

ARTICLE 5. PROBATIONARY PERIOD

- A. Employees in career appointments shall serve a probationary period during which time their work performance and general suitability for University employment will be evaluated. Except for those employees covered by Section B. below, the probationary period is completed following six 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 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.
- B. An employee whose appointment is converted from a limited appointment to a career appointment and who has worked in the same appointment immediately prior to the career appointment, will have such time, up to a maximum of three months, applied toward completion of the probationary period. For purposes of this provision, "same appointment" means an appointment in the same department/unit with the same duties as the appointment to which the employee was assigned prior to conversion.
- C. 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 not to exceed three months.
- D. 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 or Arbitration Procedure(s) of this Agreement.