**Article 25:**

Training and Professional Development

25.01

The Employer will make available a Professional Expense Fund amount totaling $6,000 per year to be divided amongst its Employees. Professional Expenses are expenditures related to duties performed for WLUFA that can be reasonably considered career-enhancing as they pertain to their WLUFA duties. These include, but are not limited to, attendance at Canadian Organization of Faculty Association Staff (COFAS) meetings. Monies unspent in the Professional Expense Fund will be carried over for one year.

The President, following a recommendation by the Executive Director, is responsible for authorizing requests for advances or reimbursements from the Professional Expense Fund.

Employees attending approved professional development seminars, conferences or workshops will receive pay as Time in Lieu at the regular rates.

25.02 In addition, the Executive Director shall also have the right attend the following Meetings, as appropriate, with Time in Lieu at the regular rate of 1.0 hours and with all travel and expenses paid by the Employer:

1. Board and committee meetings of the Ontario Confederation of University Faculty Associations (OCUFA)
2. Council meetings, Grievance Officers workshop and Chief Negotiators Forum of the Canadian Association of University Teachers (CAUT)

25.03 Professional Development

The Employer shall pay for all costs related to travel, accommodation, and/or registration associated with a professional development seminar, conference or workshop, which the President and the Executive Director agree to be relevant to their employment duties. Such request must be made in advance of registration, in writing and must detail the perceived benefit of the opportunity to both the Employee and Employer. The Employer shall consider such a proposal in the context of relatedness to the Employee’s responsibilities, the time commitment of the opportunity, the needs of the organization, and cost, and accordingly may agree to cover all, some, or none of the associated costs. Any reimbursements will be issued no later than the next regular pay day following submission of receipt(s) for reimbursement.

 The above Article is tentatively agreed to by the Parties.

 Dated at Waterloo, Ontario this day of \_ , 2018.

 CUPE 1281 WLUFA Sub-unit Wilfrid Laurier University Faculty Association

 Bargaining Committee Bargaining Committee

 per \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ per \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 Chief Negotiator Chief Negotiator