

## **ARTICLE 5. Probationary Period**

### **A. Career Appointments**

All new career employees shall serve a probationary period of six (6) calendar months at fifty percent (50%) 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. 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 at the discretion of the University and without recourse to the Grievance or Arbitration procedures of this Agreement.

### **B. Limited Appointments**

An employee who is required to serve a probationary period and who has worked in a limited appointment immediately preceding the career appointment, shall have up to 1,000 hours on pay status credited toward completion of the probationary period, provided that the credited time was served in the same position and with the same supervisor that the employee had immediately prior to the career appointment. Qualifying time on pay status includes regular time worked, compensatory time off, sick leave, extended sick leave, vacation, holidays, paid jury duty, administrative leave with pay, and military leave with pay. Qualifying time on pay status shall not include overtime, on-call, call back, and time in Casual/Restricted appointments.

### **C. Extension of Probationary Period**

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. Actions taken by the University under the provisions of this Article are not subject to the Grievance or Arbitration procedures of the Agreement.