

## Article 7.C - Probation

### **A. Probation**

1. Company employees transferring competitively into an IAM-represented classification will be regarded as probationary for the first 180 calendar days of active service in the position. Depending on training needs, probation may be extended up to a maximum of 240 days from date of hire with local committee concurrence. Monthly job evaluations must be provided to the local committee demonstrating the need for such extension.

2. Newly hired employees will be regarded as probationary for the first 180 calendar days of active service in the position. Depending on training needs, probation may be extended up to a maximum of 240 days from date of hire provided monthly job evaluations are submitted to the local committee demonstrating the necessity for such an extension.

3. An employee's probationary period may be extended in appropriate cases, such as the employee's extended absence because of accident or illness, in which case the Company will notify the Union.

4. Employees may be discharged at any time and for any reason during their probationary periods without a hearing.

5. Upon successful completion of their probationary periods, employees will be retained on the Seniority List in order of their Bid Seniority dates.

6. An employee may be assigned and re-assigned to any shift and days off during the employee's probationary period with a 7-day notice. No later than the 181<sup>st</sup> day, all employees completing their probation or anyone whose probation has been extended will select a bid line that their seniority can hold, and report no later than the beginning of the next pay period.

7. If temporary employees are hired as regular employees without a break in service, their period of their temporary employment will be credited against and deducted from their probationary period, their Company Seniority will accrue from the time they were hired as a temporary employee, and their Bid Seniority will accrue from the time awarded a regular permanent vacancy. If a temporary employee has a break in service before being hired as a regular employee, a new probationary period and seniority dates will begin.