

California Academy of Sciences and

Cal Academy Workers United

Management's Counter-Proposal

March 27, 2025

PROBATIONARY PERIOD

All newly hired employees shall be on probation during their first ninety (90) days,, Employees at 0.5 FTE or less will serve a one hundred eighty (180) day probationary period. New hires in the probationary period may be disciplined or discharged without being subject to the just cause provision of this Agreement and there shall be no access to the grievance procedure for discipline or discharge during the initial probation period. During probation, an employee accrues and can use vacation and sick time.

Employees who promote or transfer voluntarily to classifications in the bargaining unit shall serve a probationary period, not to exceed thirty (30)for 0.8 FTE and above employees, seventy-five (75) calendar days for employees between 0.5 and 0.8 FTE, or ninety (90) days for employees less than 0.5 FTE from the date of promotion or transfer. Employees who do not successfully complete the probationary period shall return to their former bargaining unit position if that position is open

Probationary periods shall be extended for any time an employee spends on leave and may be extended by mutual agreement.