

New Article 48

Old Article 6

Trial Period Employees

6.1 Duration

The trial period for new preference-eligible NRC employees, as defined in 5 U.S.C. 2108, is one year. The trial period for new non-preference eligible NRC employees is generally two years. NRC will strive to advise a trial period employee of his/her performance prior to the end of the tenth or twentieth month of his/her trial period, depending on whether that period is one or two years. Supervisors are encouraged to provide prompt feedback to trial period employees concerning any problems regarding their employment. Performance which deteriorates or misconduct which occurs after a performance appraisal has been issued may be made the basis for separation up to the end of the trial period.

6.2 Termination Procedures

The parties agree that when the NRC determines that a trial period employee is to be terminated, the following procedures will be followed:

6.2.1 A letter of termination will be issued by a management official stating the (a) date of termination; and (b) reasons for termination. The employee will be provided the original and a copy of the letter of termination.

6.2.2

Except when circumstances dictate delivery by certified mail, the letter of termination shall be delivered to the employee by a manager in the employee's chain of command as soon as possible after its preparation, but no later than the close of business on the last day of the trial period. When practicable, the employee will be allowed to express his or her views on the reasons provided for the termination when the letter of termination is delivered. However, a decision by the NRC that a trial period employee is terminated is final and is neither grievable nor arbitrable.

6.3 An employee who believes this action has been based on illegal discrimination may consult with an EEO Counselor.