

Unit 1 - Union of American Physicians and Dentists (UAPD)

http://www.calstate.edu/LaborRel/Contracts_HTML/UAPD_Contract/UAPDtoc.shtml

CONTRACT ARTICLES/LANGUAGE	PROCESS
<p>Temporary and Probationary Employees - Article 13.1: Temporary and probationary employees 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. Article 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.</p> <p>Permanent Employees - Article 13.3: Permanent employees in Bargaining Unit 1 shall be subject to periodic performance evaluations as determined by the President. Article 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.</p> <p>Evaluation of Physicians - Article 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.</p> <p>General Provisions - Article 13.6: Evaluations should be a review of the employee's work performance and should be based upon criteria which is objective in nature. Article 13.7: If an employee disagrees with the record of a performance evaluation which has been placed in his/her personnel file, the employee may submit a rebuttal statement which shall be attached to the record of the performance evaluation. Article 13.8: The content of performance evaluations shall not be subject to the provisions of Article 8, Grievance Procedure.</p>	<p>Temporary Employees: Evaluate at least once before the end of the temporary appointment.</p> <p>Probationary Employees - 2 Year Probation: Evaluate by the end of the 6th, 12th, and 18th months, and by the beginning of the 23rd month, during the two-year probationary period.</p> <p>Permanent Employees: Evaluate annually.</p> <p align="center">Process</p> <p><i><u>Temporary, Probation &/or Permanent Employees</u></i></p> <ul style="list-style-type: none"> ▶ The employee shall be provided with a copy of the written record of the performance evaluation. ▶ The employee may submit a rebuttal statement which shall be attached to the record of the performance evaluation. ▶ The performance evaluation, attachments and rebuttal shall be forwarded to Human Resources to be filed in the Official Personnel File.