

A large crowd of people, many wearing 'SEIU' shirts, with a purple overlay. The text 'National Agreement Language' is centered in yellow.

# National Agreement Language

# Funding

- The funding will be determined by a ~~.30~~ .40 percentage of the gross annual payroll of Coalition-represented employees participating in each trust as of December of the preceding year. Funds will be transferred to each trust annually according to the trust agreements.
- Employer will additionally contribute \$3,000,000 annually to the Ben Hudnal Trust.
- Additionally, the employer will contribute \$1 million annually to the each of the funds, for the purpose of providing enhanced training benefits to employees in the redeployment process in addition to those benefits provided by the EISA.

# Tuition and Continuing Education Reimbursement

- Tuition and Continuing education reimbursement is offered at \$3,000 per calendar year for all benefit eligible coalition employees scheduled 20 hours per week or more who have been employed for at least 90 days. The tuition reimbursement benefit will be administered by a HR function in a shared services environment.
- Of the overall total annual reimbursement represented employees may submit up to \$500 for travel, room/lodging (excluding meals) for courses, workshops, seminars, professional conferences, educational meetings, and special events taken/ attended for continuing education in order to advance skills and obtain or maintain position-required licensure or certification, provided they are taken at an accredited institution, professional society, or governmental agency. This shall include obtaining required licensure for a position.
- Travel reimbursement is not available for college undergraduate or graduate degree programs

# Innovation

- In alignment with language in the current National Agreement regarding WFP/D, Regional Workforce development teams will integrate work and jobs of the future into their scope. The intent is that the teams would work to identify and learn about organizational strategies and innovation trends, assess impact on job and skills, and recommend training, recruitment, job redesign and new jobs as appropriate. Team composition and resources should be evaluated in order to accomplish the work. Regional and National Workforce Planning teams will work together to share innovations, spread successful practices, and engage UBTs in workforce transformation. National LMP Co-Chairs will coordinate the work and report at least annually to the Executive Committee of the LMP Strategy Group of progress in each region and nationally.
- Propose and test opportunities for building broader innovation capabilities for the front line.

# Infrastructure

- Regional WFPD, in collaboration with regional operations, will work to identify training positions based on operational needs. Such training opportunities will be explored with labor in partnership, with the intent of enabling employees to meet the minimum experience requirements and promote career mobility.
- In order to enhance opportunities for coalition represented employees career mobility, the parties will jointly promote a communications strategy and approach to systematically capture core competencies, skills, education, licensure, certification, and work experience.



# Learning and Training

- Page 29: agreed to add Career “Lattices”
  - “In addition a comprehensive infrastructure, including career ladders and lattices, career pathway mapping, occupational index tools, a career website, pipeline tracking database system and project management support will be established”
- Page 30: Language modification
  - Further, the National Workforce Planning and Development team will continue to jointly develop career paths on a jointly agreed-upon schedule for Coalition represented employees.”
- Page 30: Language modification
  - “Also, Regional Workforce Planning and Development teams will establish a joint group to examine, set goals and develop criteria regarding Preceptorships and Mentorships. Preceptorships programs will be monitored and evaluated consistent with determined funding.