

Employee Association	Division	Bargaining Unit	MOU Article/Policy
AFSCME	City Court Clerks, Engineering, Executive, General Services, HCD, Fire, MPD, Parks, Public Works, Solid Waste	Main	Article 16 Seniority Section 1
		Code	Article 9 Probation Section 2
		Office Support Clerks & Office Assistants	Article 25 Seniority Section 1
		PPEPL	Article 16 Seniority Section 1
		Survey Service Center	Article 16 Seniority Section 1
Crafts/IBEW	General Services, Fire, Police, Public Works	Bricklayers, Carpenters, Cement Masons, IBEW, Painters, Plumbers, Roofers	Article 17 Seniority Section 1(B)
CWA	MPD	Dispatchers	Article 1 Recognition and Bargaining Unit
			Article 17 Seniority Section 2

IAFF	Fire	Fire	
			Article 17 Seniority Section 3
IAMAW	General Services, Police Services, Fire Services, Public Works	Machinists	Article 16 Seniority Section 1(A) <u>General Services, Fire Services, & Public Works New Employees</u>
			Article 16 Seniority Section 1(B) <u>Police Services New Employees</u>
IUOE	Engineering, Executive, General Services, Park Services, Public Works, Solid Waste	Animal Shelter	Article 16 Seniority Section 1
		Construction Inspectors	Article 16 Seniority Section 1
		Heavy Equipment Operators	Article 10 Seniority Section 1
		Treatment Plant	Article 16 Seniority Section 1
MPA	MPD	Police	Article 5 Probationary Period

Non-Represented Employees	All	All	PM-14-22 Employment Probationary Test Period
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Probationary Period

All new employees shall be considered probationary for **180 days** from their last date of hire

Each new employee hired to fill a regular full-time position with the City, shall serve an initial probationary period of **one hundred eighty (180) calendar days** from his last date of hire.

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All new employees shall be considered probationary for six (6) months from their last date of hire.

Probationary employees are excluded from the bargaining unit for the duration of their **twelve (12) month probationary period**.

This probationary period may be extended on a month-to-month basis, not to exceed more than six (6) months when recommended by the Chief of Police and approved by the Director of Human Resources and when reasons for such extension are provided in advance to the President of the Union.

All new employees shall be considered probationary employees for **twelve (12) months** from their last date of hire.

(Exception: Fire Specialists probationary period shall be six (6) months from their last date of hire).

An employee shall have their seniority broken when they resign, is discharged for just cause, or accepts gainful employment while on approved Leave of Absence from the Division of Fire or is laid off for a period of more than twenty-four (24) months.

All new employees shall be placed on the seniority lists as of the first day of employment upon the completion of **ninety (90) days of employment.**

All new employees shall be considered probationary for **six (6) months** from the last date they were hired into the Memphis Police Department Aviation Unit.

All new employees shall be considered probationary for **six (6) months** from their last date of hire. During such probationary period, employees may be discharged without constituting a breach of this Memorandum.

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Twelve (12) Months beginning with the date they first become commissioned police officers. Employees who leave the service of . . . and are subsequently rehired will serve a probationary period of twelve (12) months from the date of re-commission.

All regular, full-time employees will have a six (6) month initial probationary period.