

Chapter Pers 15

SENIORITY

Pers 15.01	Limitations
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(Section 16.19 Wis. Stats.)

Pers 15.01 Limitations. In computing seniority, service in an emergency, provisional, or temporary position shall not be considered. Service in a seasonal position or during the probationary period shall not be considered unless the period of employment resulted in the earning of permanency as provided elsewhere in these rules. After permanency has been earned in either a seasonal or permanent position, service during the probationary period in the particular employment in which permanency was earned shall be considered.

Pers 15.02 Computation of seniority credit. (1) **BASIS FOR COMPUTATION OF SENIORITY CREDIT.** Seniority credit in the classified service shall be based upon length of service within a class and higher classes of positions in the same series or another series from which the employe has been promoted, demoted or transferred, either by classification changes, or other authorized administrative procedures.

(2) **EFFECT OF EXPIRATION OF REEMPLOYMENT ELIGIBILITY.** The expiration of the period of reemployment eligibility shall result in the loss of seniority previously acquired.

(3) **EFFECT OF LEAVE WITHOUT PAY.** Time on authorized leave of absence, military leave, and leave while serving in an unclassified position shall be counted as employment in computing seniority.

(4) **EFFECT OF SEPARATION FOR MORE THAN ONE YEAR.** No credit shall be given for service rendered prior to a termination of employment in the state service, if the length of time between such termination and new employment is more than one year, unless such return is on a reinstatement basis.

(5) **EFFECT OF TRANSFER.** No seniority shall be lost as a result of an inter or intra-departmental transfer, except that the seniority acquired in the former department shall not be considered if the employe is serving a probationary period in the new department.

Pers 15.03 Demotion in lieu of separation. In the event that the services of a permanent employe are about to be terminated in a given class as a result of reduction in force, such employe shall be entitled to a position in the same department in a lower class in the series or to transfer to a class in another series in which his training and experience as a state employe have qualified him, provided that the order of layoff as set forth in the law and these rules permits. In cases of reduction or transfer from one class to another, seniority shall include total service in a class or other higher classes attained through authorized administrative procedures.