Category: HR / Labor Relations Responsible Office: Employee Relations	**Other Requirement Title:** Military Leave Benefits Document Number: 8102 Effective Date: October 13, 1994 This procedure item applies to: State-Operated Campuses

Table of Contents

Summary
Requirement
Related Procedures
Forms
Definitions
Other Related Information
Appendicies

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.

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.

Definitions

There are no special definitions relevant to this requirement.

Related Procedures

There is no related procedures relevant to this requirement.

Forms

There are no forms relevant to this requirement.

Other Related Information

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

Appendicies

There are no appendicies relevant to this requirement.