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ARTICLE 20. PROFESSIONAL DEVELOPMENT

The Hospital strives for excellence through continuous improvement efforts. The Hospital seeks and supports educational opportunities recognizing that knowledge is power and the key to change.

1. Professional Licensure. Employees are responsible to obtain and maintain on their own time and at their own expense the requisite skills and qualifications under any license or certification required by law for their job classification.

2. Mandatory Education. Where an employee's attendance at an educational or training function is required by the Hospital, the employee will be compensated at the base rate of pay for time spent in training. The mandatory training will be provided at no cost to the employee.

3. Administrative Approval. Paid educational time is subject to Administrative approval. Criteria for approval of educational requests are based primarily on relevance to the bargaining unit member's job classification. Requests will be considered in good faith.

4. Legacy Health Education Assistance

Eligible Employees may apply for tuition reimbursement for undergraduate or graduate courses at approved institutions to be used toward approved courses that may include certifications that apply to their position or course work relating to a Legacy position to which the employee may reasonably aspire, and be of mutual benefit to the employee and Legacy.