

RIGHTS IN YOUR BOOK

The CAPS Memorandum of Understanding (MOU) details information on different rights and leaves you have regarding being able to support your community - whether that be through participation as a mentor or judging a local science fair. Review the details below to know YOUR rights!



SECTION 3.16 & 3.17

MENTORING LEAVE & SCIENCE FAIRS

Section 3.16 provides eligible employees may receive up to forty (40) hours of mentoring leave per calendar year to participate in mentoring activities once they have used an equal amount of personal time for these activities. An employee must use an equal number of hours of their personal time (approved annual leave, vacation, personal leave, personal holiday, or CTO during the workday and/or personal time during non-working hours) prior to requesting mentoring leave. Section 3.17 allows for mentoring leave to be used to judge science fairs.



Other sections of the MOU that support your community include, but are not limited to:

SECTION 3.15 & 3.18

BLOOD DONATION

An employee may be allowed paid leave to make donations of blood, plasma, platelets and other blood products to certified donations centers.

PRECINCT ELECTIONS

An employee may be granted time off for public service as a member of a Precinct Election Board with verification of participation.

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**CALIFORNIA ASSOCIATION OF
PROFESSIONAL SCIENTISTS**