

California Academy of Sciences and

Cal Academy Workers United

Management's Counter-Proposal

March 6, 2025

POSITION POSTING, RECLASSIFICATIONS AND FILLING OF VACANCIES

POSITION POSTING AND FILLING OF VACANCIES

All classifications covered by this Agreement that become vacant, or any newly-created bargaining unit position, shall be posted exclusively for internal candidates 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. All vacant positions shall be posted on the Employer's webpage for seven (7) calendar days.

All qualified internal applicants shall be given an in-person first-round interview. The hiring manager shall provide timely notification in writing with the specific reasons for their lack of qualifications to any internal applicant deemed not qualified. Where multiple internal candidates apply for the same vacancy and the candidates hold similar qualifications, the more senior candidate shall be offered the position.

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.

Current managers may not prohibit staff from applying for vacant positions. Employees who have been offered a new position will transfer after a full pay period has elapsed from the point of acceptance of offer, unless otherwise agreed to by mutual agreement of the employee and management.

RECLASSIFICATION

For titles/classifications that have a promotional ladder (for instance, I-II-III or Senior or Lead positions), if an Employee can demonstrate that they meet the qualification of the higher position and/or performing the functions of the higher position, the Employee will have their title and pay adjusted to reflect the higher position as of the first day of the next pay period.

For titles/classifications that do not have a promotional ladder, if the Employee can demonstrate that they regularly perform duties beyond those defined in their job description, the Employer agrees to bargain with the Union upon request over the creation of a new position/title.