

ARTICLE 11

PROBATIONARY PERIOD

- 11.1 Probationary Period - The term "probationary period" as used in this Article shall mean a period of continuous credited service an employee who has received a probationary appointment shall be required to serve prior to becoming eligible for permanent status.
- 11.2 "Probationary employee" refers to a full-time employee serving a period of probation.
- 11.3 All employees shall serve an initial probationary period of twelve (12) months of continuous full-time credited service. Time required to complete the P.O.S.T.* Basic Academy training or equivalent shall not be credited service for the completion of the probationary period.
- 11.4 A new hire probationary employee shall be evaluated by the end of the sixth (6th), ninth (9th), and twelfth (12th) month of the probationary period, unless the employee has earlier been rejected during probation.
- 11.5 Breaks in Service
- a. When a probationary employee goes on a leave of absence, the President shall determine whether or not the time served before the leave is counted in determining the remaining length of probationary service.
 - b. An employee's probationary period is extended for the same number of days such employee is on paid sick leave or family medical leaves of over thirty (30) days, parental leave, and for any day an employee is on Workers' Compensation (WC), Industrial Disability Leave (IDL) Non-Industrial Disability Insurance (NDI), Military Leave and/or formal leave without pay (LWOP). The President shall determine if the employee's probationary period should be extended when a full-time probationary employee is placed on a partial leave of absence.
 - c. Normally, a new probationary period shall be served when an employee begins an appointment at another campus. However, the employee

* The State of California Commission on Peace Officers Standards and Training.

may be appointed with permanent status or credit toward permanency as determined by the President of the campus to which the employee is appointed.

- 11.6 Prior to the completion of a probationary period, an employee may be released from employment at the sole discretion of the CSU and without recourse to Article 7, Grievance Procedure, of this Agreement.

Award of Permanent Status

- 11.7 An employee shall be notified in writing by the President as to the award of permanent status.