

ARTICLE 10 PROBATIONARY PERIOD

A. General Conditions

1. Doctors in career appointments shall serve a probationary period during which time the University will evaluate their work performance and general suitability for University employment. The probationary period is completed following six (6) months of continuous service at one-half (1/2) 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.
2. Doctors who are rehired following a break in service of one (1) year or less shall not be required to serve a new probationary period, provided the rehired doctor had regular career status at the time of separation and is returning to a position that is within the bargaining unit, in the same classification and specialty and at the same campus. In all other cases, rehired doctors serve a probationary period, whether or not one was previously completed.
3. The probationary period may be extended at the discretion of the department head in the event a probationary employee: (a) experiences a change of supervisor; (b) for Sports Medicine physicians: did not have an opportunity to perform his/her full scope of duties; or (c) transfers to a different job during the probationary period. Such extension shall not be for more than three (3) months. Subject to the agreement of the UAPD and the University, the probationary period may be extended for additional time or under different circumstances. In the event of an extension, an employee will be advised in writing of the new end date for the probationary period.

B. Limited Appointments and Per Diem Appointments

1. If an employee who converts from a limited to a career appointment under the provisions of Article 4 – Positions, Appointments, and Assignments, has the same supervisor immediately after the conversion, the time served in the limited appointment under that supervisor shall be credited towards completion of the employee's probationary period in the new career appointment.
2. Doctors with a limited appointment who apply for and receive a career appointment through the competitive recruitment process shall have three (3) months of prior service in the limited appointment credited towards completion of her/his probationary period in the new career appointment, provided:
 - a. immediately preceding the start of the career appointment, the doctor served at fifty percent (50%) time or more for six (6) continuous months or more; and

- b. the new career appointment is the same or substantially similar to the limited appointment that the employee had immediately preceding the career appointment.

In all other cases, doctors with a prior limited appointment shall serve a full probationary period in their new career appointment.

- 3. A per diem doctor who has worked at least the equivalent of sixty (60) full-time shifts in six (6) consecutive months in the same position to which he or she is subsequently appointed as a career employee shall have three (3) months credited toward completion of the probationary period, provided that the sixty (60) full-time shifts in six (6) consecutive months immediately precede the career appointment.

C. Evaluation During Probationary Period

Local procedures shall specify the timing and frequency of written evaluations of a probationary employee's work performance and general suitability for University employment.

D. Release During Probationary Period

Prior to the completion of the probationary period, an employee may be released at the sole discretion of the University and without recourse to the grievance and arbitration procedures of this Agreement.