

27 July, 2010

**New Collective Agreement Language  
Probationary Employees**



**Article 21.16**

21.16 **PROBATIONARY EMPLOYEE** means a regular employee who has not completed the probationary period. The Company has the discretion to terminate a probationary employee on the basis that they are not suitable for work. The probationary employee may grieve that the decision is arbitrary, discriminatory, or in bad faith.

Probationary employees are also entitled to grieve any other issue arising under this Agreement.