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Rachel
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ONA 9/26/2025 Counter to Management 9/26/2025 Proposal

ARTICLE 21- CONTINUING Continuing EDUCATION & TUITION REIMBURSEMENT

A. Education Fund: The Employer recognizes the importance of continuing professional education and agrees to establish a fund to provide nurses with the opportunity to participate in workshops, seminars, conferences, healthcare college courses for credit and certifications which are relevant to the needs of the nurse and to the health care needs of the Kaiser-Permanente patients. The Fund shall be available for programs not covered by the Employer's tuition reimbursement program or other educational programs. The Fund may also be utilized by nurses pursuing a nursing degree and/or certification, e.g. AORN. A fund ~~will shall~~ be established each calendar year based on ~~\$200 \$300 \$400.00~~ per nurse employed in regular status (20 hours per week or greater) on January 1 of each calendar year. Acceptable continuing education programs shall

a) improve and increase the competence and skills of the practicing nurse, b) assist the nurse in utilizing developments in research, nursing education and nursing practice, c) assist the nurse in defining and meeting changing needs and expectations of the patients in the population served by Kaiser Permanente and d) defray costs of nurses obtaining and maintaining certifications.

Nurses who have been employed on an ONA unit in a regular status for at least six (6) consecutive months shall be eligible to submit requests for education programs the ONA CA51 education fund via the KPNW website or current process. Nurses will be reimbursed for pre-approved expenditures after submitting appropriate receipts and evidence of attendance or course credit.

B. Paid Educational Leave: Benefitted Nnurses who have been in a regular status for at least six (6) consecutive months shall be entitled to one (1) 3 (three) paid normally scheduled work days per year for the purposes of attending education programs as outlined in this Article. A paid educational day may be utilized on a day off. Education days shall be paid for the entire shift if taken on a normally scheduled workday.

Paid educational time for eligible part-time employees will be utilized on a pro-rata basis. Nurses who have been in regular status twelve (12) consecutive months shall be eligible for an additional paid educational day per year.

Requests for educational leave shall be made in writing, setting forth the details, (i.e., dates, hours, subject, purpose for attending, etc.). Approval by the Department Manager will be required. Approval/denial of education time by the manager shall follow normal unit process for allowable time off be submitted in accordance with vacation requests (see Article 12). The paid educational leave day shall not accrue from year to year except in any instance in which a nurse makes application for use of the educational day for an

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acceptable education program and the time off cannot be granted. Nurses are expected to make application in a timely manner to facilitate the granting of time off.

Nurses who have been in regular status for at least 12 consecutive months may apply for a third fourth (4th) unpaid education day per year provided the education program to be attended benefits the department and is mutually agreed to by the nurse and Manager.

C. Sharing of Program Content: Employees, who attend educational programs, as provided for in this Article, may be **required requested** to share program contents with other staff members as requested by the Employer.

D. Guidelines for Acceptable Continuing Continuing Education Programs: Acceptable Continuing Continuing Education Programs shall assist personnel to:

Education Programs shall assist personnel to:

1. Acquire new knowledge and skills.
2. Update basic knowledge.
3. Make a transition from one area of nursing practice to another.
4. Acquire greater depth of knowledge and skill in particular areas of nursing.
5. Change attitudes and values.
6. Implement concepts of change in an individual's practice and throughout the health care system.
7. Assume responsibility for personal and professional development.
8. Encourages improvement of **the** abilities of other health care workers to meet specific needs of our Health Plan members.
9. Promote and support innovation and creativity in health care services.

E. Tuition Reimbursement: A regular employee with at least one year of service as a regular employee shall be eligible for tuition reimbursement pursuant to Kaiser's policy or as otherwise developed.

F. Ben Hudnall Memorial Trust: Any nurse who is approved to utilize benefits through the Ben Hudnall Memorial trust, as provided for in the National Agreement, shall not be required to find their own replacement or coverage in order to utilize such benefits. Coverage for the absence shall be the responsibility of management/staffing office.

Proposed MOU:

In an effort to clarify the scope of contract language Article 21 A and 21 D, we seek to remedy grievance KPRN0745 ahead of arbitration with the following settlement:

1. It will be understood that education days will be honored and paid even when education is supported and/or hosted by a Union.
2. Grievant, Jennifer Lopez, will be paid for the education days used in 2023 to attend the Cornell Bargaining Institute.
3. Grievant's time will be appropriately restored by crediting the accrual bank with the leave time erroneously used to attend a training.
4. Grievant will be made whole restoring 16 hours of PTO as well as 4 hours pay for education time.
5. This settlement will inform any issues going forward on what would constitute an approved use of education days.

Arbitration has been slated to move forward. It is the union's position that contract language that we seek to solidify in bargaining this round can be supported by the closure of this grievance with a mutual agreement of understanding on existing contract language.

