

ARTICLE 6 - PROBATIONARY PERIOD

- A.** All new career employees shall serve a probationary period of six (6) calendar months at fifty percent (50%) time or more without a break in service. Time on leave with or without pay is not qualifying service for the completion of the probationary period. Employees who are rehired following a break in service shall serve a new probationary period whether or not they previously completed a probationary period.
- B.** Limited (casual) employees who have served six (6) continuous months at fifty percent (50%) time or more in the same class, in the same shop and under the same supervisor as the career position for which they are hired, shall not serve a probationary period unless they are informed in writing by management to the contrary.
- C.** A limited (casual) employee rehired into a career position of the same classification, in the same shop, within thirty days of his/her break in service shall not serve a probationary period unless informed in writing by management.
- D.** Prior to the completion of the probationary period, the University will make a good faith effort to evaluate the employee's performance. However, a probationary employee may be released at the discretion of the University provided the employee is not being released in violation of Article 4, Nondiscrimination in Employment. Other than probationary releases alleged to be based on discriminatory grounds, disputes arising from this Article are not subject to the Grievance or Arbitration Procedure of this Agreement.