

MILITARY LEAVE FOR PROFESSIONAL STAFF

Existing Policy:

Title 4, Chapter 3

Section 16. Military Leave

1. Professional staff who are members of federal reserve forces or the Nevada National Guard are entitled to serve under orders without loss of regular compensation for a period not to exceed fifteen working days in any one calendar year. Such military leave of absence shall be in addition to any vacation or sick leave to which such staff member might otherwise be entitled. Authorized military leave of absence without salary shall be granted for periods in excess of fifteen working days.

2. In accordance with federal law, 38 U.S.C. Sec. 4311 et seq., professional staff members who serve under orders on training duty in the Armed Forces of the United States, including the federal reserve forces or the National Guard, shall be entitled to such rights and privileges regarding reinstatement to employment, seniority, status and pay, as is provided for in federal and Nevada statutory law.

Recommendation for Additional Temporary Policy (As approved in May 2003)

[Deletions ~~stricken~~ in brackets]

Additions in **boldface**

Professional staff who officially receive orders to serve as members of federal reserve forces or the Nevada National Guard will be compensated for the difference in their UCCSN pay and their military pay through the end of their [~~2003-2004~~] **2004-2005** employment contract. The differential compensation will commence immediately following the 15 working days of regular compensation provided for in Title 4, Chapter 3, Section 16, Subsection 1.

The institution at which the professional staff member is employed will continue making retirement contributions for eligible employees in accordance with the RPA plan document. At the request of the employee, other employment benefits – including but not limited to health insurance – will be continued through the [~~2003-2004~~] **2004-2005** contract year at the same cost that the employee is currently paying.