

Local 7 Education Benefits

This is a brief overview of your union-negotiated education benefits. Please see your Local Contract for full information regarding Continued Education (CE) and Alliance National Agreement regarding Tuition Reimbursement (TR) benefits, <http://ufcw7.org/contracts/>.

The Ben Hudnall Memorial Trust (BHMT) benefits are part of the Alliance National Agreement with Kaiser Permanente and The Alliance of Healthcare Unions. <https://www.lmpartnership.org/2018-alliance-national-agreement>

Based on the local and national contract, employees can utilize a combination of the benefits listed below.

Employees should discuss professional development and continued education with their manager before submitting payment to ensure reimbursement will be processed. Employees will need to demonstrate how the education applies to their current role or career path.

Continuing Education: Article 15. Section 2. (Local Mental Health Contract)

- Up to \$792 per year for all mental health professionals, depending on years of service (see Art. 15 sec. (h))
 - This allowance includes cost of travel (i.e. airfare, lodging, food, etc.)
 - CE benefits are processed as a reimbursement through OneLink.
 - KP travel restrictions do not apply to education benefits.
 - May used for tuition, fees, educationally-related software, certification, association fees, journals, and books related to the employee's job.
- <http://ufcw7.org/files/2012/07/CME-and-DEA-Reimbursement-Process.pdf>

Continuing Education: Article 15. Section 3. (Local Multi-professional Contract)

- Up to \$792 per year for all others, depending on years of service (see Art. 15 sec. (h))
 - This allowance includes cost of travel (i.e. airfare, lodging, food, etc.)
 - CE benefits are prorated by FTE for most positions (review your contract)
 - Pharmacists up to \$990 per year.
 - CE benefits are processed as a reimbursement through OneLink.
 - KP travel restrictions do not apply to education benefits.
 - Audiologists, Physician Assistants, Nurse Practitioners, Physical Therapists, Certified Nurse Midwives, Optometrists, Genetic Counselors, and Occupational Therapists, Radiology Practitioner Assistants, Chiropractors, Acupuncturists, Ergonomic Consultants, and Speech Pathologists eligible for \$1650 per year. May used for tuition, fees, educationally-related software, certification, association fees, DEA fees, journals, and books related to the employee's job.
- <http://ufcw7.org/files/2012/07/CME-and-DEA-Reimbursement-Process.pdf>

Tuition Reimbursement: (National Agreement)

- Don't get confused!!! Follow the Alliance National Agreement language instead of the Local Contract. The Alliance National Agreement benefit is superior to the Local Contract and therefore supersedes the Local Contract language.
- Up to \$750 of benefit may be used for travel related expenses.
- TR benefits are processed as a reimbursement through kpcareerplanning.org
- \$3000 Total annual tuition reimbursement benefit. Not prorated by FTE.
- Must pass course to obtain reimbursement.
- Reimbursement process document is available at: <http://ufcw7.org/files/2012/07/Tuition-Reimbursement-Process-1.pdf>

Paid Education Time (Local Contract)

- Up to 5 days of continued education leave per year, depending on years of service and classification.
 - Unpaid Education Leave of Absence, with position protection, is also available for a maximum of 2 calendar years.
 - Continued education time will roll-over for one year only, providing a maximum balance of 10 days.
 - BHMT Individual Stipend is available for a maximum of 16 hours per pay period (see below).
 - Please note, the various education benefits explained above can be combined to cover a specific course or education needs over a year.
- KP travel restrictions do not apply to education benefits.***

Ben Hudnall Memorial Trust Education Benefits:

Career Counselors

- Career Counselors are experts in all aspects of managing your career, including setting your direction, creating a plan, and executing it to achieve your goal.
- Get career coaching on how to acquire the qualifications you need, pursue your chosen education program, explore career change and more.
- Get access to powerful assessments that can reveal your strengths and values and help you set your education and career direction.
- BHMT Career Counselors can help you with decisions about your education, whether it is badges, certificates, or degrees.

Regional Training Programs

- BHMT Regional Training Programs (RTPs) are designed to provide employees with specific job-related training and may include materials, tuition and/or wage replacement.
- Examples: Wound Care Certification, Lactation Consultant training, Specialty Certification in Pharmacy and Physical Therapy, Advance Trainings in Behavioral Health.
- Talk to your Workforce Planning and Development Committee to help develop a training program.

Individual Stipend Program (ISP)

- <https://bhmt.org/individual-stipend-program/>
- FAQ: https://bhmt.org/wp-content/uploads/2020/07/FL_FA_ISP4Clients_v072220.pdf
- The stipend provides wage replacement income paid directly to you from BHMT as long as you meet certain criteria.
- The stipend covers up to 16 hours in wage replacement per pay period, with a lifetime total benefit of 1900 hours.
- You must be currently enrolled in an educational program that: 1. Provides a minimum of 80 contact hours or 10 days; 2. Is recognized by the professional licensing organization, accrediting body or department of education; 3. Grants a state or nationally accepted licensure or certification upon completion

Undergraduate and Graduate Academic Certificates

- <https://bhmt.org/academic/>

- Certificates are a good way to try a field of your interest without the commitment of a full degree, with no cost to you, while you can later roll them into your degree when you decide to do so.

CE Direct

- <https://bhmt.org/ce-direct/>

- CE Direct provides unlimited access to top-quality, accredited continuing education, designed to advance knowledge and meet CE requirements.
- Online CE courses at no cost to you for all KP job classifications

CECenter (aka HealthStream)

- <https://bhmt.org/cecenter/>

- HealthStream's CECenter for Clinicians offers unlimited access to over 1,800 courses for certification prep and professional credit requirements at no cost to you.

Other Free Education Resources:

UFCW International Scholarship

- www.ufwcharityfoundation.org

- Every year the UFCW scholarship program offers scholarships to UFCW members or their immediate family members who want to further their education and demonstrate a commitment to their communities and to UFCW values. Since 1958, the fund has distributed more than \$2 million in scholarships.

UFCW Local 7 Scholarship

- www.ufw7.org

- This scholarship is open to all UFCW Local 7 members, their spouse, children, grandchildren and legal wards. The member must be in good standing for at least one year prior to April 1, 2021. Scholarship is also open to Local 7 retirees in good standing for one (1) year prior to their official retirement date, their spouse, children, grandchildren and legal wards.

UFCW FREE College Benefit

- www.ufwfreecollege.org

- The UFCW Higher Education Benefit, in partnership with Eastern Gateway Community College (EGCC), provides access to a variety of programs and classes to help meet your education goals. Whether you're just starting college, enhancing your skills, changing careers, or looking for classes to enrich your life, EGCC is committed to helping working adults further their education in a way that promotes success. Complete your degree online from anywhere and access your courses at any time. Remember, you can complete your degree online from anywhere and access your courses at any time of the day. We want working professionals to have the opportunity to fit online education into their busy lives.

Union Plus Scholarship

- www.unionplus.org/benefits/education/union-plus-scholarships

- Since 1991, the Union Plus Scholarship Program has awarded more than \$4.8 million to students of working families who want to begin or continue their post-secondary education. More than 3,200 families have benefited from our commitment to higher education. The Union Plus Scholarship Program is offered through the Union Plus Education Foundation, supported in part by contributions from the provider of the Union Plus Credit Card. (You do not need to be a Union Plus Credit Card holder to apply for this scholarship).

BHMT Benefit

- <https://bhmt.org/free-college/>

- If you're a member of a participating union, you and members of your family may be eligible to earn a degree at no cost to you through Eastern Gateway Community College.

Name	Contact Information	Role
Anna Harrington-Chaudhary	anna.harrington-chaudhary@kp.org	Ben Hudnall Memorial Trust Outreach Specialist
Scott Bilyeu	Scott.A.Bilyeu@kp.org	L7 Chair of Colorado Workforce Planning and Development Committee
Aga Sypniewska	aga.sypniewska@kp.org	BHMT Career Counselor
Lydia McMahon	Lydia.McMahon@kp.org	National Workforce Planning and Development Lead Implementation Specialist (CO & WA)
Stewards	http://ufw7.org/files/2021/06/Kaiser-Steward-List-06222021.pdf	

