

**ARTICLE 23**  
**PROBATIONARY EMPLOYEES**

**Section A. Definition.**

1. An initial probationary employee shall be an employee who has not been certified as having satisfactorily completed the initial probationary employment period as required by the Civil Service Rules and Regulations.

2. A continuing probationary employee shall be an employee who has completed the initial probationary period and has subsequently been appointed to a new class, level, or principle Department and is required to satisfactorily complete a new probationary period.

**Section B. Effect of Separation.**

An individual who leaves State service other than by layoff or leave of absence and no longer having reinstatement rights shall be required to serve an initial probationary period.

**Section C. Application of Provisions.**

Continuing probationary and initial probationary employees shall be covered by the provisions of this Agreement except as specifically indicated otherwise in an Article(s) of this Agreement.