



MONTANA MUNICIPAL INTERLOCAL AUTHORITY

3115 McHugh Ln
Helena, MT 59602

RISK MANAGEMENT BULLETIN

Please distribute to all appropriate personnel and post in a conspicuous place.

Date: 4/28/26

RM Bulletin #02-26

To: MMIA Member-Owners

From: MMIA

RE: Summer Employment

Definitions

With summer approaching, it is time to begin to recall and/or hire Seasonal, Temporary, and Short-Term Worker employees. To help mitigate risk, please keep in mind the differences in the employment types.

- Seasonal employees are permanent employees whose work is interrupted by the seasons. These employees are expected to return to work when the season starts again. During their work season, these employees receive all the same benefits (medical, sick leave, vacation, holidays) as regular, permanent employees. In the off-season, their benefits stop.
- Temporary employees can work for up to one year and then their employment must be terminated. They should not be rehired each year for the same job because this indicates that they are a permanent employee. They receive sick leave, vacation, and holiday benefits. They may receive medical benefits depending on the number of hours they work in a year.
- Short-Term Workers can perform work on 90 days each year. They can return to this work year after year, but they cannot exceed 90 days of work. Each day they perform work counts as a day regardless of the number of hours they work. So, for example, if a Short-Term Worker works five days a week each week, they would be able to continue to work for about 4 ½ months., Short-Term Workers do not receive any benefits such as medical, sick leave, vacation, or holidays.

Pool Staffing Reminder

Lifeguards must maintain current certification. Lifeguard certification is provided through the American Red Cross ([Lifeguard Training & Certification | Red Cross](#)).



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Harassment Prevention and Non-Discrimination

Summertime help oftentimes includes people with limited employment experience and/or volunteers who may be unfamiliar with City/Town policies. Please be sure to provide non-discrimination and harassment prevention training to all new hires and volunteers to ensure they understand what constitutes harassment and/or discrimination and to ensure they know where they should go to report any instances of possible harassment/discrimination. Training should also include safety orientation and child-abuse prevention information.

Employment of Minors

Since many summertime employees are under the age of 18, it is important to understand the restrictions placed on child labor. The Montana Child Labor Standards Act (41-2 Part 1 MCA) covers restrictions on child labor based on the employee's age.

Please Note: Minors age 14 and 15 cannot operate power-driven equipment such as lawn mowers and power-driven string trimmers. Minors age 16 and 17 can use power mowers and string trimmers, but they cannot use chainsaws and string trimmers equipped with brush and wood cutting blades. Minors 16 and under cannot drive as part of their work and minors age 17 can only drive with certain restrictions. For additional resources on employment of minors visit:

<https://erd.dli.mt.gov/labor-standards/child-labor-law/child-labor-law-reference-guide>

<https://www.dol.gov/agencies/whd/youthrules/employers>

Additional Resources

If you find yourself with questions, concerns, or need additional information and resources, don't hesitate to contact our Risk Management department at riskmgmt@mmia.net or 800-635-3089 option 0.