

California Academy of Sciences and

Cal Academy Workers United

Management's Counter-Proposal

February 13, 2025

LEAVES OF ABSENCE

The Academy will continue to provide Leaves of Absence to Employees in accordance with the Employee Handbook and San Francisco, California and Federal law. While on leave, all benefits provided by the Employer will be maintained to the extent required by law.

Employees may request full-time or part-time leaves of absence of any length to participate in educational activities related to their current or prospective position.

Disputes over the application of leaves under this Article shall be subject to the grievance procedure.