

ARTICLE 45. Training & Apprenticeships

A. The University agrees to make annual contributions of \$166.40 per employee to the Southern California Operating & Maintenance Engineers Local 501 Apprenticeship & Training Trust Fund on January 1, 1994, and each year thereafter, based on the number of employees on the payroll on the preceding January 1 for the year in which payment is made.

B. In exchange, the Union agrees to provide six (6) on-campus programs annually to unit employees. The specific course content and enrollment costs per course shall be mutually agreed upon by the parties.

C. Training and Development

1. General Conditions

a. The University may support an employee's request to participate in a career-related or position-related development class or program by flexible scheduling, leave without pay, leave at full or part pay, full or part payment of fees and expenses, provided that:

1. the employee has completed his/her probationary period, and
2. the employee's performance is satisfactory or better.

b. When the University requires attendance at an educational or training program, the University will pay the fees and related costs for materials, travel and per diem, and the employee's attendance at the actual program shall be considered time worked. Education or training which is suggested or recommended, but not required, is not "required" within the meaning of this Article.

2. Release Time and Scheduling. An employee who has completed the probationary period who wishes to participate in a development class or program during work time shall request advance approval. Participation in educational or training programs during scheduled work hours must be approved by the University in advance. Such leaves must not interfere with staffing requirements.

D. Apprenticeship Training Program

1. Apprentice Wage Structure. Upon successful completion of apprenticeship course work as defined in the apprenticeship standards, the University will pay apprentice employees the following percentages of their respective craft rates:

first six months	sixty percent	(60%)
second six months	sixty-five percent	(65%)
third six months	seventy percent	(70%)
fourth six months	seventy-five percent	(75%)
fifth six months	eighty percent	(80%)
sixth six months	eighty-five percent	(85%)
seventh six months	ninety percent	(90%)
eight six months	ninety-five percent	(95%)

Upon successful completion of an apprenticeship program, an apprentice employee shall become a journeyman and receive the respective journeyman rate of pay.

2. General Provisions.

a. Time spent in classroom training shall not be considered to be hours worked and shall not be compensated by the University.

- b. Apprentices shall be required to sign an apprenticeship agreement and shall be subject to applicable apprenticeship standards.
- c. Apprentices accepted into the apprenticeship program, whose salaries are higher than the apprentice wage structure shall suffer no loss in current University hourly rate of pay.
- d. Selection of employees to fill apprentice positions shall be at the discretion of the University.