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Please see below.

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## ARTICLE 53

### **Directed Membership and Participation in Professional Associations**

The Department agrees to pay for membership dues in professional associations whenever an employee is directed to join such an organization by an appropriate level of Management in connection with the performance of his/her official duties. Such memberships must be in the name of the Department. The Department also agrees to pay the expenses of employees (consistent with budget limitations and accounting regulations) selected by an appropriate level of Management in advance for attendance at professional meetings.