

ARTICLE 13 - PROFESSIONAL DEVELOPMENT

- A. **Performance and Development:** In order to promote professional development, PHHH/Benedictine shall provide counseling and evaluations of the work performance of each clinician covered by this Agreement not less than once per year. The evaluation process may include goal setting, the clinician's self-assessment, and the clinician's manager's written assessment. Departmental goals will not impact a clinician's eligibility to advance on the clinical ladder, Rehab Clinical Advancement Program (RCAP), or Social Worker and Bereavement Counselor Clinical Advancement Program (SWCAP). A copy of any final, written assessment will be provided to the clinician. A separate clinical competency assessment will be conducted annually by a discipline-appropriate evaluator.
- B. **In-Service Education:** PHHH/Benedictine agrees to maintain a continuing in-service education program for all personnel covered by this Agreement. In the event a clinician is required by PHHH/Benedictine to attend in-service education functions outside the clinician's normal shift, they will be compensated for the time spent at such functions at the clinician's established day straight-time hourly rate. The term "in-service education" shall include PHHH/Benedictine requested individual training in specialty as well as other educational training. If PHHH/Benedictine specifically requires a clinician to purchase instructional materials or equipment for mandatory in-service education, PHHH/Benedictine will reimburse the clinician for the reasonable cost of such materials. Before incurring any such expense, the clinician must seek the written approval of their manager. Unless communicated by PHHH/Benedictine as a required in-service, a clinician is not expected to voluntarily attend in-services conducted outside the clinician's scheduled shift, and materials, if any, from such voluntary in-services will be available for the clinician's review during a later scheduled shift.
- C. PHHH/Benedictine further agrees to discuss in advance any changes in the present PHHH/Benedictine orientation program with the chair of the bargaining unit.

D. **Unpaid Educational Leaves of Absence:** PHHH/Benedictine endorses the concept of professional improvement through continuing professional education.

PHHH/Benedictine may grant unpaid educational leaves of absence of up to one (1) year. Extensions of time beyond one (1) year may be granted at the discretion of PHHH/Benedictine. Paid educational leaves of absence will be granted consistent with prudent PHHH/Benedictine management. PHHH/Benedictine will attempt to offer educational leave opportunities to as broad a spectrum of its clinicians as practicable under existing circumstances.

E. **Paid Educational Leave:** During each calendar year, PHHH/Benedictine will provide paid educational leave for qualified eligible clinicians. To qualify be eligible, full-time and part-time clinicians must have worked for PHHH for at least 6 months, and per diem clinicians must have worked 700 hours in the preceding 12 months. as follows:

1. Sixteen (16) hours of paid educational leave for use ~~by each full-time clinician, each part-time clinician, and each per diem clinician who worked at least seven hundred (700) hours in the preceding calendar year,~~ to attend educational programs on or off PHHH/Benedictine premises which are related to clinical matters where attendance would be of benefit to both PHHH/Benedictine and the clinician. Use of this paid leave will not negatively impact clinicians' productivity goals. Social Workers, Bereavement Counselors, and Wound Ostomy Nurses will receive an additional eight (8) hours of paid education leave. Clinicians participating in clinical ladder, RCAP, SWCAP, and those receiving certification differential as described in Appendix B Section A receive an additional eight (8) hours paid education leave as outlined in Appendix B.

2. Up to ~~one thousand three hundred and sixty (1360)~~ two thousand one hundred ten (2,110) hours of paid educational leave, to be allocated quarterly (~~three hundred and forty hours (340)~~ five hundred twenty seven and one half (527.5)

hours per quarter), for use by full-time and part-time clinicians as a group to attend educational programs on or off PHHH/Benedictine premises which are related to clinical matters where attendance would be of benefit to both PHHH/Benedictine and the clinician. Each quarter, hours from this pool will be allocated to clinicians in order of receipt of request for such hours, up to a maximum of twenty-four (24) hours per clinician per calendar year.

a. The first year's educational leave shall be available for use in the calendar year in which the clinician reaches their first anniversary date of employment as a clinician but may not be used until after such anniversary date. Each subsequent calendar year's educational leave shall be available for use during such calendar year.

b. Specific programs are subject to prior approval by PHHH/Benedictine. Requests for educational leave and PHHH/Benedictine's response will be in writing on PHHH/Benedictine's form(s). If a request for educational leave is not approved, the clinician may ask the Professional Care Committee to review the request. The PCC will review the request and forward its recommendation and explanation to the director in charge of the clinical unit. The director's decision will be final and binding on all concerned.

c. Educational leave not used by clinicians in the applicable year shall be waived, except that if the reason for not using the educational leave in the year is that it was not approved by PHHH/Benedictine, after having been requested no later than one (1) month before the end of such year, the waiver shall not become effective until three (3) months following the end of such year.

d. Upon return from an educational leave, the clinician will, upon request by PHHH, submit a report or make an oral presentation for the purpose of sharing the contents of the educational program.

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2 F. **Education Expense Reimbursements:** Full and part-time clinicians who have
3 worked for PHHH/Benedictine for at least six (6) months, and per diem
4 clinicians who must have worked at least seven hundred (700) hours in the
5 preceding twelve (12) months ~~calendar year~~ shall, upon reimbursement request to
6 PHHH/Benedictine, receive the following amounts to defray the cost of registration
7 and attendance in connection with paid or unpaid educational leave where
8 attendance would be of benefit to both the PHHH/Benedictine and the
9 clinician. When eligible, clinicians should first seek reimbursement from
10 tuition/education reimbursement program funds.

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12 1. ~~Nurses~~ RNs, and LPNs, Home Health Aides, and Hospice Aides: One hundred
13 and fifty dollars (\$150) (excluding Wound Ostomy ~~Nurses~~ RNs).

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15 2. Social Workers, Bereavement Counselors, Occupational Therapists, Certified
16 Occupational Therapy Assistants, Physical Therapists, Physical Therapy
17 Assistants, Speech Language Pathologists, Licensed Massage Therapists, and
18 Wound Ostomy Nurses: Four hundred dollars (\$400).

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20 Clinicians participating in clinical ladder, RCAP, SWCAP, and those receiving
21 certification differential as described in Appendix B section A receive an additional
22 three hundred fifty dollars (\$350) of education expense reimbursements as outlined
23 in Appendix B.

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25 G. Clinicians shall make reasonable efforts to complete mandatory education (such as
26 HealthStream) and the annual evaluation during regularly scheduled shifts. If there is
27 difficulty in finding adequate uninterrupted time away from patient care duties to
28 complete mandatory education or the evaluation, the clinician may bring this
29 difficulty to the attention of their manager. The clinician and the manager will then
30 work together to schedule a reasonable amount of paid time away from patient care,

consistent with patient care needs, for the clinician to complete the education or evaluation.

H. Clinicians may participate in PHHH/Benedictine's tuition reimbursement program offered to a majority of PHHH/Benedictine's employees who are not in a bargaining unit, in accordance with its terms as outlined in the Education Benefits Policy. Notwithstanding the previous sentence, the maximum tuition reimbursement amount will not be reduced from five thousand two hundred and fifty dollars (\$5,250) in a calendar year for full-time clinicians and two thousand six hundred and twenty-five dollars (\$2,625) in a calendar year for part-time clinicians.

I. Licensure: PHHH will provide up to two hundred dollars (\$200) per year for clinicians to use for reimbursement of their primary licensure in Oregon and/or for membership in professional associations.

II. Washington License:

1. PHHH will pay for costs associated with the initial licensure and subsequent renewal of a Washington license for clinicians licensed in Oregon who are required or requested by PHHH to work or be licensed in Washington.
2. PHHH will pay for all time performing work, including the time spent on administrative tasks, to obtain and renew the Washington license (e.g. fingerprinting, drive time, testing, etc.).
3. PHHH will compensate each clinician that is required to take Continuing Education (CE) units in a Washington State Jurisprudence Module, prior to the clinician completing the initial WA license process. Each clinician will be paid their hourly rate (plus applicable shift, certification, clinical ladder, and RCAP differentials) for each of the required CE units. This is in addition to any other paid education hours already covered by the Agreement. In addition, PHHH will pay for the cost of the course.

4. PHHH will compensate each clinician that is required to take CE units for suicide prevention training. Each clinician will be paid their hourly rate (plus applicable shift, certification, clinical ladder, and RCAP differentials) for each of the CE units. This is in addition to any paid education hours already covered by the Agreement. In addition, PHHH will pay for the cost of the course.
5. PHHH will reimburse each clinician up to two hundred dollars (\$200) annually to cover the costs of additional Washington-specific education requirements.