

California Academy of Sciences and

Cal Academy Workers United

Management's Counter-Proposal

March 6, 2025

Grant and Restricted Fund Positions

The parties acknowledge that positions funded by grants and restricted funds are temporary in nature.

The Academy will include requests for scheduled step increases and across the board increases in grant proposals and requests for restricted funds wherever permitted. If not included in the grant or restricted fund, employees funded by those sources will not receive pay increases for the duration of the grant or restricted fund project.

If, at the conclusion of a grant or restricted fund project, additional funds are available for the same or substantially similar work, the Academy will make reasonable efforts to continue the employment of individuals working in those positions and those hired to backfill employees in those positions. . Absent such extension, positions or hours directly funded by grant funds or restricted funds will terminate upon expiration of the grant or restricted funds project. Employees in positions directly funded by such sources will not have rights under the Discipline and Discharge or Layoff provisions of this Agreement with respect to the termination of that that position on the scheduled date. Any discipline, discharge, or layoff before the position's scheduled termination date will be subject to the applicable provisions of this Agreement.

An existing employee who is temporarily assigned to a grant funded or restricted fund position will be returned to their prior position upon expiration of the grant or restricted fund project if that position still exists. Absent a funding extension as set forth above, an employee hired to backfill such position will be dismissed upon the termination of the grant or restricted fund and will not have rights under the Discipline and Discharge or Layoff provisions of this Agreement with respect to the termination of that position on the scheduled date. Any discipline, discharge, or layoff before the position's scheduled termination date will be subject to the applicable provisions of this Agreement.