



Examples of expenses that would qualify for reimbursement include but are not limited to the following:

1. License Fees and/or Training Expenses directly related to obtaining and maintaining professional and/or Technical Licenses and Certifications relevant to UNIT 9 Work not normally reimbursed by your employer such as:
  - Architectural Certifications;
  - Drinking Water and Facility Supply Operator License (any grade);
  - Engineer In Training Certificate;
  - International Building Code Construction Supervisor License or Certification;
  - Licensed Safety Professional Certification;
  - Massachusetts Wastewater Treatment Plant Operators Certification (any grade);
  - Professional Engineer License;
  - Soil Evaluator License or Certification;
  - Title 5 Inspector License;
  - Veterinarians License.
  
2. Membership in Professional and/or Academic Societies or Associations relevant to UNIT 9 work not normally reimbursed by your employer such as:
  - American Biological Safety Association;
  - American Chemical Society;
  - American Public Health Association;
  - American Society for Wetland Scientists;
  - American Society of Civil Engineers;
  - American Society of Clinical Pathologists;
  - American Society of Microbiology;
  - American Society of Phlebotomists;
  - Council of State and Territorial Epidemiologists;
  - International Society of Clinical Laboratory Technologists;
  - Society of American Foresters.
  
3. Other Relevant Continuing Education Credits including Graduate or Undergraduate Tuition for courses in subjects relevant to UNIT 9 work and other Relevant Training Courses including Continuing Development opportunities that are relevant to UNIT 9 work not normally reimbursed by your employer.