

A. Licenses and Certificates of Competence

1. The University, as a condition of employment, shall continue to require such licenses and certificates of competence for given position(s) as per current practice. In order to obtain recertification, the University will provide ~~Division of Apprentice Standards approved training, on site,~~ up to thirty-two (32) hours at University expense, ~~as is required for electrical certification and Fire Life Safety certification.~~ Proof of valid licensure and/or certification must be given to the University for retention in the employee's personnel file. An employee's failure to report either the notice of or actual revocation or suspension of said license, may lead to discipline, up to and including termination. The University shall reassign said employee's job duties where operational circumstances permit; however, said reassignment shall not exceed thirty (30) days unless the University and the Union agree to a greater period of extension and/or reassignment, which said agreement must be reduced to writing. Any employee who fails to maintain required licensure and certification may be terminated unless the employee has been reassigned. Following the expiration of the reassignment and upon the failure to furnish evidence of licensure and/or certification, the employee shall be subject to termination at the end of the reassignment.

The University shall pay for pre-approved required training and licenses to attain certification and re-certification including but not limited to the following: Back Flow Preventer Certification, Medical Gas Piping and Medical Brazing Certification, SCUBA Certification, Swimming Pool Operator Certification, Certified General Electrician Certification, Fire Life Safety Technician Certification, General Plumber, Pest Control Certification, Certified Competent Conveyance Mechanic certification, and AAADM Certificate. Additional certifications and re-certifications will be considered on a case-by-case basis.

2. If, during the term of this Agreement, a new governmental requirement for licensure and/or certification is established that changes the terms and conditions of employment for bargaining unit employees, the parties shall meet and confer concerning the effects of the new requirement.