

## Chapter Pers 9

## SEASONAL EMPLOYMENT PROVISIONS

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**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, June, 1964, No. 102, eff. 7-1-64.

**Pers 9.02 Limitation.** When the nature and conditions of employment in a seasonal position approaches year-round full-time employment (more than 11 months in any 12 month period) the appointing officer shall request establishment of a permanent position and abolish the seasonal position. An employe occupying such abolished seasonal position shall be transferred to a new position providing such employe could have been considered for appointment to a permanent position from the register if a register existed at the time he was appointed to the seasonal position. If said register is beyond 3 year extension period, the person occupying such abolished seasonal position shall establish eligibility by non-competitive examination.

**History:** Cr. Register, June, 1964, No. 102, eff. 7-1-64.

**Pers 9.03 Seasonal status.** The probationary period of an employe appointed to a seasonal position shall be for a period of 6 consecutive months. Upon satisfactory completion of the 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 16.24, 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.

(2) See Wis. Adm. Code subsection Pers 16.02 (2) for reinstatement to other departments.

(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, June, 1964, No. 102, eff. 7-1-64.

**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 officer.

**History:** Cr. Register, June, 1964, No. 102, eff. 7-1-64.

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

**History:** Cr. Register, June, 1964, No. 102, eff. 7-1-64.

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