



# Article 15 Program Benefits

## Public Service Workshops Program

These workshops are delivered statewide and address the professional development needs of PEF-represented and Management/Confidential (M/C) employees.

## College Tuition Reimbursement (CTR) Program

This program enables employees to maintain or improve job-related skills in their profession and gain the knowledge and skills necessary for promotional opportunities and career mobility. The CTR Program reimburses up to \$5,000 per year for qualifying courses taken at any accredited college or university once the course has been successfully completed and payment has been made to the school.

## Workshop & Seminar Reimbursement (WSR) Program

This program reimburses eligible employees up to \$1,600 per year for attendance at professional development courses, workshops, conferences, seminars, symposiums, and educational events given by approved providers that do not result in college credit.

## Certification & License Exam Fee Reimbursement (CLEFR) Program

This program reimburses examination costs, up to \$1,100 per year, for first-time certification, licensure, or designation of employees. CLEFR enables employees to improve job-related skills in their profession and gain the knowledge and skills necessary for promotional opportunities. This program does not cover Civil Service exam fees.

## Certification & License Renewal Fee Reimbursement (CLRFR) Program

This program reimburses the fees for certification and license renewals, up to \$400 per year, that are required for an employee's position. This will be based

**Article 15 of the New York State/PEF Collective Bargaining Agreement establishes** the Professional Development Committee — the PDC — as a joint Labor-Management Committee. The PDC provides funding in each of the contract years to address professional development issues. The PDC meets to review, approve, and fund programs addressing the professional development needs of PEF-represented employees.

on the classification standard maintained by the Department of Civil Service for an applicant's current title.

## Nurses Enhanced College Tuition Reimbursement (NECTR) Program

This program supplements the regular CTR program available to all PEF-represented employees (see CTR section above). NECTR reimburses PEF-represented nurse an additional \$5,000 per calendar year for qualifying tuition costs.

## Nurses Enhanced Workshop & Seminar Reimbursement (NEWSR) Program

This program supplements the regular WSR program available to all PS&T Unit employees (see WSR section above). For eligible PEF-represented nurses, this enhanced program reimburses an additional \$1,600 per calendar year for qualifying costs of educational events that do not award college credit.


## Statewide Joint Labor & Management Training

Labor Management training provides committees with information on organization, operations, and processes. This training is based on the mutual agreement that labor-management works best when all parties involved are working within the same framework. Contact PEF with any questions.

## Workforce Initiatives (WFI) & Labor-Management Nursing (LMN) Grants

The WFI and LMN grant programs are administered by OER. Oversight is provided by the PDC. These grants promote labor-management cooperation by encouraging innovative and collaborative approaches to training. Contact PEF with any questions.

## CONTACT

 (518) 474-6612

 PSTTraining@oer.ny.gov or jherchenroder@pef.org; tcarney@pef.org

**Website:** [oer.ny.gov/public-employees-federation-afl-cio-pef](http://oer.ny.gov/public-employees-federation-afl-cio-pef)

**Application Portal for Reimbursements:** [educationbenefits.oer.ny.gov/SignIn?returnUrl=%2F](http://educationbenefits.oer.ny.gov/SignIn?returnUrl=%2F)