

MSU Billings Personnel Policies

POLICY: Probationary Period – Classified Staff

POLICY NO.: 404.4

REFERENCES: 7-32-303, 39-2-904, M.C.A.; Collective Bargaining Agreements

DATE ADOPTED/REVISED: 10/08/08

Unless otherwise specified in collective bargaining agreements or Montana State law, permanent staff are subject to a six-month probationary period. If approved by the Director of Human Resources, the six-month probationary period may be extended for a specified period of time not to exceed an additional three (3) months.

During the probationary period, employees may be terminated for any non-discriminatory reason without a showing of cause and without recourse to any grievance procedure.