California Academy of Sciences and

Cal Academy Workers United

Management's Counter-Proposal

February 27, 2025

PIPELINES TO MUSEUM CAREERS

The parties recognize that requiring unpaid labor to enter certain museum positions creates a barrier to access for people who can't afford to work for free. Therefore, in order to promote a diverse and representative workforce of the communities we serve across Academy departments and positions, the Academy will work with the Joint Labor-Management Committee to develop a paid entry-level career pipeline for candidates from the Bay Area.