

Evaluation Process for Union of American Physicians and Dentists (UAPD) Unit 1

Article 13

- Temporary and probationary employees should be subject to periodic Performance Evaluations as determined by the President.

A written record of the periodic Performance Evaluation should be placed in the employee's personnel file. The employee should be provided with a copy of the written record of the Performance Evaluation.

- Permanent employees shall be subject to periodic Performance Evaluations as determined by the President.

A written record of the periodic Performance Evaluation should be placed in the employee's personnel file. The employee should be provided with a copy of the written record of the Performance Evaluation.

- When the evaluation entails judgement regarding a physician's performance of assigned medical duties, such judgement should be made by supervisory and managerial personnel who are licensed physicians.
- Evaluations should be a review of the employee's work performance and should be based upon criteria which is objective in nature.
- If an employee disagrees with the Performance Evaluation which has been placed in their personnel file, the employee may submit a rebuttal statement which shall be attached to the Performance Evaluation.
- The content of Performance Evaluations shall not be subject to the provisions of Article 8, Grievance Procedure.