

ARTICLE 15 - CONTINUING EDUCATION AND IN-SERVICES

A. Continuing Education Reimbursement

1. Each Employee who is coded or has a BAH of twenty (20) or more hours and who has been employed for at least six (6) consecutive months, shall be reimbursed according to program policy, for expenses required for applicable state licensure.
2. Each On-Call and Short-Hour Employee who does not qualify for benefits, employed for at least six (6) consecutive months, will be paid on a pro-rated basis consistent with the average hours worked over the prior three (3) month period.
3. Expenses such as registration, books, materials and supplies will be paid by the Employer.
4. Funds for reimbursement of continuing education expenses will be dispersed after submission of completed application for funds.

B. Educational or Professional Leave

- ~~1. The following grid delineates the conditions by which the Registered Dental Hygienist Bargaining Unit Members will be granted additional permanent, prorated permanent and bonus continuing education days.~~

~~(Please refer to chart on following page)~~

Date	Condition	Result
10/1/05	Existing	1.0 day
1/1/06	None	Additional .5 days per RDH
1/1/07	<ul style="list-style-type: none">■ Reduce gap of Productivity Target by 50% for 2006.■ Meet RDH Absenteeism Target 2006■ Bonus - Meet Program Financial Margin for 2006	<ul style="list-style-type: none">■ .5 day prorated■ .5 day prorated■ .5 day
1/1/08	<ul style="list-style-type: none">■ Meet balance of Productivity Target for 2006.■ Meet RDH Absenteeism Target 2007■ Bonus - Meet Program Financial Margin for 2007	<ul style="list-style-type: none">■ .5 day prorated■ .5 day prorated■ .5 day
1/1/09	<ul style="list-style-type: none">■ Bonus - Meet Program Financial Margin for 2008	<ul style="list-style-type: none">■ .5 day
1/1/10	<ul style="list-style-type: none">■ Bonus - Meet Program Financial Margin for 2009	<ul style="list-style-type: none">■ .5 day

Clarification:

- a.—Bonus is not permanent; it is paid on year-by-year basis.
- b.—The 50% movement towards the 2006 Productivity target is based on December 2005 year end data.
- c.—If the RDH group misses Performance Targets in designated year, prorated (.5) day can be earned in subsequent years.
- d.—If the RDH group meets the prorated productivity performance target in an earlier year, the RDH group will earn it early.
- e.—Once a performance Target is achieved, the prorated (.5) day earned becomes permanent.
- f.—Prorating is based on previous year's hours worked. (Lump sum drop at first of year.)

~~If the Dental Program Priorities change, these Performance Targets may be changed by mutual agreement.~~

1. Eligibility

- a. Employees with coding or calculated BAH of twenty (20) hours or more and employed for six (6) consecutive months shall receive full continuing education leave benefits.
- b. Non-benefit eligible employees who are employed for six (6) consecutive months shall receive a prorated continuing education leave benefit based on their calculated BAH.
- c. Requests for paid education leave shall be submitted to the Employer's scheduling platform and include the date of the training. The date of the education day used need not coincide with the date of the educational training submitted.

2. Continuing Education Leave

- a. Employees shall receive two (2) full days off for continuing education leave on January 1st of the calendar year. Employees shall receive additional education leave hours on January 1st of the calendar year, based on the prior BAH calculation, where a fully coded (40 hour BAH) employee shall receive one (1) additional full day.
 - i. Example: An employee working ten (10)-hour shifts with a 30-hour BAH (0.75 FTE) calculation for the prior year shall receive two (2) full (10-hour) days and a prorated amount of time equivalent to 7.5 hours of continuing education leave.

3. General

- a. Educational time CE leave shall be paid at straight time and shall not be calculated as overtime.
- b. In the case of courses or programs required by the Employer, time spent by the Employee shall be paid as hours worked and shall not be counted against educational leave or vacation.
- c. Educational CE leave days will not be unreasonably denied.

F. Labor/Management Continuing Education Program

1. The Parties agree to establish a Labor/Management Continuing Education Committee. ~~By January 1, 2006 this Committee will meet and develop an outline for completing analysis, identify key milestone dates, and establish deadlines for presentation of results to the Dental Business Leader and the Regional Labor/Management Committee.~~
2. The Labor/Management Continuing Education Committee will be composed of two (2) Registered Dental Hygienists and two (2) members representing Dental Administration. Representatives from Permanente Dental Associates will be invited to participate by providing input and ideas.
3. The Labor/Management Continuing Education Committee will assess the feasibility of an in-house continuing education program to be offered to all Bargaining Unit members and others to be determined by the Committee.
4. As part of its work, the Labor/Management Continuing Education Committee will identify educational needs for Dental Hygienists and develop new programs or offer existing programs to meet those needs.
5. At such time as the guidelines for accessing the Labor Management Education Trust established by the 2005 National Agreement are available, the Labor/Management Continuing Education Committee will determine how to utilize the financial opportunities provided by the Trust.

G. Tuition Reimbursement

1. The Employer and the Union agree that promoting education is a benefit to both the Employee and the Employer. Education will open avenues for Employee growth and development to enhance career mobility. The Employer supports this mutual goal through the Tuition Reimbursement Program.
2. An Employee regularly scheduled twenty (20) hours or more per week with twelve (12) months of continuous employment is eligible for the tuition reimbursement. Classes taken at an accredited school, community college or university related to the Employee's current position or accredited degree program will be reimbursed.
3. A Tuition Reimbursement form must be submitted within thirty (30) days of the start of the term. The class must be passed with a grade of "C" or higher or reflect a "Pass" grade prior to reimbursement. A copy of the grade report shall be provided to the Employer.
4. Refer to the National Agreement for additional terms and conditions including but not limited to eligibility and benefit amount.
5. ~~Tuition reimbursement will be made on a calendar year with no carry over from a previous year. The maximum amount of reimbursement payable to an Employee per calendar year is six hundred (\$600) dollars. Reimbursement may cover cost of tuition, lab fees and textbooks.~~

H. Professional Equipment Reimbursement

Over the life of the contract, the Employer agrees to reimburse RDHs up to \$500 for the purchase of dental loupes, lights, battery packs, or related accessories, subject to the following conditions:

- Interested employees must first notify the Dental Administration designee of their intent to participate in the program prior to purchasing equipment for which they intend to seek reimbursement;
- Employees must have one full year of service to be eligible;
- Employees must have a BAH of 20.00 or more to be eligible;
- The employee must present a valid, itemized sales receipt to the Dental Administration designee within thirty (30) days of the transaction date;
- The employee may choose to spread the \$500 reimbursement amount over different purchase transactions;
- The RDH must purchase the loupes/equipment new from an authorized retailer, excluding broad-scope retailers such as eBay, Amazon, etc.;
- The purchase must be made after ratification and before expiration of the CBA;
- Any professional equipment purchased outside of the above time frame will be at the employee's full expense; and
- The reimbursement process will be performed through OneLink or a different system/ process as determined by the Employer.



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