

Chapter Pers 9

SEASONAL EMPLOYMENT PROVISIONS

Pers 9.01	Policy on seasonal employment	Pers 9.05	Seniority
Pers 9.02	Appointment from seasonal to permanent employment	Pers 9.06	Leaves of absence, vacation, sick leave
Pers 9.03	Seasonal status		
Pers 9.04	Reinstatement of seasonal employees without seasonal status		

Pers 9.01 Policy on seasonal employment. It is the policy of the state to consider employes of seasonal positions as career employes of the state during the course of employment and to provide, subject to the limitations and fluctuations of the seasonal cycles, a reasonable guarantee of successive reinstatements to these positions during the following seasons.

History: Cr. Register, October, 1972, No. 202, eff. 11-1-72.

Pers 9.02 Appointment from seasonal to permanent employment. (1) When the nature and conditions of employment in a seasonal position approaches year-round full-time employment (more than 24 biweekly pay periods in any 26 consecutive full biweekly pay periods) the appointing authority shall request establishment of a permanent position and abolish the seasonal position. An employe occupying such abolished seasonal position shall be appointed to the position.

(2) An employe with seasonal status may be appointed to a permanent position in the same pay range and class after establishment of eligibility by noncompetitive examination according to standards established by the director and after certification by the director.

History: Cr. Register, October, 1972, No. 202, eff. 11-1-72; am. (2) Register, September, 1975, No. 237, eff. 10-1-75.

Pers 9.03 Seasonal status. The probationary period of an employe appointed to a seasonal position shall be for a period of 6 months. These 6 months shall be the first 6 months of total employment, which may consist of several seasonal periods of work, but in no case shall the total time span under which the probationary period is completed extend beyond 12 calendar months from the date of appointment. If the employe fails to complete 6 months employment within the 12 month period, he or she shall be required to start a new probationary period if reappointed thereafter. Upon satisfactory completion of a probationary period the employe shall have seasonal status.

(1) This status requires reinstatement of this employe to the same or similar positions within the department during succeeding seasons subject to section 16.28, Wis. Stats., provided the employe continues to render satisfactory services during his employment and his conduct and capacity, after he has been separated, merit such reinstatement. The seasonal status of any employe, however, shall have no bearing on the duration of the seasonal period, in that employes in seasonal positions may be laid off at the expiration of the seasonal period, at the discretion of the appointing authority.

Register, September, 1975, No. 237

(2) For reinstatement to other agencies, see Wis. Adm. Code section Pers 16.03 (4).

(3) An employe who has completed a probationary period in a seasonal position and is subsequently appointed to a permanent position in the same classification in the same department shall not be required to serve a new probationary period in the permanent position.

History: Cr. Register, October, 1972, No. 202, eff. 11-1-72; am. (intro. par.), Register, September, 1975, No. 237, eff. 10-1-75.

Pers 9.04 Reinstatement of seasonal employes without seasonal status. Seasonal employes in seasonal positions the duration of which is less than 6 months in a single season may be reinstated to the same or similar positions at the discretion of the appointing authority.

History: Cr. Register, October, 1972, No. 202, eff. 11-1-72.

Pers 9.05 Seniority. See Wis. Adm. Code chapter Pers 19.

History: Cr. Register, October, 1972, No. 202, eff. 11-1-72.

Pers 9.06 Leaves of absence, vacation, sick leave. See Wis. Adm. Code chapter Pers 18.

History: Cr. Register, October, 1972, No. 202, eff. 11-1-72.