

Article 6

PROBATIONARY PERIOD

A. TERMS

1. Employees appointed to regular positions established at fifty percent (50%) or more of full time for six (6) consecutive months or more shall serve a probationary period of one hundred and twenty-six (126) shifts without a break in service. Periods of absence from work, whether on pay status or not, shall not be counted towards 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.

2. Employees who are hired into a regular position from a casual position in the same class shall have time worked in the casual position applied to the probationary period. However, time worked in excess of sixty-three (63) shifts shall not be applied to the probationary period.

B. ATTAINMENT OF REGULAR STATUS

Upon satisfactory completion of the probationary period, an employee shall attain regular status and shall be considered a regular employee. Employees shall be so informed in writing.

C. RELEASE

Probationary employees may be released without cause at the sole discretion of the University. Disputes arising from this Section shall not be subject to the Grievance and Arbitration Procedures of this Agreement.