

## CAPS Counter Proposal

**Bargaining Unit:** 10  
**Exclusive Representative:** CAPS  
**Article:** 15  
**Subject:** Career Development

**Date:** August 5, 2021; 2:18PM

### 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 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.