SEIU Local 1021 proposal to the California Academy of Sciences
January 7, 2025

RETIREMENT

Employees over the age of 21 who meet the eligibility requirements set forth above may participate in the Academy's 403(b) retirement plan. For employees who participate in the plan, have worked for the Academy for at least one year, and who have been paid for at least 1,000 worked in the previous 12 months, the Academy will match contributions to the 403(b) plan up to 5% of an employee's annual salary provided that the employee contributes at least 3% of salary to the plan.

The Academy may temporarily suspend retirement contributions for any quarter in which the Academy's operating margin is 10% or more below budget.