

**ARTICLE 9
PROBATIONARY PERIOD**

A. GENERAL CONDITIONS

1. Nurses 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. Nurses 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 rehire occurs in the same class and specialty within the same department and the rehired nurse had regular status in that class at the time of termination. In other cases, rehired nurses serve a probationary period.

B. CREDIT FOR TIME SERVED IN LIMITED APPOINTMENTS

1. **Nurses Changing Jobs from Limited to Career** – A non-career nurse who has served the equivalent of at least six (6) months of continuous service at 50% time or more in a non-career appointment and who receives a career appointment as a nurse with similar duties, shall have three (3) months service credited toward the completion of her/his probationary period in the new career appointment.
2. **Nurses Converting From Limited to Career in the Same Job** – A nurse whose appointment is converted from a limited appointment to a career appointment under the provisions of Article 3, §B.3., who has worked in the same appointment into which s/he is directly converted to career status, shall have such time in that appointment credited toward the completion of the employee's probationary period in the new career appointment. For the purposes of this provision, "same appointment" means an appointment in the same department/unit and with the same duties and same supervisor as the appointment to which the employee was assigned immediately prior to conversion.

C. EVALUATION DURING PROBATIONARY PERIOD

It is the intention of the University to conduct no less than one (1) written performance evaluation during a full probationary period just prior to the completion of the probationary period. If another evaluation is done, it shall be approximately at the midpoint of the probationary period.

D. RELEASE DURING PROBATIONARY PERIOD

Prior to the completion of the probationary period, a nurse may be released at the sole discretion of the University and without recourse to the grievance and arbitration procedures of this Agreement. The parties may agree to extend a nurse's probationary period.