



11/27/2023
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RNPA Proposal 4, November 20, 2023 (Revised)

ARTICLE 6 - PERSONNEL ACTIONS

Section 6.1 - Probation

a. Each new nurse shall serve a probationary period of nine (9) months, which shall be counted as twenty (20) complete pay periods. Upon successful completion of such probationary period, the nurse shall be deemed a permanent employee. A leave of absence without pay shall not be credited toward completion of the nurse's probationary period. The parties agree that probationary nurses shall have all rights in this Agreement, unless otherwise specified, including full and complete access to the grievance procedure. Any nurse released during the probationary period shall, upon request, be provided with a statement of the reasons for the release. Consistent with County Charter Section 704(e), probationary nurses may not grieve suspensions, demotions, or dismissals.

b. Probationary nurses shall have the right to request and receive Department/Agency administrative review of disciplinary action taken during probation. Such review must be requested in writing within ten (10) working days of the disciplinary action or it is waived. The review process shall consist of a meeting with the clinical director or their designee. The review process shall proceed promptly after a request is received. The clinical director or their designee shall hear and make a decision within fifteen (15) working days.

c. A nurse who has attained permanent status in a classification in an alternate series after serving an initial nine (9) month probationary period upon promotion to a higher classification shall serve a probationary period of an additional six (6) months.

d. There shall be no extension of probation due to tardiness or other partial day LWOP.