

ARTICLE I: RECOGNITION, UNIT AND CHECKOFF

1.12 Temporary Employee

(a) A temporary employee is one who is hired on a temporary basis for not more than one hundred fifty (150) consecutive days, except that such period may be extended, provided that written notification of the extension and the name of the employee that the temporary employee is replacing and the position are given to the Union. A temporary employee subsequently hired into a permanent position in which they have previously served one hundred fifty (150) days or more, shall not be required to complete a probationary period; provided the hire is into the same job classification.

(b) A temporary employee may be retained through a temporary staffing agency or directly by the Hospital. Where the Hospital utilizes five (5) or more temporary employees in a single bargaining unit classification within a department, the Hospital will provide the Union with notice within three (3) working days of such utilization. Such notice shall include the job classification, department, shift, and duration of the temporary assignment. Where the Hospital subcontracts work formerly performed by bargaining unit employees instead of using bargaining unit employees (that is, reduces the number of bargaining unit employees and indefinitely or permanently replaces such bargaining unit employees with workers retained by a subcontractor, instead of using temporary employees), the Hospital will utilize the notice provisions and follow the process specified in Section 2.02 of the Agreement.