

COLLECTIVE AGREEMENT JOINT INTERPRETATION UPDATE

Date: June 24, 2016

SUN #: 16-007

Re: Article 22 – PROBATIONARY AND TRIAL PERIOD



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Issue: 22.01 Probationary Period

An Employee commencing employment within the bargaining unit shall be on probation during the first sixty–five (65) working days or **five hundred and twenty (520) hours worked**, of her employment with the Employer, whichever occurs first. **An extension may be granted** on one (1) occasion only up to a maximum of forty (40) working days or three hundred and twenty (320) hours **worked**, whichever occurs first. **The circumstances warranting the extension, the improvement expected by the Employer, and the duration of the probationary period extension must be communicated to the Employee and the Local.** An Employee shall only serve one probationary period for any period of continuous employment within the bargaining unit.

During the probationary period, the Employee shall enjoy all rights and privileges prescribed in the Agreement, except Article 27, unless application of Article 27 would result in an increase in hours, change of status or classification. Notwithstanding the foregoing, the parties agree that the Employer may terminate a probationary Employee for unsuitability.

During the probationary period, the Employer is expected to give as long a notice of termination as possible with a minimum of one (1) week. At any time during the probationary period, the Employer may terminate employment without notice if the Employee has been guilty of irregular conduct and/or violation of Employer rules.

Interpretation Guidelines:

Article 22.01 – Probationary Period

This change was to address the days spent in general new Employee orientation. Time spent in an orientation cuts into the “on-the-unit/facility/agency” probationary period which is the true employee assessment used to measure the performance of a new Employee. This change should provide for a successful transition for the new Employee into the workplace.

An extension may be granted once however, the circumstances warranting the extension, the improvement expected by the Employer and the duration of the probationary period extension must be communicated to the Employee and the Local. A meeting shall be convened in a timely manner with the Employee, Local and Employer to discuss the extension, areas required for improvement and expectations.



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