



ADMINISTRATIVE RULES OF MONTANA

2.21.8012 DEFINITIONS

As used in this sub-chapter, the following definitions apply:

- (1) "Employee" means any state employee except:
 - (a) those excepted under 2-18-103 and 2-18-104, MCA, from the statewide classification system;
 - (b) when an employee is covered by a procedure provided in a collective bargaining agreement, or is covered by a statutory grievance procedure;
 - (c) when an employee has not completed a probationary period or a probationary period is extended and the employee has to attain permanent status;
 - (d) when an employee is hired as a temporary employee or short-term worker or an employee is temporarily hired into a permanent position for less than 12 months and is not eligible to attain permanent status; and
 - (e) when persons are contracted as independent contractors or perform their duties under the terms of a personal services contract.
- (2) "Grievance" means a complaint or dispute initiated by an employee regarding the application or interpretation of written laws, rules, personnel policies or procedures which adversely affects the employee.
- (3) "Grievant" means an employee who has filed a formal grievance.
- (4) "Management" means those individuals, beginning with the employee's immediate supervisor, and including other managers in the direct line of authority above the supervisor, who can resolve a grievance.
- (5) "Permanent employee" means a permanent employee as defined in 2-18-101, MCA. For purposes of this policy, the term permanent employee includes a seasonal employee.
- (6) "Permanent status" means permanent status as defined in 2-18-101, MCA.
- (7) "Short-term worker" means a short-term worker as defined in 2-18-101, MCA.

Authorizing statute(s): Sec. 2-18-102, MCA

Implementing statute(s): 2-18-102, MCA



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History: NEW, 1988 MAR p. 2559, Eff. 12/9/88; AMD, 1997 MAR p. 1448, Eff. 8/19/97.