

**CAPS Proposal
October 31, 2008**

15.8 Professional Society Dues

In recognition of the professional nature of Unit 10 employees, each department, commission, board, or agency ~~may~~ shall reimburse a Unit 10 employee a total of up to ~~\$100.00~~ \$300.00 per year. This is for membership dues in one or more job-related professional societies or associations of the employee's choice. Both parties agree and understand that a different amount of reimbursement, if any, may be provided to employees in the same or similar situation.