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NECESSARY MEDICAL TREATMENT

CONTRACT TERM Sick leave with full salary will be granted for the purpose of obtaining *necessary medical treatment*.

ARBITRATOR'S RULING Necessary medical treatment means treatment that is necessary for the health of the employee, and does not include voluntary treatment to induce ovulation for fertility purposes.

Fritze (1985), 19 L.A.C. (3d) 353 (Elliott).

NEW EMPLOYEES/NEWLY HIRED EMPLOYEES

CONTRACT TERM *Newly hired employees* shall be on a probationary basis for a period of six months.

ARBITRATOR'S RULING Part-time employees transferred to a full-time unit are not newly hired employees, and so are not required to serve a probationary period, where the collective agreement provides that seniority is portable.

Sudbury and District Association for Mentally Retarded (1984), 13 L.A.C. (3d) 385 (Egan).



CONTRACT TERM *New employees* shall be considered as probationary employees.

ARBITRATOR'S RULING Laid off employees recalled to work are not new employees even though their seniority may have been lost due to the length of the layoff; they do not have to repeat the probationary period.

Northern Telecom (1983), 9 L.A.C. (3d) 253 (Burkett).

