

COLLECTIVE AGREEMENT JOINT INTERPRETATION UPDATE

Date: June 24, 2016

SUN #: 16-008

Re: Article 22 – PROBATIONARY AND TRIAL PERIOD



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Issue: 22.02 Trial Period

An Employee shall be placed on a trial period of forty (40) working days or three hundred and twenty (320) hours worked, whichever occurs first, following the orientation period when the Employee accesses work in a different **classification**, Unit or Facility/Agency and the Employee:

- (a) is the successful applicant to a posting; or
- (b) exercises her displacement rights; or
- (c) exercises her re-employment rights; or
- (d) accepts casual work.

If an Employee is demonstrably unable to perform the duties of the new position during the trial period or if she so selects, the Employee shall return to her **permanent** position or **former** status. **By mutual agreement of the Employee, Local and the Employer, an extension may be granted. The circumstances warranting the extension, the improvement expected by the Employer, and the duration of the trial period extension must be mutually agreed.**

Any other Employee affected because of her re-arrangement of positions shall also be returned to her **permanent** position **or former** status.

Interpretation Guidelines:

Article 22.02 – Trial Period

Both the Employee and the Employer have an opportunity to assess their work when moving to a different classification, including within the same unit or facility.

Previously, the trial period was only afforded to both the Employee and the Employer when the Employee was accessing work in a different unit or facility/agency.

This language has been expanded to include a trial period when Employees move to a different classification in the same unit or facility/agency. This will ensure that the Employee has options to revert to their former permanent position or former status and will ensure the Employer has the ability to assess the performance of the Employee in the different classification.

An extension to the trial period may be granted by mutual agreement of the Employee, Local and the Employer. If this occurs, the circumstances warranting the extension, the improvement expectations of the Employee and the duration of the trial period extension must be communicated to the Employee and the Local. A meeting will 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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