



Category:  
HR / Labor Relations

Responsible Office:  
[Employee Relations](#)

**Other Requirement Title:**

Military Leave Benefits

Document Number:  
8102

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This procedure item applies to:  
State-Operated Campuses

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**Summary**

The State University of New York (University) complies with The Uniformed Services Employment and Reemployment Rights Act of 1994 (38 USC §§4301 – 4333), which attempts to mitigate financial losses that might arise as a consequence of employees' service in the uniformed services. Pursuant to 38 USC §4302 , a state can provide additional benefits, and the most favorable state or federal rule applies.

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**Requirement**

The State University of New York (University) complies with The Uniformed Services Employment and Reemployment Rights Act of 1994 (38 USC §§4301 – 4333), which attempts to mitigate financial losses that might arise as a consequence of employees' service in the uniformed services. Pursuant to 38 USC §4302 , a state can provide additional benefits, and the most favorable state or federal rule applies.

Subsequent to September 11, 2001, the State of New York negotiated with the unions representing state employees special military benefits for state employees activated in connection with the events of September 11, 2002 and for military duty related to the war on terror. Specifically, the negotiated benefits include the availability of supplemental military leave, military leave at reduced pay, training leave at reduced pay and certain health insurance provisions.

These benefits, detailed in the New York State Department of Civil Service's [Memoranda of Special Note regarding Military Leave as it relates to the War on Terror](#), have also been extended to non-unionized employees.

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**Definitions**

There are no special definitions relevant to this requirement.

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**Related Procedures**

There is no related procedures relevant to this requirement.

### **Forms**

There are no forms relevant to this requirement.

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### **Other Related Information**

[38 USC §§4301 – 4333](#) (Employment and re-employment rights of members of the uniform services)

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### **Appendices**

There are no appendices relevant to this requirement.