

COLLECTIVE BARGAINING AGREEMENT

BY AND BETWEEN THE

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021 /
CAL ACADEMY WORKERS UNITED

AND THE

CALIFORNIA ACADEMY OF SCIENCES

MAY 19, 2025 through APRIL 30, 2028

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AGREEMENT

This Collective Bargaining Agreement (this “Agreement”) is entered into this 19th day of May, 2025, by and between the California Academy of Sciences, a California non-profit public benefit corporation (“Employer” and “Academy”), and the Service Employees International Union Local 1021 / Cal Academy Workers United (“Union” and “CAWU”), individually a “party” and jointly the “parties”.

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, as amended by mutual agreement of the parties, and set forth in Appendix A employed by the Employer located at 55 Music Concourse Drive, San Francisco, California 94118.

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)

Section 3. New Positions

The parties agree that bargaining unit work consists of work customarily performed by employees in the classifications listed in Appendix A of this Agreement.

Should the Employer wish to create any new non-supervisory and/or non-confidential classification below a senior manager or associate curator or veterinarian level, the Employer shall notify the Union in writing at least thirty (30) calendar days before the new classification is established. The Notice shall include the job description and the Employer's proposal on whether the new classification should be included in the bargaining unit. If the Employer is proposing to include the new position in the bargaining unit, it will also include the proposed salary grade and any terms of employment not otherwise covered in this Agreement. If the Employer proposes to exclude the position from the bargaining unit and subsequently agrees that it should be included, the Employer will provide the proposed salary grade and other terms upon making that agreement.

The Notice will be clearly marked: NEW CLASSIFICATION NOTICE.

The Union will have ten (10) business days from receipt of Notice from Employer to request to bargain over whether the new classification should be included in the bargaining unit and/or to request to bargain over Employer's proposed wages, benefits and other terms and conditions of employment applicable to the new classification.

If a position is posted without notice to the Union that the Union believes should be part of the bargaining unit, the Union shall notify the Employer within fifteen (15) business days of the date of

posting or the date when the Union would reasonably have been on notice of the posting. The Employer will have ten (10) business days to respond.

If the Union does not request to bargain within ten (10) business days from receipt of Notice, the Union will be deemed to have assented to the Employer's proposal.

If a dispute over inclusion of a new classification remains after the Parties have an opportunity to bargain for a period of no longer than twenty (20) business days after the Union's request, the dispute may be grieved directly at Step 3 (see Article 27, Section 3. Procedure) and submitted to arbitration. If the Union fails to grieve within thirty (30) business days after its request to bargain, the Union will be deemed to have assented to the Employer's proposal.

In determining whether the new position should be included in the bargaining unit, the Arbitrator shall analyze whether a community of interest exists between the new position and factors such as existing bargaining unit positions based on job responsibilities, working conditions, and common concerns. If the Arbitrator finds that the new position falls into any of the categories set forth in Article 1, Section 2, the position shall be excluded from the bargaining unit:

The Parties agree that disputes under this Article 1 will be resolved by an arbitrator from the following panel, which will be revised promptly should the Parties learn that an arbitrator is no longer available: (1) Cheryl Stevens; (2) Emily Jackson Hall; (3) David Handsher.

Section 4. Disputed Classifications

In addition to the position classifications determined by the National Labor Relations Board listed in Appendix A, additional position classifications shall be included in the bargaining units represented by CAWU and are also listed in Appendix A to this Agreement.

ARTICLE 2. UNION REPRESENTATION

Section 1. Number and designation of Shop Stewards

For the purpose of representation, the Union shall be entitled to designate up to nine bargaining unit members as Shop Stewards, designating at least one as Chief Shop Steward. The number of Shop Stewards may be increased by mutual agreement between the parties. The Union will notify the Employer in writing when Stewards are designated. Within thirty (30) days of the selection or any changes of Steward, the Union will notify the Employer of the names of the Stewards and Chief Shop Steward. No employee shall be recognized as Steward or Chief Shop Steward unless the Employer has received official notice from the Union of the Steward selection.

Management shall notify a member of their right to a Steward for all investigatory and potential disciplinary actions. The parties recognize that the Steward's role in contract administration, as provided under the law shall not be abridged.

Section 2. Duties

Stewards shall be allowed such reasonable time upon reasonable notice to and approval of the Steward's manager/supervisor, which shall not be unreasonably withheld as is necessary during working hours, without reduction in pay, to perform the following duties:

1. To act as a representative of employees in interacting with management in attempts to informally resolve problems arising in connection with the application or interpretation of,

or compliance with, this Agreement, before they become formal grievances, and at the specified steps of the grievance procedure if the grievant so desires. This may include meeting with employees, supervisors, and/or designated management representatives in the investigation of grievances.

2. To provide representation for employees during investigatory interviews and disciplinary meetings conducted by the Employer, where the employee reasonably believes that such investigation may result in disciplinary action.

As stated previously regarding advance notice, the Steward shall request permission from their first level supervisor or their designee prior to engaging in union business. If possible, such request for release time shall be made twenty-four (24) hours in advance. The request shall include the location, an estimate of the time needed, and the general nature of union business involved.

Work hours used in performance of their steward duties shall not be used in the computation of overtime.

Section 3. Access to the Academy

A duly authorized representative of the Union shall have access to the Employer's facilities at reasonable times when such access is necessitated by matters concerning the administration of this Agreement. Such representative shall not interfere with the work of employees and shall comply with all regulations applicable to business visitors to the Employer's premises, including security regulations.

Section 4. New Member Orientation

Up to three Union stewards or representatives shall have up to 30 minutes to meet with newly hired bargaining unit employees during any regularly scheduled orientation session attended by one or more bargaining unit employees. The Union orientation time will be scheduled by mutual agreement. Employer representatives shall be absent from the room during these meetings. In the absence of any orientation session the meeting will be scheduled independently.

Section 5. Bulletin Board

The Employer will designate space near existing employee bulletin boards which the Union may use, provided that said use is restricted to official Union business, including the posting of notices of Local Union meetings and elections. The space provided will be maintained by the Union, with posting or removal of bulletins and publications to be handled only by the same. Union notices shall not be posted in areas open or visible to the public, or in any other area where the posting of notices is generally prohibited.

Section 6. Use of Meeting Facilities

The Employer shall reasonably make available to the Union, without charge but subject to availability, meeting facilities for the purpose of holding meetings with employees during non-work time to conduct Union business within the scope of its representation of the unit. Requests for meeting space shall be made in accordance with the "Guidelines for Conference Rooms and Meetings" policy posted on the Academy's intranet.

Section 7. Steward Training

Newly designated Shop Stewards shall be allowed eight (8) hours paid release time in their first year as a Steward to attend Union Shop Steward training. This release time shall be subject to the rules set forth in Section 2 of this Article, except that requests for release time for training must be made at least two (2) weeks in advance. Approval of release time for training shall not be unreasonably withheld.

Section 8. Time off for Union Activities

Any member of the Union elected to or selected for office, or as a delegate for specific Union activities necessitating a leave of absence, shall request such leave no less than two (2) weeks in advance. Approval shall be based on operational needs. Employees granted leaves under this provision shall be unpaid unless the employee opts to use accrued vacation time for the period of leave.

ARTICLE 3. UNION SECURITY

Section 1. Membership

It shall be a condition of employment that all employees of the Employer covered by this Agreement, within 31 days of the execution of this Agreement or upon completion of the contractual Probationary Period, whichever occurs later, shall either (a) become and remain members of the Union in good standing, or (b) commence and continue payment to the Union of an equivalent service-fee. Such service-fee payment shall not exceed the standard dues uniformly required of Union members for representation on matters of wages, hours, and other terms and conditions of employment. (Temporary employees are not required to pay equivalent fees unless and until they become regular employees.)

Section 2. Contact Information

On a monthly basis, the Employer will provide the Union with the following information of bargaining unit employees via email to data@seiu1021.org:

- Employee Number
- Legal Name
- Preferred Name (if applicable)
- Home Address
- Work Phone
- Home Phone
- Personal Cell Phone
- Work Email Address
- Personal Email Address
- Hire Date
- Birth Date
- Job Title
- Job Type (full-time, part-time, temporary, on-call, exempt or nonexempt, etc.)
- Pay Information
- Department
- Division
- Work Location Address

Section 3. Dues Deductions

The Employer shall deduct, during the term of this Agreement, from each unit member's wages the amount of Union dues and initiation fee, or equivalent service fees as specified by the Union, for all employees covered by this Agreement who have voluntarily provided the Employer with a written authorization of such deductions. The Union will notify the Director of People Operations or designee in writing of the amount or the percentage required as a condition of employment. Such deductions will continue until revoked in writing by the employee. Any such authorization or revocation shall become effective as soon as practicable, but not later than the first payroll period of the month following receipt by the Employer of the authorization or revocation. The dues and fees deducted will be transmitted by the Employer to the Union within a reasonable time after the applicable payday, but in any case within two weeks.

Section 4. COPE Deduction

The Employer will deduct, during the term of this Agreement, contributions to the Committee on Political Education (COPE) for each employee who submits an appropriate payroll deduction authorization in writing. All of the provisions of Sections 3, 4, and 6 of this Article relating to authorization, effectiveness, revocation, transmittal, certification, and liability as they apply to the deduction of dues or equivalent service fees shall also apply to the deductions provided in this Section. Any payment of contributions to COPE shall not be a condition of employment.

Section 5. Separation for Noncompliance

No employee shall be separated for noncompliance with the provisions of this Article if the Employer has reasonable grounds for believing that the Union's request is for reasons other than the failure of the employee to remain in good standing. Good standing means tendering periodic dues uniformly required as a condition of membership in the Union, or alternatively to tender a service fee equivalent to those periodic dues, or alternatively to conform to the provisions of Section 3 of this Article.

Section 6. Indemnification

The Union agrees to indemnify and hold the Employer harmless for any and all claims, demands, suits, actions of any type, and any and all liability, monetary or legal, arising out of the Employer's performance of its check-off obligation. The Union assumes full responsibility for the disposition of funds so deducted once they have been turned over to the Union as provided. Any question as to the correctness of the deductions authorized and made will be a matter to be resolved between the Union and the employee.

ARTICLE 5. NO DISCRIMINATION

Section 1. Equal Opportunity

The Union, the employees, and the Employer agree that conduct which constitutes unlawful harassment or discrimination on the basis of race, ethnicity, AIDS/HIV status, religious creed, color, national origin, ancestry, physical or mental disability, genetic information, military or veteran status, marital status, sex, gender identification or expression, political belief, family status, sexual orientation, age, pregnancy, citizenship or immigration status, status as a victim of domestic violence, and any other category protected by federal, state or local law will not be tolerated. In addition, the Employer will not discriminate against or harass any employee on the basis of their union activity or union support. Those violating this policy may be subject to disciplinary action. It

is understood that the Employer is an equal-opportunity employer, consistent with all applicable laws.

Likewise, the administration of all other personnel matters such as compensation, benefits, work assignments, layoffs, recall, training, and social/recreational programs will be free from any discriminatory practices.

Section 2. No Harassment

Employees have the right, as protected by law, to work in an environment free of sexual harassment or harassment on the basis of any other category provided by this Article.

Sexual harassment may be defined as unwelcome sexual advances, requests for favors and other verbal or physical conduct of a sexual nature when such conduct is made explicitly or implicitly, a term or condition of employment, or is used as a basis for employment decisions, or has the purpose or effect of interfering with work performance or creating an otherwise offensive working environment.

Section 3. Prohibition on Bullying

In a cooperative workplace, a clear distinction exists between appropriate counseling, coaching, training, and correction by a supervisor to an employee or between coworkers, and behavior by a supervisor or coworker who engages in conduct that a reasonable person would find hostile, offensive, and unrelated to the Academy's legitimate business interests ("Abusive Conduct"). It shall therefore be a violation of this section for any employee to engage in Abusive Conduct toward any other employee. Nothing herein restricts a manager's reasonable exercise of authority.

Section 4. Union Representation in Cases of Workplace Harassment

In a meeting where management is investigating a formal complaint made by an employee of workplace harassment based on a category listed in this Article, the employee making the complaint has the right to have a shop steward or union representative present in the meeting.

ARTICLE 6. 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 forty-five (45) calendar days, or ninety (90) days for employees at or 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.

The Employer will provide the Union with written notice of any employee discharged during their probationary period.

ARTICLE 7. SENIORITY

Seniority shall be based on the first date of hire in a bargaining unit position with the Academy. Seniority shall be broken when an employee leaves the Academy for six (6) months. Employees who have been laid off and are eligible for recall pursuant to Article 9, shall retain their seniority. An employee who takes a non-bargaining unit position and then returns to the bargaining unit shall have their seniority date adjusted to exclude time in the non-unit position.

ARTICLE 8. POSITION POSTING, RECLASSIFICATIONS AND FILLING OF VACANCIES

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 (6) 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 will be provided an opportunity to meet with the hiring manager.

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.

ARTICLE 9. LAYOFF, REDUCTION IN FORCE, SEVERANCE PAY

When the Academy determines that it will reduce or eliminate bargaining unit positions that will result in permanent layoffs or reductions in the number of represented positions or hours worked, it shall proceed in accordance with this Article:

Section 1. Notice to Union

The Academy shall provide notice as required by applicable law, or thirty (30) days, whichever is greater, and will bargain over the effects of layoff, and the decision where required by law. Any employee affected by layoff will receive at least thirty (30) days' notice or pay for any period short of 30 days in addition to any applicable severance pay. The notice to the Union shall identify the names and job titles of individuals subject to layoff, as well as the individual's division and department and date of hire. The Academy will discuss any layoffs with the Union in advance of the layoffs. The discussions shall focus on the determinations discussed in paragraphs B and C below.

Section 2. Seniority

Selection for layoff will be in reverse order of seniority among those performing the same or substantially similar job duties, taking into account qualifications and disciplinary status that has

either been upheld through the grievance process or not grieved. For purposes of layoff, the earliest date of hire with the Academy shall be the seniority date.

Section 3. Bargaining

During the notice period, the parties will meet to bargain over the effects of the layoff, including but not limited to consideration of alternatives to layoffs, soliciting volunteers in lieu of involuntary layoff, reductions in benefits, delays in pay or step increases, and transfer for displaced employees to fill bargaining unit vacancies with the Academy for which they are qualified.

Section 4. Recall

Employees other than volunteers who are laid off shall be placed on an offer of recall list for 12 months from the effective date of layoff. Selection for recall shall be in order of seniority among those on a recall list who performed the same or substantially similar job duties, assuming all have comparable skills and job performance in their former position. Employees who are offered recall will be notified by email and are required to respond to the Academy within five (5) calendar days of the date of notification. It is the employee's responsibility to notify the Academy's People and Culture Team/Human Resources, of any change of email address and of home address. Failure to respond by email to accept the recall, or rejection of the offer of recall shall result in removal from the recall list.

Section 5. Severance Pay

Employees who are laid off will receive severance pay equivalent to two weeks for the first year of service, and then one week for every year or portion thereof up to a maximum of 12 weeks. Receipt of severance is conditioned on the affected employee's execution and non-revocation of a separation agreement and waiver of claims in a form negotiated between the Academy and the Union. Any such agreement must contain, at a minimum, a complete release of all individual, class, and representative claims to the maximum extent permitted by law.

ARTICLE 10. SCHEDULING AND HOURS OF WORK

For purposes of this Agreement, time worked includes any time in paid status.

Section 1. Work Schedules

Current scheduling practices will remain in place for the term of this Agreement unless otherwise mutually agreed upon by the parties. Schedules may be changed by mutual agreement.

Section 2. Meal & Rest Periods

Non-exempt employees will be entitled to an unpaid 30-minute meal period for any shift longer than six (6) hours, and a paid 15-minute rest period for every four-hour increment of their shift. Missed meal and rest breaks will be paid as hours worked in accordance with this Agreement.

Employees who do not receive an uninterrupted rest or meal period for which they are entitled will receive one (1) hour of missed meal or rest break pay for each missed meal or rest break paid at the straight time rate, up to a maximum of two per shift.

Employees must notify their supervisor by email if they have missed their meal and/or rest break by the end of the pay period in which they missed their meal and/or rest break.

Section 3. Overtime Rate

The overtime rate for non-exempt hourly employees shall be one and one-half (1 ½) times the straight-time rate for work performed in excess of eight (8) hours including when the shift spans into the next Employer defined 24-hour workday for payroll purposes, or over forty (40) hours in a workweek.

Non-exempt hourly employees will receive overtime pay for all time worked on the seventh consecutive day in paid status.

Section 4. Double-time Overtime Pay

Non-exempt hourly employees will receive double time pay for work performed in excess of twelve (12) hours per day. They will also receive double time overtime pay for hours worked beyond eight (8) hours on the seventh consecutive day of the work week. Double time overtime pay is two (2) times the employee's regular hourly rate of pay.

Section 5. Assignment of Overtime

Prior to assigning mandatory overtime, overtime hours must be offered to qualified employees who have volunteered to work the overtime in the department requiring overtime, upon written approval of management.

Section 6. Travel Time for Non-Exempt Employees

Time spent traveling, in addition to regular working hours, if such travel is done pursuant to the Employer's instructions or for the benefit of the Academy, is considered work time. Overtime payment will be made for travel time which requires an employee to work more than forty (40) hours a week or eight hours a day, less time for meals, time for relaxation and the time that would normally be spent traveling from the employee's residence to and from their regular place of employment.

On occasion, a non-exempt employee may be designated to travel nationally or internationally for work for the Academy. As above, if the travel is related to Academy business or is directly related to the Employee's job assignment, the same rules as stated above regarding calculation of overtime will be used.

Travel time does not include the employee's daily commute to work.

Section 7. Alternative Work Schedules

Under certain circumstances, non-exempt employees may be permitted to regularly work an alternative work schedule, such as working four ten (10) hour days, rather than five eight (8) hour days in a workweek. Such alternative work schedules must be mutually agreed upon by the Academy and two-thirds of the employees within the affected work unit (a typical "work unit" is a group of individuals who work together and report to one supervisor). Alternative work schedules must be adopted for an entire work unit and the process for adopting such alternative schedules is governed by applicable law.

Section 8. Reporting Pay

An employee who is asked to report to work, or reports for their scheduled shift will be provided with a minimum of two hours work or pay, or half of the employee's scheduled shift, whichever is greater.

Section 9. Makeup Time

Nonexempt employees may take up to three (3) hours off in a workweek for personal obligations with their manager's permission. This time must be made up on another day within the same workweek by working the same number of hours the employee took off. There is no overtime pay for this makeup time. In order to take or use makeup time, the employee must make a written request to the manager in advance and must receive a response granting permission.

Section 10. More Generous Policy

Nothing in this Article precludes any individual Department(s) from adopting a more generous scheduling policy.

Section 11. Shift Differential

Guest Experience employees who work overnight events will receive a night differential of \$2 per hour for each hour worked between 10:30 pm and 8:30 am.

The following groups of employees will receive a premium of \$2 per hour in the following circumstances:

- The lead senior biologist who works on weekend days or holidays without a curator or manager present onsite;
- Guest experience leads who work evening special events without a supervisor or manager present onsite.

Section 12. Standby Support

Employees in the IT Department and in Experience Engineering who are designated in writing as evening and weekend standby support for a given pay period will be paid six (6) hours at straight time pay for that pay period over and above actual time worked.

ARTICLE 11. REMOTE WORK

Positions will be posted as fully in-person, fully remote, or hybrid options. Employees may request a specific hybrid work schedule (i.e., a specific number of days remote and a specific number of days physically present, or a specific short-term or temporary remote schedule), and such requests will be granted to the extent operationally feasible and consistent with the needs of the department. Current hybrid schedules for those departments that provide ongoing remote work will not be altered without prior discussion at the Labor-Management Committee.

The Employer maintains the right to modify both the schedule and the designation of the position (i.e. remote/hybrid/in person), based on operational needs. In the event that a current remote/hybrid/in-person work schedule or designation is altered by the Employer, the employee will receive at least two (2) weeks' notice of the change in schedule prior to implementation. The Employer will continue to provide a monthly reimbursement for remote work and further will reimburse the employee for expenses related to remote work consistent with the requirements of California law.

ARTICLE 12. GRANT AND RESTRICTED FUNDED 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. Employees working on grant-funded and restricted fund projects that expire before December 31, 2025 will receive only those increases provided for by the grant or restricted fund. Positions funded by new grants, grants expiring January 1, 2026 or later, or restricted fund projects, will be paid at the rates negotiated in this Agreement.

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. Employees in grant-funded positions may apply to vacant bargaining unit positions at any time, but the Academy's need for continuity or for a particular individual's skill set is a legitimate basis to deny such an applicant the position sought. Employees covered by this Article will retain their original date of hire for all purposes under this Agreement. 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 Article 26 Discipline and Discharge, or Article 9 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.

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 Article 26 Discipline and Discharge, or Article 9 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.

ARTICLE 13. TEMPORARY EMPLOYEES

1. Definition

A "temporary employee" shall mean person(s) employed by the Academy for a limited term, including for special projects, coverage for employees on leaves of absence, coverage while the Academy is seeking to hire for a regular position, or an increase in work volume that is reasonably expected to be short-term.

2. Seniority Date

In the event that a temporary employee is converted to regular status or hired to fill a regular position, the Seniority Date for all purposes under this Agreement shall be considered to be the first day of temporary employment.

3. Probationary Period

The probationary period for a temporary employee hired into the same full/part time regular position shall date from their start date as a temporary employee, and they shall not be subject to a second probationary period upon receiving regular status.

ARTICLE 14. CONTRACTING OUT

The Employer shall be entitled to enter into contracts for services provided that they do not displace or alter the status of bargaining unit employees.

ARTICLE 15. ARTIFICIAL INTELLIGENCE & MACHINE LEARNING

The Employer agrees that generative artificial intelligence (AI) and machine learning will not be used to displace or alter the status of bargaining unit employees.

Developments in generative AI and machine learning technologies, including ethical guidelines for individual use and institutional orientation on best practices to ensure ongoing use is in accordance with applicable law and the Academy's mission to regenerate the natural world, may be discussed at meetings of the Joint Labor Management Committee (JLMC) at the request of either party.

The Academy may, at its discretion, place limits on the use of its intellectual property in connection with AI technology.

ARTICLE 16. COMPENSATION

Effective the first full pay period after July 1, 2025, the Academy will adopt a new pay scale set forth in Appendix B.

Each bargaining unit employee employed as of the effective date of this Agreement will be placed on the step for their classification at least 2% higher than their current rate of pay.

If there are errors in the hourly rate data provided by the Academy, the Union may request a change in placement to correct any such errors. Any such request must be made within ninety (90) days of the ratification of this Agreement.

Section 1. Step Progression

Each of the steps represent one year of service. Employees who have worked for the Academy at for least six months and one day will advance to the next step on the first full pay period after the anniversary date of the ratification of this Agreement provided that the employee has completed an annual performance check-in with their manager. If the employee has not completed the first requirement due to the failure of the manager to schedule or complete the process, this requirement shall be excused. When an employee transfers or promotes to a new position in a higher salary grade, the employee will move to whatever step is not a reduction from the position they held prior to their promotion or transfer.

Upon adoption of a system that will permit step increases on employees' anniversary dates, the parties will negotiate over the method of implementing such a change.

Section 2. Employees Earning Less Than \$25/Hour

For employees earning less than \$25/hour, wages will be increased as follows, on the first full pay period after the dates set forth below:

Wage Progression <\$25/Hr			
<i>Current Wage</i>	<i>1-Jul-25</i>	<i>7/1/2026</i>	<i>Next Step Anniversary</i>
\$21	\$ 2.00	\$ 2.00	<i>Move to Step 1</i>
\$22	\$ 2.00	\$ 1.00	<i>Move to Step 1</i>
\$23	\$ 2.00		
\$24	\$ 1.00	<i>Move to Step 1</i>	
Close to \$25	<i>Move to Step 1</i>		

During the Term of this Agreement, the employees on this progression will not be eligible for any other increases including across the board increases.

Employees will advance to the next step on the first full pay period after the anniversary date of their original date of hire in a bargaining unit position.

Once an employee reaches the \$25/hr wage rate, they will move to Step 1, Grade 1 of the table in Appendix B unless otherwise provided in the list of titles and grades set forth in Appendix C.

Section 3. Step Credit for Prior Experience

The Academy may hire new employees at above the bottom step of their pay grade if, in the Academy’s sole discretion, the new employee’s prior experience warrants it.

Section 4. Across-the-board pay increases

Effective the first full pay period after July 1, 2025, employees who will be at or above top step of their grade will receive a one-time bonus, payable within sixty (60) days after ratification, equal to the difference between their base pay increase and 2%.

Effective the first full pay period after January 1, 2027, all rates of pay covered by this Agreement will be increased by 3%.

Effective the first full pay period after January 1, 2028, all rates of pay covered by this Agreement will be increased by 3%.

Section 5. Acting Pay

An employee who is assigned in writing to perform the duties of an employee in a higher classification for a minimum of ten (10) consecutive days will receive premium in the amount of 5%.

Section 6. Bilingual Pay

Employees who demonstrate proficiency in a language other than English and perform bilingual duties shall receive an additional \$50 per pay period as bilingual pay.

Section 7. Additional Compensation

The Employer may provide additional raises or compensation on any basis, such as grant funding or any analysis of market conditions, market comparisons, job classification reviews, recruitment and retention needs, adjusting job classifications in the grade structure or internal salary compression. If the Employer decides to provide such compensation above that provided in this Article, the Employer will provide the Union with thirty (30) days advance written notice and will meet with the Union on request to bargain over the effects of any enhancements to compensation.

Section 8. Nonprofit Status

If the Academy's nonprofit status is challenged by any governmental action, the parties will meet and confer over the economic terms of this Agreement and may amend its terms only by mutual agreement.

ARTICLE 17. PIPELINES TO MUSEUM CAREERS

The parties recognize that requiring unpaid labor to enter certain museum positions creates a barrier to access for people who cannot afford to work for free. Therefore, in order to promote a diverse and representative workforce of the communities we serve across Academy departments and positions, the parties will work together to identify funding sources for a paid entry-level career pipeline for candidates from the Bay Area.

ARTICLE 18. RETIREMENT

Employees over the age of 21 who meet the eligibility requirements set forth in this Agreement may participate in the Academy's 403(b) retirement plan. For employees who participate in the plan, have worked for the Academy for at least one year, and who have been paid for at least 1,000 hours worked in the previous 12 months, the Academy will match contributions to the 403(b) plan up to 5% of an employee's annual salary provided that the employee contributes at least 3% of salary to the plan.

In the event of a natural disaster or other unforeseen circumstance that requires closure of the museum for two (2) weeks or more, the parties will meet and confer over the temporary suspension of Employer retirement contributions.

ARTICLE 19. HEALTH BENEFITS

A. Eligibility

1. **Regular full-time employees who regularly work 30-plus hours or more per week** are eligible for medical, dental, and vision benefits, vacation and sick accrual, holiday pay, retirement plans, flex spending programs, commuter programs, and are provided Long Term Disability and Life Insurance once all prerequisites and qualifications for benefit eligibility are met by the employee.
2. **Regular part-time employees who work regularly 20–29 hours per week** are eligible for medical, vision and life insurance benefits, vacation and sick accrual, holiday pay, retirement plans, flex spending programs, and commuter programs once all prerequisites and qualifications for benefit eligibility are met by the employee.

3. **On-call employees who work an average of 20 hours or more for over six consecutive months** on an ongoing basis can become eligible for the applicable part-time benefits while maintaining their on-call status. In addition, on-call employees earn sick time in accordance with San Francisco’s Proposition F.
4. **Temporary employees whose assignment is a full-time position of six or more consecutive months** will be eligible for full-time equivalent benefits once all prerequisites and qualifications for benefit eligibility are met by the employee.

B. Insurance Benefits

Effective the first full pay period after July 1, 2025, the Academy will contribute to employee health insurance premiums for eligible employees described above as follows:

1. Health Reimbursement Account (HRA) Funding

The HRAs (offered to Employees in conjunction with the Aetna HMO and Kaiser HMO plans) run on a calendar year basis (January 1 – December 31), and are not based on plan year (July 1, 2025 – June 30, 2026). Commencing January 1, 2026, the deductibles for the medical plans will reset. Employees will have access to their HRAs up to the OOPM limit (minus \$250.00 for employee only coverage and \$500.00 for family coverage) until December 31, 2025, and on January 1, 2026, it will decrease to cover only the plan’s deductible.

2. Full-Time Employees

**Employees with annual salary below \$50,000 through June 30, 2026;
\$52,000 or less for remainder of Agreement**

Contributions	Academy%	EE %
Basic HMO		
EE Only	100%	0.0%
EE + 1	90%	10%
EE + 2 or more	90%	10.0%
Contributions	Academy%	EE%
Enhanced HMO		
EE Only	94.1%	5.9%
EE + 1	84.7%	15.3%
EE + 2 or more	84.7%	15.3%
High Deductible Health Plan (HDHP/HSA)		
EE Only	94%	6%
EE + 1	85%	15%
EE + 2 or more	86.0%	14.0%
Kaiser HMO		
EE Only	90.0%	10%
EE + 1	75%	25%
EE + 2 or more	75%	25%

Employees with annual salary \$50,000- \$99,999 through June 30 2026; between \$52,001 and \$102,000 for remainder of Agreement

Contributions	Academy %	EE %
Basic HMO		
EE Only	100%	0.0%
EE + 1	86%	14%
EE + 2 or more	<u>87%</u>	<u>13%</u>
Enhanced HMO		
EE Only	94%	6%
EE + 1	83%	17%
EE + 2 or more	<u>84.0%</u>	<u>16.0%</u>
High Deductible Health Plan (HDHP/HSA)		
EE Only	92%	8%
EE + 1	82%	18%
EE + 2 or more	<u>84%</u>	<u>16%</u>
Kaiser HMO		
EE Only	87%	13%
EE + 1	72%	28%
EE + 2 or more	<u>65.0%</u>	<u>35.0%</u>

Employees with salaries \$100,000+ through June 30, 2026; \$102,001+ for remainder of Agreement

Contributions	Academy %	EE %
Basic HMO		
EE Only	100.0%	0.0%
EE + 1	83%	17%
EE + 2 or more	<u>84%</u>	<u>16%</u>
Enhanced HMO		
EE Only	90.0%	10.0
EE + 1	80%	20%
EE + 2 or more	<u>81%</u>	<u>19%</u>
Annual Premium		
High Deductible Health Plan (HDHP/HSA)		
EE Only	88%	12%
EE + 1	79%	21%
EE + 2 or more	<u>80.0%</u>	<u>20.0%</u>
Annual Premium		
Kaiser HMO		
EE Only	83%	17%
EE + 1	69%	31%
EE + 2 or more	<u>63%</u>	<u>37%</u>

3. Part-Time Employees

Employee Contributions	Academy %	EE %
Basic HMO		
EE Only	88.0%	12.0%
EE + 1	76%	24%
EE + 2 or more	<u>70%</u>	<u>30%</u>
Enhanced HMO		
EE Only	82%	18%
EE + 1	70%	30%
EE + 2 or more	<u>64%</u>	<u>36%</u>
High Deductible Health Plan (HDHP/HSA)		
EE Only	76%	24%
EE + 1	64%	36%
EE + 2 or more	<u>58%</u>	<u>42%</u>
Kaiser HMO		
EE Only	70%	30%
EE + 1	58%	42%
EE + 2 or more	<u>52.0%</u>	<u>48.0%</u>

If the Academy receives a renewal quote for any plan that exceeds 10%, it will notify the Union within twenty (20) days of receiving the renewal quote. In such circumstance, either party may request to meet and confer over cost sharing, plan design, contributions, and funding alternatives.

Effective the first full pay period after July 1, 2025, the Academy will contribute to employee dental insurance coverage for eligible employees described above as follows:

	Academy%	EE %
Delta Dental DPPO		
EE Only	70.0%	30.0%
EE + 1	40.0%	60.0%
EE + 2 or more	<u>40.0%</u>	<u>60.0%</u>
Delta Dental DHMO		
EE Only	100.0%	0.0%
EE + 1	60.0%	40.0%
EE + 2 or more	<u>59.8%</u>	<u>40.2%</u>

The Academy will provide life and disability insurance for eligible employees at no cost as follows:

- Life insurance up to one-times annual salary, to a maximum of \$450,000
- Disability insurance with a 180-day elimination period

ARTICLE 20. HOLIDAYS

Section 1. Holidays

The Academy provides fourteen (14) paid holidays per year (which includes four (4) floating holidays) for benefit-eligible employees.

On-call employees who work on any of the following holidays will receive time and a half for all hours worked.

The Academy observes the following holidays each year:

- New Year's Day
- Martin Luther King Jr.'s Birthday
- President's Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day

If a holiday falls on a Saturday, employees will receive the preceding Friday off. If a holiday falls on a Sunday, the following Monday will be the recognized holiday.

Section 2. Floating Holidays

Regular employees receive four (4) paid floating holidays in a calendar year. For eligible employees, one floating holiday will be granted on:

- January 1
- April 1
- July 1
- October 1

The floating holidays for part-time employees are prorated. For example, an employee who works a three-day workweek will receive 60% of a regular workday's pay for the day taken as a floating holiday.

Floating holidays may be taken, with the immediate supervisor's approval, at any time during the calendar year. The maximum accrual balance (cap) for floating holidays is 32 hours. Once this cap is reached, the employee stops accruing floating holidays until the employee has taken floating holiday time off, which brings the balance below the cap. Floating holidays not taken at the time of an employee's separation will be paid at that time.

Section 3. Work on a Holiday

A. Exempt Employees

Exempt employees who work on a designated Academy holiday will receive an alternative day off. This day off in lieu of the holiday must be approved by the Academy for a time that is convenient for the Academy and the employee.

B. Full-time and part-time Non-Exempt Employees

Full-time and part-time non-exempt employees who work on a designated Academy holiday will receive regular holiday pay (straight time) for hours worked, and in addition may choose either:

- Additional time and a half pay for all hours worked, or
- A compensatory paid holiday on an alternate day, taken during the same pay period or as soon as possible. The alternate day off must be approved by the Academy in advance and be a convenient time for the Academy and the employee.

If the actual holiday falls on a Saturday or Sunday, regular non-exempt employees who work that day will receive time and a half pay for all hours worked.

If an Academy holiday occurs on a regular employee's day off, they will be scheduled for a compensatory paid holiday on an alternate day scheduled by mutual agreement.

In the instance when the designated Academy holiday falls on a different day than the actual holiday, and a non-exempt employee who is regularly scheduled to work both days takes the actual holiday off and works the designated Academy holiday, the employee has the following options:

- Receive no holiday pay for the actual holiday, then regular pay plus time and a half pay for all hours worked on the designated holiday, or
- Receive straight holiday pay for the actual holiday and regular (straight time) pay for the designated holiday.

If an employee is not required to work a designated Academy holiday, but chooses to do so, the employee must take a compensatory paid holiday on an alternate day, taken during the same pay period or as soon as possible. The alternate day off must be approved by the Academy in advance and be a convenient time for the Academy and the employee. Holiday pay will be prorated for part-time employees.

Section 4. Holiday During Vacation

If an observed holiday occurs during a vacation, it will be counted as a holiday rather than as a vacation day.

ARTICLE 21. SICK LEAVE

Section 1. Employees who miss work because of an illness or other authorized medical reason may use their accrued sick leave in order to receive pay for the missed time.

An employee may use accrued sick leave for the following reasons:

- when they are ill or injured, or for the purpose of the employee's receiving medical care, treatment, or diagnosis, as well as to aid or care for the following persons when they are ill or injured or receiving medical care, treatment, or diagnosis;
- child, parent, legal guardian or ward, sibling, grandparent, grandchild, spouse, or registered domestic partner under any state or local law. The aforementioned relationships include a biological relationship as well as those resulting from adoption, step-relationships, and foster care relationships.

If an employee has no spouse or domestic partner, the employee can designate one person for whom they can use sick leave to aid or provide care. The designated person does not have to be a relative. Employees are permitted to use all of their accrued paid sick leave for a designated person. The designated person can be chosen within ten days of hire, then once a year during open enrollment.

Section 2. Sick Leave Accruals

Each employee will have two (2) days of paid sick leave in their bank as of the date of hire. Subsequently, Regular employees scheduled to work forty (40) hours per week (1.0 FTE) accumulate sick time at a rate of 3.69 hours per pay period, which annualizes to twelve (12) sick days per calendar year. This accrual is prorated for employees between 0.5 and 1.0 FTE. On-call employees and those who work fewer than twenty (20) hours per week accrue sick leave at a rate of 0.033 hours per hour worked. Eligible new employees begin to accumulate sick leave at the date of hire and are allowed to use it as it is accumulated. Sick leave accruals are recorded on employees' paycheck stubs.

Unused sick leave is carried over from year to year up to a maximum of one hundred twenty (120) workdays (960 hours) for employees at 0.5 FTE and over. Sick leave accruals for on-call employees and employees who are below 0.5 FTE are capped at eighty (80) hours. Once the maximum is reached, no further sick time accumulates until the employee uses their sick leave and falls below the cap.

For exempt classified employees, medical appointments are counted as paid time off.

Sick leave is not earned by an employee on unpaid leave of absence, long-term disability, or workers' compensation leave.

Unused sick leave benefits are not paid upon termination of employment from the Academy.

Section 3. Absence Notification

Employees must notify their immediate supervisor in advance of an absence from scheduled work or as soon as possible after the absence has begun.

If an employee is absent for five or more days, a doctor's note or medical certification may be required.

ARTICLE 22. VACATION

All benefit eligible employees earn vacation benefits. All others do not receive vacation benefits. Regular full-time and regular part-time employees scheduled to work at least twenty (20) hours per week but less than forty (40) hours per week earn pro-rated vacation benefits based on their Full-Time Equivalent (FTE) status. For benefit eligible employees, vacation benefits are earned at a rate dependent upon the employee’s years of service. For current staff members whose status has changed from on-call to benefit eligible, vacation benefits are earned at a rate based on their first date of hire with the Academy. Benefit eligible employees accrue (i.e., earn) vacation benefits each pay period. The accrued amount, if any, is recorded on the paycheck statement.

To derive the full benefit of time off from work as intended by the vacation policy, employees are urged to use their full vacation benefits each year. However, if the demands of the work schedule do not permit employees to use all earned vacation time in a given year; employees may carry over vacation time to the following year.

Vacation accrual schedule and maximum accrual balance caps for employees are as follows, based on a forty (40) hour work week:

Years of Service	Rate of Accrual Per Pay Period (Hours: Minutes)	Annual Accrual	Maximum Accrual Balance
0 – 9 years	4:37	120 hours (15 days)	200 hours (25 days)
10 – 14 years	6:10	160 hours (20 days)	240 hours (30 days)
15+ years	7:42	200 hours (25 days)	320 hours (40 days)

Once an employee reaches their maximum accrual balance (cap) the employee stops accruing vacation until the employee has taken vacation time off, which brings their vacation accrual balance below the cap or until the cap increases by virtue of an increase in the employee’s maximum annual accrual for the corresponding years of employment. Employees are not permitted to use vacation time prior to the time it is earned.

Before taking vacation time, employees must obtain prior approval from their department head.

Vacation requests shall not be unreasonably denied.

Vacation schedules may be changed by the Academy if the schedules prevent the Academy from providing necessary services. To the degree possible and reasonable, vacations are scheduled to meet the requirements of the individual employee; if a conflict occurs between two employees scheduling vacations, the employee who first requested the time off should normally be given preference. Other factors to be considered by management in planning may include the timing, length of service, previous vacation schedule, and a determination that proper Academy services will be provided. If, for operational reasons, vacations cannot be scheduled during certain periods, the Academy will

identify such periods as early as possible and notify employees. If an employee is asked to postpone a vacation time by the Academy, the employee will be allowed to take the vacation at another time. It is the employee's responsibility to make sure that a statement signed by the department head and the division head is placed in the employee's personnel file noting that vacation was postponed for the Academy.

Accrued vacation time is paid upon separation from the Academy at the final rate of pay. Any employee who becomes ill during a scheduled vacation may change up to one vacation day to a sick day upon presentation of documentation from a health care provider.

Employees on unpaid leave of absence will not accrue vacation time during the period of the leave.

ARTICLE 23. LEAVES OF ABSENCE

The Academy will continue to provide Leaves of Absence to employees in accordance with the Employee Handbook and San Francisco, California and Federal law. While on leave, all benefits provided by the Employer will be maintained to the extent required by law.

Employees may request part-time leaves of absence to participate in educational activities related to their current or prospective position. Such requests are subject to Academy discretion.

With the exception of educational activity leaves, disputes over the application of leaves under this Article shall be subject to the grievance procedure.

ARTICLE 24. TIME FOR VOTING

If an employee does not have sufficient time outside of working hours to vote in a statewide or local election, the employee may, without loss of pay, take off up to two (2) hours of working time to vote. Such time shall be at the beginning or end of the regular working shift, whichever allows the freest time for voting and the least time off from working, unless otherwise mutually agreed between the employee and the supervisor. The employee shall notify the supervisor at least two (2) working days in advance to arrange a voting time.

ARTICLE 25. EDUCATIONAL BENEFITS

Section 1. Employee-Directed Professional Development

The Academy will allocate ten thousand dollars (\$10,000) per fiscal year of this Agreement to an Educational Benefits fund. Unused funds shall not carry over to the following year. These funds are available on a first come, first served basis, up to a maximum of \$500 per employee for reimbursement of costs related to job-related professional development and certifications. The Academy will provide quarterly updates to the Labor-Management Committee on the amount of available funds spent and remaining for that fiscal year. This amount can be spent on attending professional development training, online classes, conference registration fees and travel costs, association memberships, subscriptions, and/or seminars selected by the employee that are related or natural extensions of the employee's job, field of practice or related career advancement.

Employees wishing to apply for Educational Benefits funds must do so at least thirty (30) days in advance of the training, conference, or seminar. Requests will be reviewed to ensure that (1) funds are available; (2) the requested training, conference, or seminar is job-related; and (3) the employee's attendance will not unreasonably interfere with operational needs. Management's determinations as

to job-relatedness are not subject to the grievance procedure. Any expenses paid by the Employer and/or reimbursed to the employee under this Section must meet IRS guidelines to be non-taxable as wages. "Eligible Employee," for the purposes of this Section, means any employee working twenty (20) hours or more per week, and who has successfully completed their introductory period.

Section 2. Employer-Mandated Professional Development & Licenses

When attendance is required by the Employer, the Employer will pay the tuition and/or registration fee for conferences, seminars, distance learning and workshops, along with reasonable travel expenses, if travel is required. Time spent in mandatory trainings or classes will count as paid time. For an employee whose job requires a professional license, certificate or registration, the Employer will pay reasonable costs for continuing education units (CEU's) and related fees that are required by the license, certificate or registration.

ARTICLE 26. DISCIPLINE AND DISCHARGE

Section 1. Just Cause

Understanding that the purpose of discipline is to correct poor performance, and that each disciplinary situation must be evaluated upon its specific facts, the Employer and the Union agree that non-probationary employees may be disciplined only for just cause. Nothing in this Agreement shall prohibit the Employer from placing an employee on paid administrative leave pending investigation of misconduct.

The parties agree that clear and ongoing communication about expectations and performance is beneficial. Coaching, counseling, performance evaluations, performance improvement plans, and informal feedback are non-disciplinary and are not subject to the grievance process. The Employer will, wherever feasible and appropriate, provide non-disciplinary coaching, counseling, and/or feedback before initiating formal discipline.

The steps of progressive discipline are as follows:

- A. A Written warning.
- B. Suspension.
- C. Dismissal.

Employees will be provided with copies of any documents in their personnel file upon request.

ARTICLE 27. GRIEVANCE AND ARBITRATION

Section 1. Purpose and Definition

Most work-related problems can be solved by regular, open communication between employees and their supervisors. Occasionally, however, a different approach may be necessary to resolve a grievance.

The purpose of the procedure set forth below is to provide the Employer and the Union an orderly means of resolving disputes which may arise between them. The Union agrees this procedure shall be in lieu of any other format or procedure established by the Employer for the resolution of grievances, and shall be the exclusive means for the resolution of employees' and Union grievances or claims against the Employer.

A grievance is a claim by an employee or the Union against the Employer concerning the interpretation or application of this Agreement. All grievances shall be handled in accordance with the procedure which follows.

Section 2. Representation

The employee shall have the right to representation by a Union Shop Steward and/or Union Field Representative at any step of the grievance procedure.

Section 3. Procedure

- A. Step 1. The first step to address grievances is for the employee to contact their immediate supervisor with a statement of the grievance. The supervisor will make every effort to arrive at a prompt resolution of the grievance by investigating the issue and responding within seven calendar days.

If the grievance directly involves the supervisor or department head, the employee may skip Step 1 and proceed immediately to Step 2.

- B. Step 2. If the grievance is not satisfactorily resolved in Step 1, or if an answer is not given within the time specified, the grievance may be reduced to writing, signed and dated by the grievant or the Union and should contain a specific description of the basis for the claim, the date the event occurred or should have occurred to the extent the date is known, the resolution desired, and the specific provision(s) of the Agreement alleged to have been violated, and submitted to the Employee and Labor Relations Director or designee.

All grievances filed at Step 2 shall be submitted no later than thirty (30) calendar days (fifteen (15) calendar days in the case of a discharge or suspension) after the date the action complained of occurred or should have occurred or the date the grievant could reasonably have known of the action or non-action being grieved.

The Employee and Labor Relations Director or designee shall schedule a meeting to hear the grievance within fourteen (14) calendar days of receipt of the grievance. The Employer designee shall reply to the grievance within thirty (30) calendar days following such meeting.

- C. Step 3. If the grievance is not satisfactorily resolved in Step 2, or if no answer is given within the time specified, the Union may, by written notice to the Employer designee within fourteen (14) calendar days after the Step 2 response, or the last day on which the answer was due if none was given, request that the grievance be submitted to arbitration, as provided in Section 4 of this Article.

Section 4. Arbitration

- A. Selection of Arbitrator. In the event arbitration is requested, the Employer and the Union shall meet within fourteen (14) calendar days of the notice requesting arbitration and shall select an arbitrator to hear and resolve the grievance. In the event the parties are unable to agree upon an arbitrator, they shall request a panel of seven impartial arbitrators from the Federal Mediation and Conciliation Service. Within seven (7) calendar days after receipt of that panel, the parties shall meet to select the arbitrator. They shall flip a coin to determine

which party will strike the first name from the panel, and then shall proceed by alternately striking names from the panel until one name remains. The arbitrator selected shall hear the grievance as expeditiously as possible.

- B. Expenses. The expenses of the arbitrator and court reporter, if any, shall be shared equally by the parties and the parties shall bear the cost of their own representation and witnesses.
- C. Authority of Arbitrator. The arbitrator selected shall not have the jurisdiction to add to, subtract from, change, alter, or modify any of the terms of this Agreement. The parties will request that the arbitrator shall issue a decision and award within thirty (30) days after the close of the hearing or the submission of briefs, whichever is later. The decision of the arbitrator shall be final and binding upon the Employer, the Union, and the employees.

Section 5. Time Limits

The time limits specified in this Article may be waived or modified by mutual agreement of the parties at any time.

If the employee or the Union fails to make a good faith effort to process the grievance at any step within the time limits, the grievance shall be deemed to have been withdrawn. If the Employer's designated representative fails to answer a grievance within the specified time limits, the Union shall have the right to immediately appeal the grievance to the next step of the grievance procedure.

ARTICLE 28. UNIFORMS

The Academy will provide uniforms to each employee required to wear a uniform at work and will replace uniforms for employees other than Biologists when needed. Departments in which employees' clothing is damaged during the performance of their work duties will be provided uniforms or protective gear/clothing upon request.

Biologists who work a minimum of thirty (30) hours per week and those who averaged more than thirty (30) hours per week in the prior fiscal year will be reimbursed up to \$250 per year for uniforms and other apparel items needed for work. Biologists who work less than thirty (30) hours per week will be reimbursed up to \$100 per year for such items.

ARTICLE 29. VENDING MACHINE

As of the Effective Date of this Agreement, the Employer will continue to maintain two vending machines, the proceeds of which will be used to replenish, maintain, and when necessary replace the vending machines. Excess revenue will be used for all-staff events and programming to recognize the employees and promote employee morale.

The parties agree that the Employer will pay for the cost of vending machines replaced in 2024.

ARTICLE 30. GENDER INCLUSIVE WORKPLACE

In order to ensure a gender inclusive workplace, the Academy agrees to:

- Provide menstrual products to employees in employee bathrooms.
- Maintain a supply of pronoun pins for employees to wear at work.

- Include instruction on gender-inclusive workplace practices and pronoun usage in annual staff training.
- Provide changing room space for employees who do not wish to use gendered changing rooms

ARTICLE 31. DECOLONIAL EDUCATION

The Academy and CAWU share the values of, and intend jointly to work toward, dismantling white supremacy culture and addressing the colonial legacies of the Academy itself, of scientific research and museums more generally, and of the legacies of white supremacy in San Francisco on the communities served by the Academy. To further these values and achieve these goals, the Academy will provide periodic educational events on these topics, the content and frequency of which will be conducted by mutual agreement in consultation with the Union through the JLMC. Time spent performing assigned work to plan or develop such educational events will be compensated.

ARTICLE 32. HEALTH AND SAFETY

The Academy acknowledges its responsibility to provide safe, healthy work environments for employees and visitors, in particular its many different responsibilities under the California Occupational Safety and Health Act of 1973 and Title 8 of the California Code of Regulations. Every employee has the right to a safe workplace that is free of health and safety hazards. The Academy will provide a safety program that promotes safe and violence-free worksites. Employees may provide input into the safety program through participation in the Health & Safety Committee, contacting the Occupational Health & Safety Specialist and through the Joint Labor Management Committee. The Academy will comply with all applicable federal, state, and local health and safety regulations.

Upon request of the Union, the Academy shall meet with the Union to discuss and address safety concerns relating to facilities or other spaces where employees are assigned to work. These discussions may include but are not limited to proposals to update the Injury and Illness Prevention Program, inspect workplaces to identify and correct unsafe conditions, ensure employees have safe equipment, provide for personal protective equipment or otherwise address workplace hazards.

Section 1. Right to Refuse Work Assignment Posing Health and Safety Risk

Employees have the right to file a complaint and have the right to refuse hazardous work when the Employee(s) has a reasonable belief that performing the work would violate a Cal/OSHA health or safety regulation and/or the violation would create a real and apparent hazard to the employee or coworkers. When these conditions are met, employees have the right to refuse to perform the work. Prior to the refusal, employees must take the following steps:

- A. Reporting the hazard to your supervisor, information about the hazard, and requesting that it be corrected, and
- B. Explaining to your supervisor that you are willing to continue working if the hazard is corrected or you are assigned other work that is safe, and
- C. If the supervisor cannot be reached immediately, the employee must report the hazard to Security Control via radio or (415) 379-5100, including the status of the attempted report to the supervisor.

Employees shall not be subject to discipline or retaliation for exercising any rights under this Article unless the employee's complaint was made or pursued in bad faith or for ulterior motives unrelated to the merits of the dispute.

Section 2. Health and Safety Plan

The Academy will provide a copy of any Workplace Safety Plans, Workplace Violence Prevention Plans, the Hazard Communication Plan, and the Collections Emergency Action Plan, Venomous/Dangerous Animal protocols, or any other plan or policy document dealing with workplace safety, provide a copy of evacuation plans and trainings, and any schedule of training related to the implementation of such plans to the Joint Labor-Management Committee on an annual basis. The Union will designate bargaining unit employees to give feedback on the safety plans during regular work hours.

Section 3. Air Quality

When the Air Quality Index (AQI) in Golden Gate Park exceeds 100, the Academy will develop an action plan to ensure workplace safety and share the plan with the CAWU bargaining unit.

Section 4. Extreme Temperatures

When the heat index exceeds 82 degrees Fahrenheit, the Academy will implement an action plan to ensure workplace safety developed at the JLMC. The Academy agrees to maintain temperature sensors visible to staff assigned to work in areas exposed to extreme temperatures.

Section 5. Personal Protective Equipment

The Academy will provide Personal Protective Equipment (PPE) to staff, and not unreasonably deny requests for the same when necessary to protect employees from workplace hazards.

Section 6. Staff Roles

No employee will be asked to or assigned to act in the capacity of security unless it is during an emergency.

Section 7. Emergency

In the event that wildfires, earthquake, floods, or other natural disasters prevent employees from commuting to work, those employees will be permitted to work remotely for that shift, where feasible.

Section 8. Mandatory Vaccination Policy

Employees shall not be required to have any vaccinations or provide proof of any vaccinations as a condition of employment, unless required by law. Employees shall not be required to answer health screening questions in order to enter the Academy facility unless required by law.

The Employer will provide free vaccine clinics for employees to get flu and COVID vaccines on site at least once a year. COVID tests will be available in the worksite.

ARTICLE 33. TRANSPARENT GOVERNANCE

Up to three representatives of the Union may join the two non-public Board meetings each fiscal year for up to 10 minutes total per meeting, solely for the purpose of addressing the Board on topics of interest to the Union.

ARTICLE 34. MANAGEMENT RIGHTS

Except as modified or restricted by this Agreement, all statutory and inherent managerial rights, and functions are retained and vested exclusively in the Employer, including, but not limited to, the rights:

- to reprimand, suspend, discharge, or otherwise discipline employees for cause;
- to determine the number of employees to be employed and to hire employees, determine their qualifications, and assign, evaluate, and direct their work;
- to promote, demote for just cause, layoff, recall to work, except that decisions to lay off employees are subject to negotiations with the Union over the effects;
- to set standards of productivity and/or the services to be rendered;
- to maintain the efficiency of the organization including to determine the methods, means, personnel, and facilities by which operations are conducted;
- to set the starting and quitting time of employees, to determine the number of hours worked, the amount of overtime to be worked, if any, and the designation of the employees to work overtime (subject to the provisions of this Agreement);
- to close down, or relocate the Employer's departments or to expand, reduce, alter, combine, assign, or cease any job, department, operation, or service;
- to subcontract work based on the needs of the Employer, subject to the provisions of this Agreement;
- to control and regulate the use of facilities, equipment, and other property of the Employer; to introduce new or improved research, service, materials, and equipment;
- to introduce new or improved methods of evaluations of products, and services;
- to determine the number, location and operation of departments, divisions, and all other units of the Employer;
- to recruit, utilize, and assign volunteers to assist and supplement the regular staff provided they do not displace or alter the status of bargaining unit employees.

The Employer's failure to exercise any right hereby reserved to it, or the Employer's exercise of any such right in a particular way, shall not be considered a waiver of the Employer's right to exercise such right or preclude it from exercising the same in some other way not in conflict with the provisions of this Agreement.

In the event of the exercise of a management right that materially affects the wages, hours or other terms and conditions of employment of the bargaining unit, the Employer shall provide the Union with thirty (30) calendar days written notice, to the extent practicable, and if not, as much notice as possible, and provide the Union the opportunity to bargain over the identified effects of the decision. Any such request to bargain over effects must be made within ten (10) days of the Employer's thirty (30) days' notice or within a reasonable time if less than thirty (30) days' notice is provided.

ARTICLE 35. ZIPPER CLAUSE

Section 1. Exclusivity

The Union acknowledges that, prior to executing this Agreement, it was afforded the opportunity to engage in negotiations over all mandatory subjects of bargaining and that this Agreement and its Appendices, are the exclusive record between the parties on all matters of wages, hours, and other terms and conditions of employment. Therefore, each party waives the right to further

negotiations on any subject or matter covered or not covered under this Agreement during the term hereof, except as subject to the provisions of Section 2, below. Further, nothing in this Agreement shall be construed as requiring either party hereto to do or refrain from doing anything not explicitly set forth in the Agreement; nor shall either party be deemed to have agreed to have promised to do or refrain from doing anything unless this Agreement explicitly sets forth such an agreement or promise. This Agreement supersedes any prior agreement, whether oral, written, or implied, concerning wages, hours, or working conditions of employees covered by this Agreement.

Section 2. Amendment

Subject to the provisions of Section 1 of this Article, the parties may, by mutual agreement, agree to amend or add to any provision of this Agreement. However, any such amendment or modification must be in writing, executed by the duly authorized representative(s) of each and any oral modification or amendment shall be of no force or effect.

ARTICLE 36. NO STRIKE OR LOCKOUT

- A. No Strike. The Union agrees not to engage in any strikes, or other economic action against the Employer during the term of this Agreement. If such action should occur, after written notice from the Academy, the Union will in good faith promptly take reasonable action to encourage employees to terminate such activities and return the employees involved to their jobs.
- B. No Lockouts. During the term of this Agreement or during any extension or renewal thereof, there shall be no lockouts by the Employer.

ARTICLE 37. TERM OF AGREEMENT

This Agreement covers the period from May 19, 2025 of this Agreement through April 30, 2028 by and between California Academy of Sciences (“Employer”) and the Service Employees International Union Local 1021/CAWU (“Union”), jointly the “parties”.

FOR THE
CALIFORNIA ACADEMY OF SCIENCES

FOR THE
SERVICE EMPLOYEES INTERNATIONAL UNION
LOCAL 1021/CAL ACADEMY WORKERS UNITED

Gina M. Rocanova, Esq.

Nato Green
Collective Bargaining Coordinator, SEIU Local 1021

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Michael V. Costanzo
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Michael V. Costanzo, Esq.
General Counsel & Chief Risk Officer

Signed by:
Marie Angel
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Marie Angel
Bargaining Team, Cal Academy Workers United

Ayat Elnoory, Chief People & Culture Officer

Signed by:
Jasmine Bost
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Jasmine Bost
Bargaining Team, Cal Academy Workers United

- Signatures Continued on Next Page -

Melissa Felder, Chief Experience Officer

Signed by:

Toby Felix

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Toby Felix
Bargaining Team, Cal Academy Workers United

Signed by:

Gabby Farrer

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Gabby Farrer
Bargaining Team, Cal Academy Workers United

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Sabahete Kraja

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Sabahete Kraja
Employee and Labor Relations Director

Signed by:

Natalie Kramm

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Natalie Kramm
Bargaining Team, Cal Academy Workers United

Signed by:

Mathew Lau

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Mathew Lau, Chief Financial Officer

Signed by:

Victoria Langlands

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Victoria Langlands
Bargaining Team, Cal Academy Workers United

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Scott D. Sampson

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Scott D. Sampson, Ph.D., Executive Director

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T.R. Malcom

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T.R. Malcom
Bargaining Team, Cal Academy Workers United

Signed by:

Dominique L. Windberg

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Kelly Prebill David Canham
Bargaining Team, Cal Academy Workers United

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Holly Rosenblum

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Holly Rosenblum
Bargaining Team, Cal Academy Workers United

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David Canham

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David Canham
Executive Director, SEIU Local 1021

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Oumar Fall

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Oumar Fall
Field Director, Region D, SEIU Local 1021

Signed by:

Elizabeth Travelslight

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Elizabeth Travelslight
Field Representative, SEIU Local 1021

APPENDIX A – COVERED CLASSIFICATIONS

1. Classifications: The following positions are determined by the National Labor Relations Board to be included in the bargaining units represented by CAWU:

Animator/Motion Graphics Designer
Assistant Director, Morrison Planetarium
Associate Director, Communications
Audio Visual - Live Sound Technician
Audio Visual Technician
Automation Technician
Bilingual Educator-in-Training
Biodiversity Data Specialist
Biologist
Biologist I
Biologist II
Building Operations Coordinator
Business Development Specialist
Business Entrance Receptionist
Business Systems Analyst
Cantonese-English Bilingual Education Specialist
Collection Assistant
Communications & Public Relations Coordinator
Communications Specialist
Community Science Coordinator
Coordinator, Direct Response Fundraising
Coordinator, Government Affairs
Coordinator, Leadership Philanthropy
Corporate Engagement Coordinator
Corporate Engagement Officer
Creative Studio Project Manager
Curatorial Assistant I
Curatorial Assistant I - Marine Mammals
Curatorial Assistant II
Curatorial Assistant II - Arch&Dig Colls Asst Libr
Curatorial Assistant II - Marine Mammals
Curatorial Assistant III
Custodian
Customer Relationship Specialist
Data Analyst – IBSS
Data and Communications Coordinator
Desktop Analyst
Development Communications Coordinator
Development Operations Coordinator

Development Research Manager
DigIn Digitization Technician
Digital Engagement Specialist
Digitization Technician
Dive Officer
Dive Officer I
Dive Officer II
Donor Events Manager
Donor Relations Manager
Editor-in-Chief, bioGraphic
Education Marketing Coordinator
Education Program Coordinator
Educator-in-Training
Electrical Journeyman II
Electrician II
Electrician III
Email Marketing Lead
Event Production Specialist NightLife
Event Sales Specialist
Exhibit and Digital Collections Registrar
Exhibit Coordinator
Exhibit Electronics Engineer I
Exhibit Preparator
Exhibit Project Manager
Exhibit Registrar
Exhibit Technician
Facilities Project Manager
Foundation Giving Officer
Government Grants Officer
Graduate Assistant
Graphic Designer
Guest Experience Lead
IBSS Program Manager
iNaturalist React Native Developer
IT Support Specialist
Junior Digital Graphic Designer
Junior Photographer
Lab Technician
Lab Technician, Center for Comparative Genomics
Landscape Assistant
Lead AV Technician
Leadership Gifts Officer
Maintenance and Fabrication Technician

Maintenance Coordinator
Marketing Coordinator
Membership Operations Lead
Membership Program Manager
Microbiology Lab and Collections Manager
Network Administrator / Help Desk Supervisor
NightLife Event Program Manager
Occupational Health & Safety Specialist
On-Call Events Coordinator
Outreach and Community Coordinator
Painter
Planetarium and Production Support Engineer I
Planetarium and Production Support Engineer II
Planetarium and Production Systems Engineer
Planetarium Presenter I
Planetarium Presenter II
Planetarium Programs Specialist
Planned Giving Coordinator
Planned Giving Officer
Postdoctoral Researcher
Postdoctoral Researcher, Hope for Reefs
Production Designer & Visual Effects Supervisor
Program Manager - Education
Program Manager – TPD
Programmer
Prospect Research Analyst
Public Programs Lead
Public Programs Presenter
Public Programs Presenter II
Research & Curatorial Associate
Research Assistant
Research Assistant, Cycad Genomics
Research Collections Registrar
Research Scientist
Research Scientist, Coleoptera
Sales Associate
Sales Event Coordinator
Sales Specialist
Sch Programs Educator, Spanish-English Bilingual
Schlinger Postdoctoral Researcher
School Programs Coordinator
School Programs Educator
Senior Associate, Teacher Professional Development

Senior Biologist
Senior Business Systems Analyst
Senior Database Administrator
Senior Digital Artist
Senior Digital Interaction Designer
Senior Dive Officer
Senior Event Sales Manager
Senior Exhibit and Digital Graphic Designer
Senior Exhibit Content Developer
Senior Exhibit Designer
Senior Exhibit Developer & Writer
Senior Exhibit Graphic Designer
Senior Exhibit Preparator
Senior Graphic Designer
Senior Lab Technician
Senior Manager, Records and Registration
Senior Technical Director
Senior Web and Interactive Developer
Service Associate
Shipping & Receiving Clerk
Software Engineer
Software/DevOps Engineer
Specialty Programs Guide
Stakeholder Engagement Strategist
Teacher Professional Development Associate
Technical Director II
Thriving California Project Coordinator
UX Designer
Videographer & Editor II
Volunteer Programs Coordinator
Water Chemistry Technician
Web Content Strategist

2. Disputed Classifications: The following additional positions to those listed above, shall be included in the bargaining units represented by CAWU:

Accountant (all but one position, which shall be confidential)

Editor-in-Chief, Biographic

School Programs Education Specialist

Accounting Assistant

Accounting Clerk

Accounts Payable Specialist

Government Affairs Program Specialist

Electronics Engineering Technician

Exhibit Content Developer

Junior Digital Interactive Designer

Marketing Insights Intern

Program Coordinator

ITS Project Manager

IT Security Analyst, Senior

Landscape Coordinator

Payroll Specialist (except for one position which shall be designated confidential)

In the event that the duties of any of the above positions change to include supervisory or managerial duties, those positions will no longer be included in the bargaining unit.

The parties agree that the following positions shall not be part of the bargaining unit:

Occupational Safety & Health Specialist (confidential)

One Accountant position (confidential)

One Payroll Specialist position (confidential)

Internal Communications Manager (confidential)

Aquarium Projects Curator (manager)

Senior Manager, Records and Registration (manager)

APPENDIX B – PAY SCALE

<i>Effective the first full pay period after July 1, 2025</i>					
	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>
Grade 1	\$25.43	\$25.94	\$26.46	\$26.99	\$27.53
Grade 2	\$27.64	\$28.20	\$28.76	\$29.34	\$29.92
Grade 3	\$30.63	\$31.24	\$31.86	\$32.50	\$33.15
Grade 4	\$33.16	\$33.82	\$34.50	\$35.19	\$35.89
Grade 5	\$35.78	\$36.50	\$37.23	\$37.97	\$38.73
Grade 6	\$39.52	\$40.31	\$41.12	\$41.94	\$42.78
Grade 7	\$41.71	\$42.54	\$43.40	\$44.26	\$45.15
Grade 8	\$44.95	\$45.85	\$46.77	\$47.70	\$48.66
Grade 9	\$47.53	\$48.48	\$49.45	\$50.44	\$51.45
Grade 10	\$52.07	\$53.11	\$54.17	\$55.25	\$56.36
Grade 11	\$54.63	\$55.72	\$56.84	\$57.98	\$59.14
Grade 12	\$58.54	\$59.71	\$60.91	\$62.13	\$63.37
Grade 13	\$65.54	\$66.85	\$68.19	\$69.55	\$70.94
Grade 14	\$80.82	\$82.43	\$84.08	\$85.76	\$87.48

<i>Effective the first full pay period after January 1, 2027</i>					
	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>
Grade 1	\$26.20	\$26.72	\$27.25	\$27.80	\$28.36
Grade 2	\$28.47	\$29.04	\$29.62	\$30.22	\$30.82
Grade 3	\$31.54	\$32.18	\$32.82	\$33.48	\$34.14
Grade 4	\$34.16	\$34.84	\$35.54	\$36.25	\$36.97
Grade 5	\$36.85	\$37.59	\$38.34	\$39.11	\$39.89
Grade 6	\$40.71	\$41.52	\$42.35	\$43.20	\$44.07
Grade 7	\$42.96	\$43.82	\$44.70	\$45.59	\$46.50
Grade 8	\$46.30	\$47.22	\$48.17	\$49.13	\$50.11
Grade 9	\$48.96	\$49.94	\$50.94	\$51.96	\$52.99
Grade 10	\$53.63	\$54.70	\$55.79	\$56.91	\$58.05
Grade 11	\$56.27	\$57.40	\$58.54	\$59.72	\$60.91
Grade 12	\$60.30	\$61.51	\$62.74	\$63.99	\$65.27
Grade 13	\$67.50	\$68.85	\$70.23	\$71.64	\$73.07
Grade 14	\$83.24	\$84.91	\$86.60	\$88.34	\$90.10

	<i>Effective the first full pay period after January 1, 2028</i>				
	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>
Grade 1	\$26.98	\$27.52	\$28.07	\$28.63	\$29.21
Grade 2	\$29.33	\$29.91	\$30.51	\$31.12	\$31.74
Grade 3	\$32.49	\$33.14	\$33.80	\$34.48	\$35.17
Grade 4	\$35.18	\$35.88	\$36.60	\$37.33	\$38.08
Grade 5	\$37.96	\$38.72	\$39.49	\$40.28	\$41.09
Grade 6	\$41.93	\$42.77	\$43.62	\$44.50	\$45.39
Grade 7	\$44.25	\$45.14	\$46.04	\$46.96	\$47.90
Grade 8	\$47.69	\$48.64	\$49.61	\$50.61	\$51.62
Grade 9	\$50.43	\$51.44	\$52.46	\$53.51	\$54.58
Grade 10	\$55.24	\$56.34	\$57.47	\$58.62	\$59.79
Grade 11	\$57.96	\$59.12	\$60.30	\$61.51	\$62.74
Grade 12	\$62.11	\$63.35	\$64.62	\$65.91	\$67.23
Grade 13	\$69.53	\$70.92	\$72.34	\$73.79	\$75.26
Grade 14	\$85.74	\$87.45	\$89.20	\$90.99	\$92.81

APPENDIX C – STANDARD JOB TITLE AND PROPOSED GRADE

Employees currently earning less than \$25/hour will move to the grades set forth below after the progression set forth in Article 16¹ above.

Standard Title	Grade
Accountant I	5
Accountant II	6
Accountant, Lead	14
Accounting Assistant	1*
Accounting Clerk	3
Accounts Payable Specialist II	6
Accounts Receivable Specialist II	6
Audio Visual Technician	3
Audio Visual Technician, Lead	4
Automation Technician, Senior	5
Biodiversity Data Program Manager	7
Biologist	1*
Biologist I	2*
Biologist II	3
Biologist, Senior	4
Building Maintenance Technician I	4
Building Maintenance Technician II	6
Building Maintenance Technician, Senior	8
Business Development Coordinator	2
Business Entrance Receptionist	3*
Business Systems Analyst II	5
Business Systems Analyst, Senior	8
Collections Specialist I	2
Collections Specialist II	4

¹ (*) Article 16, Compensation, Section 2, Employees Earning Less Than \$25/Hour.

Standard Title	Grade
Collections Specialist, Senior	5
Communications Specialist I - Development	3
Communications Specialist I - Education	1
Communications Specialist I - Experience	3
Community Engagement Specialist I	1
Community Programs Specialist II	4
Community Specialist II	4
Corporate Engagement Officer	7
Creative Studio Project Manager	9
Curriculum Specialist II	5
Custodian	1*
Custodian Lead	2
Data Analyst - IBSS	5
Database Administrator, Senior	11
Desktop Analyst I	4
Desktop Analyst II	5
Development Operations Coordinator, Senior	3
Development Research Program Manager	6
Digital Artist, Senior	12
Digital Engagement Specialist II	4
Digital Engagement Specialist, Senior	6
Digital Interactive Designer	5
Digital Production Coordinator	3
Digitization Technician	1
Dive Logistics Specialist II	4
Dive Officer	2
Dive Officer I*	3
Dive Officer, Senior	6

Standard Title	Grade
Donor Events Specialist II	4
Donor Experience Specialist, Senior	6
Editor-in-Chief, bioGraphic	12
Education Program Specialist II	4
Education Program Specialist II - ED	7
Education Project Specialist II	4
Education Specialist I	3
Educator I	2
Electrician II	13
Electrician, Senior	14
Electronics Engineer I	6
Electronics Engineering Technician, Senior	5
Email Marketing Program Manager	7
Enhanced Experiences Guide	1*
Events Coordinator - On Call	2
Events Specialist II	4
Exhibit Content Developer II	5
Exhibit Content Developer, Senior	8
Exhibit Designer, Senior	9
Exhibit Preparator II	7
Exhibit Project Manager	9
Exhibit Technician Associate	1*
Facilities Project Coordinator	10
Facilities Project Specialist II	10
Foundation Giving Officer	7
Fundraising Program Officer	5
Fundraising Program Specialist II	5
Fundraising Specialist I	4

Standard Title	Grade
GE Sales Assistant	2*
GE Sales Specialist	3
GE Service Associate	1*
GE Service Lead	3*
Government Affairs Coordinator	2
Government Affairs Program Specialist II	7
Government Grants Officer	6
Graphic Designer II	4
Graphic Designer, Senior	8
Graphic Designer, Senior - Animator/Motion	11
Graphic Designer, Senior - Digital	9
IBSS Specialist I	5
Instructor	2
IT Project Manager	10
IT Security Analyst, Senior	12
Lab Technician, Senior	2
Landscape Coordinator, Senior	3
Lead Instructor	4
Leadership Gifts Officer	7
Leadership Philanthropy Specialist I	2
Maintenance Coordinator	2
Maintenance Technician	4
Marketing Specialist I	3
Marketing Specialist II	4
Membership Manager	8
Membership Operations Lead	6
Membership Operations Manager	7
Membership Program Manager	6

Standard Title	Grade
Network Administrator, Senior	9
Overnight Sleepover Assistant - On-Call	2
Painter I	5
Photographer Assistant	2
Planned Giving Officer	6
Postdoctoral Researcher	6
Presenter I	1
Presenter II	2
Production Designer Specialist, Senior	14
Production Support Engineer I	6
Production Support Engineer II	9
Production Systems Administrator I	5
Production Systems Engineer II	9
Prospect Research Analyst II	3
Public Programs Lead	3
Registrar II - Collections	6
Registrar II - Exhibits	6
Research Assistant II	3
Research Scientist	9
Research Scientist, Senior	11
Research Specialist, Senior	13
Sales Event Coordinator	2
Sales Event Specialist II	5
Sales Event Specialist, Senior	6
Sales Tourism Specialist II	5
School Programs Educator, Senior	3
Science Curriculum Specialist II	4
Senior Camp Instructor	2

Standard Title	Grade
Senior Education Instructor	2
Senior Leadership Gifts Officer	9
Senior Membership Coordinator	3
Shipping & Receiving Associate	1*
Strategic Advancement Project Manager	6
Systems Administrator	7
Teacher Professional Development Specialist II	6
Technical Manager	11
Technical Manager II	14
Training Specialist II	3
Videographer & Editor I	5
Volunteer Specialist I	3
Volunteer Specialist II	5
Web and Interactive Developer, Senior	11
Web Content Specialist, Senior	7

SIDE LETTER – ADJUSTMENT TO CLASSIFICATION OR GRADE

The Union shall have ninety (90) days from the date of ratification to present requests to adjust the classification or grade of employees. Disputes arising under this Side Letter shall not be subject to the grievance process. The Parties shall also negotiate over changes to the standard job titles listed in Appendix C and may make changes to those titles only by mutual agreement.

**SIDE LETTER – PARTICIPATION IN PROTESTS TO DEFEND DEMOCRACY AND
PUBLIC SERVICES**

In the event of a large-scale civic protest, either party can add to the agenda for the JLMC a discussion of whether it is in the interest of the Academy for members of the bargaining unit to participate, and if so, to discuss whether and to what extent employees may be excused to participate based on operational needs.

This Side Letter will sunset on January 20, 2029.

Certificate Of Completion

Envelope Id: F8DD32D3-2C48-40F5-93A9-C19C8AD70006
 Subject: Complete with DocuSign: SEIU_CAS Collective Bargaining Agmt_04.22.2026 V. FINAL.pdf
 Source Envelope:
 Document Pages: 50 Signatures: 7
 Certificate Pages: 5 Initials: 0
 AutoNav: Enabled
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 Time Zone: (UTC-08:00) Pacific Time (US & Canada)

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 Envelope Originator:
 Barbara D. Andrews
 55 Music Concourse Dr.
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 bandrews@calacademy.org
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Status: Original Holder: Barbara D. Andrews Location: DocuSign
 4/23/2026 1:57:15 PM bandrews@calacademy.org

Signer Events

Elizabeth Travelslight
 Elizabeth.Travelslight@seiu1021.org
 Security Level: Email, Account Authentication (None)

Signature

Signed by:

 37285F85412C4C0...


Timestamp

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Signature Adoption: Uploaded Signature Image
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Electronic Record and Signature Disclosure:
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Nato Green
 nato.green@seiu1021.org
 Security Level: Email, Account Authentication (None)

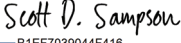
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 Viewed: 4/23/2026 4:46:43 PM
 Signed: 4/23/2026 4:46:52 PM

Signature Adoption: Pre-selected Style
 Using IP Address: 166.107.70.50

Electronic Record and Signature Disclosure:
 Accepted: 4/23/2026 4:46:43 PM
 ID: e7f1e5a7-1d8f-4226-8296-0c9cbb8c2122

Scott D. Sampson
 ssampson@calacademy.org
 Executive Director
 Security Level: Email, Account Authentication (None)

DocuSigned by:

 B1EF7039D04F416...

Sent: 4/23/2026 4:46:55 PM
 Viewed: 4/24/2026 8:28:52 AM
 Signed: 4/24/2026 8:29:06 AM

Signature Adoption: Pre-selected Style
 Using IP Address: 73.223.179.90

Electronic Record and Signature Disclosure:
 Accepted: 6/30/2022 8:57:19 AM
 ID: 68448de1-4138-4805-ae92-079d0a452315

Michael V. Costanzo
 mcostanzo@calacademy.org
 General Counsel & Chief Risk Officer
 California Academy of Sciences
 Security Level: Email, Account Authentication (None)

DocuSigned by:

 24FE0832D0A14A2...

Sent: 4/24/2026 8:29:09 AM
 Viewed: 4/24/2026 9:13:19 AM
 Signed: 4/24/2026 9:13:47 AM


Signature Adoption: Pre-selected Style
 Using IP Address: 192.40.158.125

Electronic Record and Signature Disclosure:
 Not Offered via DocuSign

Signer Events

Sabahete Kraja
 skraja@calacademy.org
 Security Level: Email, Account Authentication (None)

Signature

Signed by:

 F96046F6AD78469...

Timestamp

Sent: 4/24/2026 9:13:51 AM
 Viewed: 4/24/2026 9:30:33 AM
 Signed: 4/24/2026 9:32:17 AM

Signature Adoption: Pre-selected Style
 Using IP Address: 73.231.232.78

Electronic Record and Signature Disclosure:

Accepted: 4/24/2026 9:30:33 AM
 ID: 7ff927de-3627-473e-9900-a9fda7a08fa2

Mathew Lau
 mathewlau@calacademy.org
 Chief Financial Officer

Signed by:

 975C0E590908408...

Sent: 4/24/2026 9:32:21 AM
 Viewed: 4/24/2026 10:03:25 AM
 Signed: 4/24/2026 10:03:40 AM


Security Level: Email, Account Authentication (None)

Signature Adoption: Pre-selected Style
 Using IP Address:
 2607:fb92:580:cdc4:e114:24f5:17b3:4a1

Electronic Record and Signature Disclosure:

Accepted: 4/24/2026 10:03:25 AM
 ID: 590f37ae-b85a-44bc-b7a9-629c6da866ed

Dominique L. Windberg
 dominique.windberg@jacksonlewis.com
 Security Level: Email, Account Authentication (None)

Signed by:

 41912D9C47A8465...

Sent: 4/24/2026 10:03:43 AM
 Viewed: 4/27/2026 11:14:10 AM
 Signed: 4/27/2026 11:25:25 AM

Signature Adoption: Pre-selected Style
 Using IP Address: 140.209.203.35

Electronic Record and Signature Disclosure:

Accepted: 4/27/2026 11:14:10 AM
 ID: 4ba7f94a-c57e-4e1a-99d5-0b246e228101

In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	4/23/2026 2:02:15 PM
Certified Delivered	Security Checked	4/27/2026 11:14:10 AM
Signing Complete	Security Checked	4/27/2026 11:25:25 AM
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Signer Events

David Canham

david.canham@seiu1021.org

Security Level: Email, Account Authentication
(None)

Signature

DocuSigned by:
David Canham
35487423365A4D2...

Signature Adoption: Pre-selected Style

Using IP Address: 108.233.12.169

Timestamp

Sent: 5/8/2026 10:03:45 AM

Viewed: 5/8/2026 4:16:33 PM

Signed: 5/8/2026 4:16:48 PM

Electronic Record and Signature Disclosure:

Accepted: 5/8/2026 4:16:33 PM

ID: 4a66075f-1184-4dd3-8615-a449d4b07fa8

Gabby Farrer

gfarrer@calacademy.org

Security Level: Email, Account Authentication
(None)

Signed by:
Gabby Farrer
B8E990AD4CF14FC...

Signature Adoption: Pre-selected Style

Using IP Address: 192.40.158.125

Sent: 5/8/2026 10:03:46 AM

Resent: 5/11/2026 9:47:48 AM

Viewed: 5/11/2026 3:17:21 PM

Signed: 5/11/2026 3:17:37 PM

Electronic Record and Signature Disclosure:

Accepted: 5/11/2026 3:17:21 PM

ID: e36a248f-ea06-4082-8819-a74f612ac856

Holly Rosenblum

hrosenblum@calacademy.org

Security Level: Email, Account Authentication
(None)

Signed by:
Holly Rosenblum
84B9E5C9934F43D...

Signature Adoption: Pre-selected Style

Using IP Address: 2600:387:f:4810::3

Sent: 5/8/2026 10:03:50 AM

Resent: 5/11/2026 9:47:48 AM

Resent: 5/12/2026 1:27:20 PM

Resent: 5/12/2026 3:59:09 PM

Viewed: 5/12/2026 4:01:11 PM

Signed: 5/12/2026 4:03:17 PM

Electronic Record and Signature Disclosure:

Accepted: 5/12/2026 4:01:11 PM

ID: 12d73f46-7e5f-4de5-bf39-0a6941432a55

Jasmine Bost

jbost@calacademy.org

Security Level: Email, Account Authentication
(None)

Signed by:
Jasmine Bost
9C862ACA7FDF4AE...

Signature Adoption: Pre-selected Style

Using IP Address: 192.40.158.125

Sent: 5/8/2026 10:03:47 AM

Viewed: 5/8/2026 10:39:43 AM

Signed: 5/8/2026 10:48:33 AM

Electronic Record and Signature Disclosure:

Accepted: 5/8/2026 10:39:43 AM

ID: e66d30aa-66cc-49f0-b946-05037c43dcb9

Signer Events

Marie Angel
mangel@calacademy.org
Security Level: Email, Account Authentication
(None)

Signature

Signed by:

0EC53CD7EAA644D...

Signature Adoption: Pre-selected Style
Using IP Address: 98.51.117.38

Timestamp

Sent: 5/8/2026 10:03:47 AM
Viewed: 5/8/2026 10:26:46 AM
Signed: 5/8/2026 10:29:09 AM

Electronic Record and Signature Disclosure:
Accepted: 5/8/2026 10:26:46 AM
ID: 13030c3a-baf3-492f-8b7a-455de292448f

Natalie Kramm
nkramm@calacademy.org
Security Level: Email, Account Authentication
(None)

Signed by:

4AA14E8E2D414FB...

Signature Adoption: Drawn on Device
Using IP Address:
2601:645:8a02:6b40:548f:f596:1e20:3854

Sent: 5/8/2026 10:03:49 AM
Resent: 5/11/2026 9:47:49 AM
Viewed: 5/11/2026 10:04:02 AM
Signed: 5/11/2026 10:06:05 AM

Electronic Record and Signature Disclosure:
Accepted: 5/11/2026 10:04:02 AM
ID: f99996a3-8759-45d6-a30c-c4ad1fafb8e8

Oumar Fall
oumar.fall@seiu1021.org
Security Level: Email, Account Authentication
(None)

DocuSigned by:

EE9A40A8C9DA4D4...

Signature Adoption: Pre-selected Style
Using IP Address: 108.233.12.169

Sent: 5/8/2026 10:03:48 AM
Resent: 5/11/2026 9:47:49 AM
Resent: 5/12/2026 1:27:20 PM
Viewed: 5/12/2026 3:02:26 PM
Signed: 5/12/2026 3:02:57 PM

Electronic Record and Signature Disclosure:
Accepted: 5/12/2026 3:02:26 PM
ID: cdc012c7-bd63-45f5-9677-ffb7e1086572

T.R. Malcom
tmalcom@calacademy.org
Security Level: Email, Account Authentication
(None)

Signed by:

EAF655E5792949C...

Signature Adoption: Pre-selected Style
Using IP Address: 199.188.195.158

Sent: 5/8/2026 10:03:51 AM
Resent: 5/11/2026 9:47:50 AM
Viewed: 5/11/2026 10:03:06 AM
Signed: 5/11/2026 10:03:21 AM

Electronic Record and Signature Disclosure:
Accepted: 5/11/2026 10:03:06 AM
ID: df5a70fd-12eb-4cae-965c-486a3d4ecad9

Toby Felix
tfelix@calacademy.org
Security Level: Email, Account Authentication
(None)

Signed by:

93F42638B99F467...

Signature Adoption: Pre-selected Style
Using IP Address: 192.40.158.125

Sent: 5/8/2026 10:03:52 AM
Resent: 5/11/2026 9:47:51 AM
Viewed: 5/11/2026 1:29:41 PM
Signed: 5/11/2026 1:31:29 PM

Electronic Record and Signature Disclosure:
Accepted: 5/11/2026 1:29:41 PM
ID: 786cadca-0d64-4492-bed7-1438f48cf638

Victoria Langlands
vlanglands@calacademy.org
Security Level: Email, Account Authentication
(None)

Signed by:

41452618AE51415...

Signature Adoption: Pre-selected Style
Using IP Address: 192.40.158.125

Sent: 5/8/2026 10:03:51 AM
Viewed: 5/10/2026 9:28:34 AM
Signed: 5/10/2026 9:31:09 AM