

CAPS PROPOSAL

Bargaining Unit: 10

Date: April 17, 2018

Exclusive Representative: CAPS

Article: 15

Subject: Professional Conferences

15.9 Professional Conferences

Every Bargaining Unit 10 employee shall be entitled to annually propose a professional development plan with a written response required within 30 business days. A plan with a minimum of up to two (2) job-related professional conferences, in accordance with the annual Individual Development Plan, shall be considered based upon operational need. Such opportunities may involve reimbursement for one or more of the following items: travel, registration, materials, and state time, per department policy and practice. This Section is not grievable or arbitrable.