

CAPS PROPOSAL

Bargaining Unit: 10

Date: March 9,
2021; 4:08PM

Exclusive Representative: CAPS

Article: 15

Subject: Career Development

15.9 Professional Conferences

Every Bargaining Unit 10 employee shall be entitled to annually propose attendance to available job-related professional conferences ~~a professional development plan~~ with a written response required within 30 business days. ~~The request A plan with 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 up to the fourth level of the grievance procedure set forth in Article 9, but is not or arbitrable.