ARTICLE 19 EMPLOYMENT STATUS

1. Extension of Initial Trial Service Period
An employee's initial trial service period may be extended by written agreement of the appointing authority, the Association and the affected employee.

2. Resignations
All nurses employees shall give the County not less than ten (10) work days two (2) weeks advance written notice of the effective date of their resignation. Failure to give such notice forfeits any right to accumulated vacation, holiday and sick leave benefits. Exceptions may be made in extenuating circumstances by the appointing authority.

Notwithstanding the foregoing, to help ensure continuous patient care, physician assistants and nurse practitioners are requested to give the County ninety (90) calendar days’ advance written notice, and failure to give such notice may be reflected in any references to future employers provided by the County.

3. Termination Interviews
In the interest of quality improvement and employee retention, upon termination of employment, full-time and part-time employees nurses shall be granted offered an exit survey and, time permitting, an interview with the appointing authority if the employee so desires and requests. The employee’s choice to participate in an exit survey or interview will not affect their eligibility for rehire nor reflected in references to future employers. Data collected in exit surveys and interviews will be provided to ONA twice annually.