DEVELOPMENT**

- A. 1. At its sole discretion, 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 status or time worked is at the discretion of the University.
- 2. 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 shall not qualify as "required" within the meaning of this Article. The determination that a program is position-related or career-related will be made by the University.
- B. Eligibility for discounts for other University of California courses and programs, including University Extension courses, are at the sole discretion of the University.
- C. 1. 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 provides the greater benefit. Regular session courses are those which are state supported and do not include programs that do not receive state funding and are funded exclusively from self-generating revenue. The University will provide to FUPOA a list of self-supporting programs semi-annually. A reduced fee is not applicable if the employee carries more than 9 units or three regular session University courses, per quarter or semester.
- 2. 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.
- D. Participation in educational or training programs during scheduled work hours, as described in paragraphs A, B, C above, must be approved by the University in advance.
- E. Disputes arising from this Article shall not be subject to Article 6 - Grievance Procedure or Article 7 - Arbitration Procedure of this Agreement.