

A. ATTENDANCE AT PROFESSIONAL MEETINGS

1. All NSF are eligible to apply for professional leaves in accordance with other leaves with or without pay. NSF may be granted leave to attend professional meetings and programs. In each case payment of fees, payment of related costs, and pay status are at the sole discretion of the University.
2. When the University requires attendance at a professional meeting or program, the University will notify the NSF in writing and will pay the fees and related costs. Programs that are suggested or recommended are not "required" within the meaning of this Article.
3. When a leave has been granted pursuant to this Article, the University will notify the NSF in writing of the period of the leave, the pay status of the NSF during the leave, and which fees or related costs, if any, will be paid.
4. During the period of leave, the NSF shall be responsible for fulfilling instructional duties other than providing instruction and meeting student contact hours. The NSF, whenever possible, agrees to consult with and assist the University in securing a replacement for providing instruction and office hours, or alternatively fulfilling those duties.

B. COMMITTEES

1. In an effort to encourage and facilitate unit member participation on University and/or Academic Senate committees, the Union hereby authorizes its members to participate in any and all Academic Senate committees and hereby specifically agrees not to accuse or charge the University with violations of HEERA in relation to said participation. This express waiver does not waive or modify in any way the Union's right to meet and confer with the University.
2. In the event either the University or the Union seeks to pursue unit member participation on University committees dealing with terms and conditions of employment the parties will meet and discuss such participation on a case-by-case basis. In the event no agreement is reached, the Union retains all of its rights under HEERA.

C. PROFESSIONAL DEVELOPMENT FUND POOL

Campuses will establish a Professional Development Fund Pool dedicated to providing support for professional development of NSF. This Development Fund and program is separate from the program referenced in Article 8 — Instructional Support. This Professional Development Fund Pool will be established and administered as follows:

1. The Professional Development Fund Pool will be funded annually on October 1 and shall be placed in a special campus account. Each campus will allocate \$200 per NSF Full Time Equivalent (FTE), based on the October 1, 2015 FTE count. The University shall adjust the Full Time Equivalents on October 1, 2019. This allocation is a minimum amount and shall not preclude the allocation of additional funds at the discretion of the University.
2. Individual NSF will be eligible to submit requests for funding to support proposals for professional development, including but not limited to professional meetings, training seminars, software, and paid leave, all of which should be in support of pedagogical endeavors. Only those NSF with continuing appointments will be eligible to submit requests for paid leave.
3. The University will establish on each campus a NSF Council on Professional Development. The Council shall be comprised of five (5) NSF. The appropriate University official will appoint the Council members from a list of nominations provided by the UC-AFT. The Council shall develop guidelines and procedures in accordance with campus protocol for awarding professional development funds. The Council will review applications and make recommendations to the appropriate University official.
4. NSF participation on the NSF Council on Professional Development is voluntary.

D. COPYRIGHT

1. The same University policies that apply to all faculty, including Senate Faculty, in the areas of intellectual property and distance education shall apply to NSF.
2. NSF are "Designated Instructional Appointees" as this term is used in the Policy on Ownership of Course Materials.

E. ENFORCEMENT

In any grievance alleging a violation of this Article, the Arbitrator shall have no authority to review or modify the University's decisions whether or not to provide funds to a particular NSF for professional development.