

Client Training HQ

Understanding Seasonal Employment

This document is intended to provide information related to Seasonal Employers and Seasonal Employment.

What is a Seasonal Employer?

In many states, an employer has to apply to the state unemployment office with data that includes the number of staff they have employed, the number of additional employees hired specific to a recurring period of time, dates of proposed seasonal period, and nature of business or operations conducted. Once a state unemployment office receives this information, it will go through an approval process until a decision is made on the classification type of employer.

What is Seasonal Employment?

First, it's important to point out that Seasonal Employment is not defined by the time of year. Seasonal positions may be filled during fall, winter, spring, and/or summer seasons. Each state has their own laws and regulations as to what they consider to be Seasonal Employment. Common Seasonal Employment include Holiday Retail Store Associates, Restaurant Servers, Summer Lifeguards, Personal Gift Shoppers/Wrappers, Summer Camp Staff, Amusement Park Employees, Ski Resort Staff, etc. A Seasonal Position is typically, but not limited to, part-time employment that is filled during an increased recurring period of time such as a couple of weeks, or perhaps a couple of months based upon climate conditions or seasonal nature.

What is the difference between Seasonal, Part-Time, and Temporary Employment?

Full-year employment is for regular Part-time, Full-time or Temporary employment. The employment is not based upon a specific time of year. Temporary employment is typically individuals hired to cover current permanent staff, which may be out due to a Leave of Absence or vacation, or are hired for special projects with an end date. Temporary Employment is commonly offered due to business needs; however, Seasonal Employment is commonly offered due to an increase in business and are in addition to the current employees during a short period of time. A Seasonal Position is not a position the employer hires for full-year employment.

What is the difference between Seasonal Employment and Reasonable Assurance?

Commonly within Educational Organizations, Reasonable Assurance may apply to an employee that performed services in the academic period before a regularly scheduled school break. This employee would have an agreement with the educational institution that the employee would return to work after the break to the same position and same pay as they previously held, or a position and rate of pay similar in nature. Seasonal Employment typically does not apply when an employee has a Reasonable Assurance contract, despite the period of time being a recurring period of time. If a Seasonal Employee is not hired into another status, such as permanent part- or full-time employment, the employee may be separated from employment due to a Lack of Work with no guarantee of the same or similar position being available come the following season.

More Training is Available!

More Unemployment Compensation training is available on our [Connections site](#).

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