

## **ARTICLE 10: PROBATIONARY PERIOD**

Newly hired employees shall serve a probationary period of six (6) months of continuous service without a break in service. Time on leave, with less than full pay or without pay is not qualifying service for the completion of the probationary period. Probationary employees may be released without cause at the sole discretion of the Employer.

An employee's probationary period may be extended to permit a more thorough examination of his/her performance in their position. Reasons for extensions include inconclusive evaluation at the end of six (6) months of employment, military leave, or circumstances that force the employee into limited or light duty. Such an extension shall be for a specific period of time not to exceed an additional three (3) months. At least seven (7) calendar days prior to the effective date of the extension, the employee shall be informed in writing of the reason(s) for the period of extension. Employees retained at the expiration of the probationary period shall become career employees and shall be credited with seniority from the date of hire.

The decision to release an employee during the probationary period or to extend the employee's probationary period is not subject to the Grievance or Arbitration Procedures of this Agreement.