

Chapter Pers 15

SENIORITY

Pers 15.01 Limitations
Pers 15.02 Computation of seniority credit
Pers 15.03 Demotion in lieu of separation

(Section 16.19 Wis. Stats.)

Pers 15.01 Limitations. Service in emergency, provisional, temporary, short-term, project, part-time after January 1, 1958, and student employment shall not be considered in computing seniority. Service during the probationary period and in seasonal employment contiguous to permanent employment shall be considered in computing seniority after permanency in a position has been earned.

History: 1-2-56; r. and recr. Register, April, 1958, No. 28, eff. 5-1-58.

Pers 15.02 Computation of seniority credit. (1) LIMITED TO DEPARTMENT. (a) *For promotion.* Seniority credit shall be computed upon the total length of continuous service within the department.

(b) *For layoff.* Seniority credit shall be computed upon length of service within a class and higher classes within the department.

(c) *Reinstated employes.* Reinstated employes shall be granted credit for prior service within the department in which they are currently employed.

(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.

History: 1-2-56; r. and recr. (1); r. (2), (4) and (5), Register, April, 1958, No. 28, eff. 5-1-58.

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.