

## Article 29 - Educational Reimbursement

*No change: Sections C-F*

A. Tuition Assistance: To assist bargaining unit employees in their efforts to increase their effectiveness in their current jobs and/or help them establish eligibility for additional responsibility for positions at UVMHC by helping them to defray the costs of higher education.

B. Eligibility:

1. Full and part time bargaining unit employees are eligible for tuition reimbursement after six (6) months of service.
2. Bargaining unit employees are eligible to receive standard tuition reimbursement of ~~\$3200 two thousand six hundred dollars (\$2,600.00)~~ per fiscal year. ~~(see "procedures" below). Effective FY2020, this amount shall increase to \$3,200.~~ Reimbursement for part time bargaining unit employees is prorated based on paid hours from the preceding twelve (12) months prior to the approval date.
3. Bargaining unit employees who have been employed for more than five (5) years are eligible for additional tuition reimbursement up to \$1800 per fiscal year. ~~one thousand three hundred fifty dollars (\$1,350.00) per fiscal year. Effective FY2020, this amount shall increase to \$1,800.~~ Reimbursement for part time bargaining unit employees is prorated based on paid hours from the preceding twelve (12) months prior to the approval date.

G. Continuing Education

Annually UVMHC will budget ~~\$40,000 and 200~~ \$100,000 and 500 conference days of eight (8) hours to cover the cost of conferences and training reasonably related to bargaining unit employee's area of practice, as well as professional society dues to have access to continuing education credits. The budget items under this section will not be frozen and will be available during the fiscal year.

Notwithstanding the above, the cost of any CEUs not provided by UVMHC will be reimbursed and time spent on all mandatory CEUs and CEUs required for certification will be paid time.

Employees will be paid during time testing or qualifying for initial boards, and time spent on CQR and will be paid time.

H. Scholarship Program

UVMHC and the VFNHP agree that the retention of bargaining unit employees is an important goal of the parties. The Scholarship Program is intended to support career development at UVMHC. Scholarship funds may be used toward the cost of tuition, books, applications and

other academic expenses for those pursuing degrees in a related health care field approved through the Allied Health Scholarship Program. ~~One~~ Four scholarships will be awarded annually for seven-thousand, two hundred and fifty dollars (\$7,250).

*No change to rest of Section H.*