

California Academy of Sciences and

Cal Academy Workers United

**Management's Counter-Proposal
February 6, 2025**

Article 1 – Recognition

Section 1.

In accordance with the certification of the National Labor Relations Board (NLRB) in Case Number 20-RC-318803, the Employer recognizes the Union as the exclusive representative for purposes of collective bargaining concerning wages, hours, and other conditions of employment for all full-time, regular part-time, on-call and temporary employees in the classifications and set forth in Appendix A employed by the Employer located at 55 Music Concourse Drive, San Francisco, California.

Section 2.

The following categories of employees will not be covered by this Agreement:

Confidential employees

Managers (as defined by the National Labor Relations Board)

Guards

Supervisors (as defined by the National Labor Relations Board)