

Section 2, Article _____, Probation.

(a) The probationary period for an employee serving an initial probationary period in a CPPW-represented classification shall be ~~six-nine (96)~~ months, ~~excluding any period of time off exceeding one (1) week in duration~~. The probationary period for a part-time or job-share employee serving an initial probationary period may be extended up to ~~nine-twelve (129)~~ months to allow for adequate hours of on-the-job training.

(b) The probationary period for a full-time employee being promoted to a higher classification shall be ~~six-nine (96)~~ months, ~~excluding any period of time off exceeding one (1) week in duration~~. The probationary period for a part-time or job-share employee being promoted to a higher classification may be extended ~~up to an additional three (3) nine-twelve (129)~~ months to allow for adequate hours of on-the-job training.

(c) During their initial probationary period employees will be given one (1) written evaluation near the mid-point and a second written evaluation approximately one (1) month prior to the end of the probationary period. Copies of these evaluations will be provided to the employee and the Union. Nothing in this section shall limit management's right to terminate an employee during the probationary period without recourse to the grievance procedure.

(d) The probationary period may be extended for a period not to exceed ninety (90) days by mutual agreement between the Director of the Bureau of Human Resources, the Union and the affected employee. Any such extension shall be in writing and include a list of training benchmarks that must be met for an employee to demonstrate successful completion.

Commented [KO1]: 9-9-24 CPPW Bargaining Note - this is the only proposed modification - clarifies intent.

TA'd JLR
TA'd 10-30-24
10-30-
XSO