

## **Article XXXX Human Resources Development**

**Section 1:** The purpose of training and career development is to enable employees to increase the knowledge, proficiency, ability, skill and qualification in the performance of their official duties. It is understood that the choice of subject matter, areas for training, selection, and assignment of training is a function of management and the program will be administered in accordance with applicable laws, regulations and agency policies.

**Section 2:** Self-development requires the dedication of an individual's personal time and resources. The Parties jointly recognize that responsibility and encourage employees to make such personal commitments. The Agency will not bear the cost of any self-development training that has not been approved in advance as required by EPA policy.

**Section 3:** The Parties encourage employees to review their FedTalent record (or its successor) to assure that training is recorded and up to date.

**Section 4:** When the Agency, at a local level, uses a committee process to formulate and recommend training policies and practices affecting employees in the unit, the Union will be given the opportunity to have at least one (1) representative at the local level to participate as a committee member.

**Section 6:** When the employee so requests, the reason(s) for disapproval of a training request submitted in writing will be given to the employee in writing.

**Section 8:** Employees may use workplace flexibilities offered under the Work Schedules Article of this CBA for educational purposes with appropriate approval.

**Section 9:** If the Agency reaches an agreement with another union to pay professional organization, certification, or license fees for a group of its bargaining unit employees, then the Agency agrees to reopen this section to consider extending similar benefits to a comparable group of the Union's bargaining unit employees without such reopener counting against any cap on either Party's reopened articles under the Duration Article of this CBA.

### **Section 8. Student Loan Repayment Plan**

A. Reporting. Once a year the Agency will provide the AFGE Council 238 President the following upon request:

1. number of employees who were offered and selected to receive student loan benefits (if any);
2. name and job classification of the employees selected to receive benefits; and
3. the amount of benefit received by each employee.