



Bargaining Team

CBA Articles Change Form

Team # 5
Members:
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Date: 5/11/16

Article Number to Be Changed: 12 Affects other Articles#/Sect. # Art.11

Section Number to Be Changed: 1 & 2

Change to the Following Verbiage:

ARTICLE 12 - PERFORMANCE EVALUATIONS

Section 1. Every employee shall receive a performance ~~appraisal~~ **evaluation no less than** annually within 30 ~~calendar~~ **calendar** days of the employee's review date, except when extenuating circumstances exist (such as serious illness or a death). In such cases, an alternate time will be established, documented in writing, and signed by the employee and the department head or designee.

Section 2. The employee shall have the opportunity to provide comments to be attached to the performance ~~appraisal~~ **evaluation**. The employee shall sign the performance ~~appraisal~~ **evaluation** and that signature shall only indicate that the employee has read the performance ~~appraisal~~ **evaluation**. A copy shall be provided to the employee at that time.

Reasoning:

For overall clarity - Add "calendar" in front of days...to indicate calendar vs. business as indicated in Article 11.

Evaluation replaces appraisal for clarity and consistence in contract overall language.

Notes: