

ARTICLE 9 – PROBATIONARY PERIOD

(a) New employees, regardless of classification, will be considered on probation for one hundred and eighty (180) calendar days from the date of hire, but an employee hired in mechanical classifications (including Facilities/Automotive Maintenance) will be required to qualify within his probationary period and will be subject to dismissal if he fails to qualify or demonstrate mechanical ability, in accordance with the Qualifications Administration Manual. The probationary period may be extended to cover any approved leave of absence granted during the probationary period.

(b) Failure of the Company to administer the test within the probationary period will absolve the employee of the test requirement. Additionally, it is understood by the parties that the Company can release a probationary employee at any time during the probationary period. An employee released during his probationary period will have no right of appeal to the Area Board of Adjustment.

(c) If any probationary employee is terminated during his probationary period and then reemployed within a period not exceeding his previous service, he will be credited with such prior service for purposes of Company, Occupational, and Classification seniority as well as for the purpose of completing his probationary period.