ARTICLE 8
PROBATIONARY PERIOD

1. Employees shall serve a probationary period of six (6) calendar months of continuous service at one-half time or more without a break in service. If a probationary employee is injured on the job and is medically restricted from working, the probationary period will be held in abeyance until the employee is medically released to resume the full range of his/her job duties.

2. For purposes of this Article, a month of service at one-half time or more means a calendar month in which the employee has actually worked 50% or more of the available working hours of that month. Employees who are rehired following a break in service of one calendar year or more shall serve a new probationary period whether or not they previously completed a probationary period.

3. Prior to the completion of the probationary period, an employee may be disciplined or released without cause at the sole discretion of the CAMPUS or LABORATORY and without recourse to the Grievance or Arbitration procedure of this Agreement.

4. Temporary employees shall begin a probationary period upon appointment to a permanent position. If there is no break in service, up to three months of the temporary employment in the same classification shall be counted towards the completion of the probationary period.

5. A written performance evaluation shall be provided to all probationary employees after 90 days but no later than 120 days of their probationary period.