

## ARTICLE 13

### EVALUATION

#### Temporary and Probationary

- 13.1 Temporary and probationary employees in Bargaining Unit 1 shall be subject to periodic performance evaluations as determined by the President. The frequency of probationary employee evaluations shall be sufficient to make timely recommendation to the President prior to the end of the employee's probationary period.
- 13.2 A written record of the periodic performance evaluation shall be placed in the employee's personnel file. The employee shall be provided with a copy of the written record of the performance evaluation.

#### Permanent Employees

- 13.3 Permanent employees in Bargaining Unit 1 shall be subject to periodic performance evaluations as determined by the President.
- 13.4 A written record of the periodic performance evaluation shall be placed in the employee's personnel file. The employee shall be provided with a copy of the written record of the performance evaluation.

#### Evaluation of Physicians

- 13.5 When evaluation entails judgment regarding a physician's performance of assigned medical duties, such judgment shall be made by supervisory and managerial personnel who are licensed physicians.

#### General Provisions

- 13.6 Evaluations should be a review of the employee's work performance and should be based upon criteria which is objective in nature.
- 13.7 If an employee disagrees with the record of a performance evaluation which has been placed in their personnel file, the employee may submit a rebuttal statement which shall be attached to the record of the performance evaluation.
- 13.8 The content of performance evaluations shall not be subject to the provisions of Article 8, Grievance Procedure.