

REGULATION

G-2962 - Military Leave for Active Duty

- 1) Employees requesting for a leave of absence for military training must submit a copy of their military orders for field training or other activities.
- 2) Leave without pay for compulsory military service shall be granted for the period of compulsory military service.
- 3) The employee whose absence from a position of employment by reason of service in the uniformed services shall be entitled to the reemployment rights and benefits and other benefits as required by the U.S. Department of Labor (USERRA); and given credit year for year on the salary schedule and retirement schedule as required by State law. Employees are subject to applicable leave provisions described in the Personnel Handbook (Military Leave for National Guard and Reserves).
- 4) The District must reemploy uniformed service members, as defined in 38 U.S.C. 4303, returning from a period of service, if the service member:
 - a) Was employed by the District.
 - b) Gave the District notice that he or she was leaving the job for service in the uniformed services, unless giving notice was precluded by military necessity or otherwise impossible or unreasonable.
 - c) Has a cumulative period of service in the uniformed services not exceeding five (5) years.
 - d) Was not released from service under dishonorable or other punitive conditions.
 - e) Has reported back to the District in a timely manner or has submitted a timely application for reemployment and in accordance with the Uniformed Services Employment and Reemployment Rights Act.

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