



“DID YOU KNOW?”

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Trial Periods

Did you know; permanent members who are successful applicants in job postings are required to complete a Trial Period? And that the Trial Period is not just for the employer, but for the member’s satisfaction as well?

It is important to note (below);

- (a) “if the successful applicant has been acting in the position for three or more consecutive months immediately prior to appointment to the position they will have successfully completed their trial period.”

This would also include posting to the same classification you previously held. Even if the above applies, members still have the option as follows;

- (b) “**or if they decide to return to their former position**, they shall be returned to their former position without loss of seniority, and their salary will be adjusted to the appropriate increment in their former position.

So to summarize, no matter what the scenario, permanent members who are successful applicants in any classification still have a **two-month** option to determine if they want the job or not.

8.04 Trial Period

- (a) The successful applicant shall be placed on trial for a period of two (2) months. Conditional on satisfactory service, such trial promotion or transfer shall become permanent after the period of two (2) months. If the successful applicant has been acting in the position for three or more consecutive months immediately prior to appointment to the position they will have successfully completed their trial period.
- (b) In the event the senior applicant proves unsatisfactory in the position during the aforementioned trial period, or if they decide to return to their former position, they shall be returned to their former position without loss of seniority, and their salary will be adjusted to the appropriate increment in their former position.

Any questions please contact your RVP or a Table Officer.

In Solidarity,

Executive
COPE491
Canadian Office and Professional Employees Union