

Chapter ER 34

PROJECT EMPLOYMENT PROVISIONS

ER 34.04 Position classification actions.
ER 34.05 Pay provisions.

ER 34.06 Benefit provisions.
ER 34.07 Status and rights.

Note: Corrections made under s. 13.93 (2m) (b) 6., Stats., Register December 2003 No. 576.

ER 34.04 Position classification actions. Position classification actions for project positions shall be made in accordance with chs. ER 2 and 3.

History: Cr. Register, February, 1981, No. 302, eff. 3-1-81; renum from ER-Pers 34.04 and am., Register, May, 1988, No. 389, eff. 6-1-88.

ER 34.05 Pay provisions. The pay provisions of ch. ER 29, and the state compensation plan for non-represented employees shall apply to project appointees.

(4) **PAY ON REGRADE.** Pay increases upon regrade as a result of a reallocation or reclassification shall be determined in accordance with s. ER 29.03 (3).

(5) **OTHER PAY ADJUSTMENTS.** Other pay adjustments such as compensation plan adjustments under s. 230.12 (3), Stats., performance awards, equity awards, and supplementary compensation shall be granted in accordance with the compensation plan.

(6) **OVERTIME PAY.** Overtime pay provisions shall be the same as those provided for other non-represented employees.

(7) **SIMULTANEOUS PAY ADJUSTMENTS.** Pay adjustments which have the same effective date shall occur in the order provided for other employees under s. ER 29.04.

(8) **PAY ON SUBSEQUENT APPOINTMENT.** On subsequent appointment to a different position, the pay rate attained as a result of a project appointment shall not serve as the basis for the establishment of subsequent pay rates on appointment to any other positions except for appointments made in accordance with s. ER 29.03 (3).

Note: Provisions regarding beginning pay, hiring above the minimum, and raised hiring rates for project employees and maximum pay for project appointees are now contained in the compensation plan and under ch. ER 29. Provisions dealing with pay on completion of the first 6 months of a project appointment are contained under s. ER 29.03 (2m).

History: Cr. Register, February, 1981, No. 302, eff. 3-1-81; renum. from ER-Pers 34.05 and am. (intro.), (4), (5) and (7), r. (1) to (3), Register, May, 1988, No. 389, eff. 6-1-88; correction in (8) made under s. 13.93 (2m) (b) 7., Stats., Register April 2002 No. 556.

ER 34.06 Benefit provisions. (1) **ABSENCES.** (a) Annual leave and sick leave shall be earned and used in the same manner as authorized for permanent nonrepresented employees consistent with ss. ER 18.02, 18.03, 18.04 and 18.05.

Note: For eligibility for annual military leave under s. 230.35 (3), Stats., see s. ER 18.08.

(c) Time off for jury service and to vote shall be granted in the same manner as authorized for permanent non-represented employees.

Note: Also see s. ER 18.11 for provisions on voting time.

(d) Holiday time off will be granted in accordance with the provisions for permanent non-represented employees.

(2) **INSURANCE.** (a) Group health, life and income continuation insurance coverage and eligibility shall be governed by the rules of the department of employee trust funds. The employer's contribution for this coverage will be the same as for permanent non-represented employees.

(b) Coverage and eligibility for worker's compensation, unemployment compensation and hazardous employment will be the same as for permanent non-represented employees.

(3) **RETIREMENT.** Retirement program eligibility and coverage will be governed by the rules of the department of employee trust funds. The employee's contribution for this coverage will be the same as for permanent non-represented employees.

(4) **CONTINUOUS SERVICE.** Continuous service credit shall be earned for the duration of employment on the project.

Note: Also see s. ER 18.05 (3) (a) for provisions on continuous service.

(5) **CARRYOVER OF BENEFITS.** (a) See s. ER 18.05 (3) for transfer of credits by a project employee who has previously been a permanent classified or unclassified employee.

(b) See s. ER 18.05 (4) for transfer of credit by a project employee who was not previously a permanent classified or unclassified employee.

History: Cr. Register, February, 1981, No. 302, eff. 3-1-81; renum. from ER-Pers 34.06 and am. (1), r. and recr. (5), Register, May, 1988, No. 389, eff. 6-1-88; correction in (1) (a) and (5) (b) made under s. 13.93 (2m) (b) 7., Stats., Register, October, 1994, No. 466.

ER 34.07 Status and rights. Employees serving a project appointment shall:

(1) Have the same appeal and grievance rights as permanent non-represented employees except that termination of the project appointment may not be appealed.

(2) Be eligible for regrade as a result of the reallocation or reclassification of the project position.

History: Cr. Register, February, 1981, No. 302, eff. 3-1-81; reprinted to correct error, Register, April, 1981, No. 304; renum. from ER-Pers 34.07 (1) and (2), Register, May, 1988, No. 389, eff. 6-1-88.