

California Academy of Sciences and

Cal Academy Workers United

Management's Counter-Proposal

January 30, 2025

EDUCATIONAL BENEFITS

Employee-Directed Professional Development

The Academy will allocate ten thousand dollars (\$10,000) per fiscal year of this Agreement to an Educational Benefits fund. Unused funds shall not carry over to the following year. These funds are available on a first come, first served basis up to a maximum of \$500 per employee for reimbursement of costs related to job-related professional development and certifications. The Academy will provide quarterly updates to the Labor-Management Committee on the amount of available funds spent and remaining for that fiscal year. This amount can be spent on attending professional development training, online classes, conference registration fees and travel costs, association memberships, subscriptions, and/or seminars selected by the Employee that are related or natural extensions of the Employee's job, field of practice or related career advancement.

Employees wishing to apply for Educational Benefits funds must do so at least thirty (30) days in advance of the training, conference, or seminar. Requests will be reviewed to ensure that (1) funds are available; (2) the requested training, conference, or seminar is job-related; and (3) the employee's attendance will not unreasonably interfere with operational needs. Management's determinations as to job-relatedness are not subject to the grievance procedure.

Any expenses paid by the Employer and/or reimbursed to the Employee under this section must meet IRS guidelines to be non-taxable as wages.

"Eligible Employee," for the purposes of this Section, means any Employee working 20 hours or more per week and who has successfully completed their introductory period.

Employer-Mandated Professional Development & Licenses

When attendance is required by the Employer, the Employer will pay the tuition and/or registration fee for conferences, seminars, distance learning and workshops, along with reasonable travel expenses, if travel is required. Time spent in mandatory trainings or classes will count as paid time. For an Employee whose job requires a professional license, certificate or registration, the Employer will pay reasonable costs for continuing education units (CEU's) and related fees that are required by the license, certificate or registration.

