

ARTICLE 9
TRAINING AND EMPLOYEE DEVELOPMENT

9.1 The Employer and Union affirm that continued professional and personal growth of individual staff members and professional and program development are fundamental to improving the total effectiveness of the college. The Employer and the Union recognize the value and benefit of education and training designed to enhance an employee's ability to perform their job duties. Training and employee development opportunities will be provided to employees in accordance with current institution policies and available resources.

9.2 Employees will submit written requests to the supervisor for training and employee development, including the specific training, the schedule and costs. The supervisor will approve or deny requests in writing. If training is denied, the written notice will include the reason for denying the request.

9.3 The Employer will continue to provide release time to each employee to participate in training and development activities consistent with the Employer's training and development policies. If approved, release time will be provided for both off-campus and on-campus professional development and training, where appropriate for individual employees' training needs.

9.4 An employee who wishes to use a tuition fee waiver program to register for qualifying courses will be allowed to do so in accordance with Employer policy and RCW 28B.15.558. Employees may participate from the first day of class unless a capacity concern exists. Employees who wish to enroll in courses at other higher education institutions will abide by the policies of those institutions.

9.5 The Employer will make reasonable attempts to schedule Employer-required training during an employee's regular work schedule. Attendance at Employer-required training will be considered time worked and the Employer will pay the registration costs. Travel associated with training will be paid in accordance with

1 applicable wage and hour laws, Office of Financial Management travel regulations
2 and the travel provisions in [Article 26](#), Relocation/Use of Vehicles/Travel.

3 **9.6 Master Agreement Training**

4 A. The Employer and the Union agree that training for managers, supervisors,
5 and shop stewards responsible for the day-to-day administration of this
6 Agreement is important. The Union will provide training to current shop
7 stewards, and the Employer will provide training to managers and
8 supervisors on this Agreement.

9 B. The Union will present the training to current shop stewards within each
10 bargaining unit. The shop stewards will be released with pay on one (1)
11 occasion for up to eight (8) hours to attend the training.. The training will
12 be considered time worked for those shop stewards who attend the training
13 during their scheduled work shift. The Employer may approve leave in
14 accordance with [Section 39.8](#) for additional time for those shop stewards
15 who attend the training during their scheduled work shift. Shop stewards
16 who attend the training during their non-work hours will not be
17 compensated. The parties will agree on the date, time, number and names
18 of shop stewards attending each session.

19 C. Upon mutual agreement, the Employer and the Union will provide joint
20 training on the provisions of the contract to members of the bargaining unit.
21 The Employer and the Union recognize the value of joint training and will
22 encourage it when possible. Each party shall be responsible for naming their
23 own trainer.

24 **9.7 New Employees**

25 A. When a college/district hires a new employee, the Employer will provide
26 each new employee with an orientation package provided by the Union.

27 B. Within ninety (90) days following a new employee's start date in a
28 bargaining unit position represented by the Union, the Employer will

provide the Union access to the new employee. This access will be provided during the employee's regular work hours at the employee's regular worksite, or at another location mutually agreed to by the Employer and the Union, for no less than ~~sixty~~^{thirty} (60~~30~~) minutes, to present information about the Union and this Agreement. This presentation may occur during a formal or informal new employee orientation provided by the Employer or at another time within the above ninety (90) day period. No employee will be required to attend the presentation given by the Union. The Employer will provide notice to the newhires@wpea.org and the designated Shop Stewards of a new employee orientation at the same time the new employee is given notice.

TENTATIVE AGREEMENT REACHED

An electronic signature to this Agreement shall be given effect as if it were an original signature.

For the Employer

For the Union

Date

Date

Inti Tapia, Labor Negotiator
OFM/SHR Labor Relations &
Compensation Policy Section

Steve Sloniker,
Executive Director, WPEA