California Academy of Sciences and

Cal Academy Workers United

Management's Comprehensive Package Proposal on all Outstanding Issues

March 27, 2025

VI. HIRING AND VACANCIES (per CAS counter 3/6/25)

All classifications covered by this Agreement that become vacant, or any newly-created bargaining unit position, shall be posted for seven (7) calendar days. All position postings shall include the title, department, supervisor, rates of pay, work schedule, special qualifications required if any, and job description.

Up to five qualified internal candidates with no formal discipline in the past six months will receive a first-round interview. This number may be increased in the discretion of the Academy. If more than five internal candidates apply, seniority will determine which five applicants are interviewed. Internal applicants not selected for a position for which they applied are encouraged to meet with their manager to seek guidance and feedback on obtaining other desired positions.

An employee who has been awarded a new position may elect to return to their prior position for thirty (30) days from the date of promotion or transfer if the prior position is still open.

The Academy will not prohibit staff from applying for vacant positions.

The parties shall meet no later than ninety (90) days after ratification to discuss the feasibility of a process for handling requests for reclassification.