

CAPS PROPOSAL

Bargaining Unit: 10

Date: December 2,
2020; 11:45AM

Exclusive Representative: CAPS

Article: 15

Subject: Career Development

15.6 Professional Papers

- A. Upon prior approval of the department head or designee, the State may provide a Unit 10 employee up to ~~40~~ 80 hours per year and/or necessary travel expenses for the purpose of research, preparation, and presentation of professional papers, provided that the professional papers are directly related to the employee's job assignment and the department head or designee has determined that the presentation of the research paper will benefit the State's operational needs.
- B. The department head or designee may deny the employee's request for presentation for reasons related to training, employee supervision, job performance and operational needs. If the employee's request is denied, the reason for denial shall be stated in writing.
- C. Upon request by the employee, the department will review professional papers for publication. Upon approval by the department head or designee, a copy of the paper may be provided to appropriate departmental and State libraries. This Section is not grievable under the grievance provisions.
- D. ~~Signature credit shall be given e~~ Employees who author or co-author any scientific research document and/or professional paper shall be credited as authors.
- E. The department head or designee shall respond to the employee's request for research, preparation and presentation of professional papers within thirty (30) days from the date the request was received.