

**ARTICLE 9**  
**PROBATIONARY PERIOD**

- A.** Employees in this bargaining unit shall serve a probationary period of twelve (12) months of continuous service at one-half time or more without a break in service. Time required to complete the POST Basic Academy or equivalent and time on leave with or without pay are 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. Prior to the completion of the probationary period, an employee may be released without cause at the sole discretion of the University.
- B.** At the sole discretion of the University, an employee's probationary period may be extended. Such an extension shall be for a specific period of time. At least seven calendar days prior to the effective date of the extension, the employee shall be informed in writing of the reasons for and the period of the extension.
- C.** Disputes arising from this Article shall not be subject to Article 6 - Grievance Procedure or Article 7 - Arbitration Procedure of this Agreement.