

ARTICLE 21 – MILITARY LEAVE

- 21.1 Military Leave. Any employee who is a member of a military reserve force of the United States or of the Washington National Guard shall be entitled to military leave with pay not to exceed twenty-one (21) working days during the October 1 through September 30 time period. Such leave will be granted when the employee is ordered to report for active duty, when called, or when ordered to take part in active duty training. Such paid military leave shall be in addition to any compensatory time, annual or sick leave to which the employee might otherwise be entitled, and shall not involve the reduction of any benefits, performance rating, privileges or pay. During the period of paid military leave, the employee shall receive his/her normal base pay.
- 21.2 Military Leave of Absence. Employees shall be granted a military leave of absence without pay for absence from work for service in the armed forces of the United States or the Washington National Guard. During an unpaid military leave of absence, an employee is entitled to receive:
- 21.2.1 Retirement benefits and service credit in accord with the provisions of the applicable retirement system.
 - 21.2.2 Health plan coverage at the employee's request and expense for a limited period of time as determined by the Health Care Authority.
 - 21.2.3 Other length of service credits related to employment that would have been granted had the employee not been absent; provided the employee returns to the University at the conclusion of leave in accordance with applicable state and federal laws.
 - 21.2.4 Any additional benefit required by applicable state or federal law.
- 21.3 Copy of Employee Orders. Unless prohibited by military necessity, the University shall be provided with a copy of an employee's orders at the time the employee requests military leave.
- 21.4 Return from Military Service. Following release from military service, an employee shall have the right to return to his/her employment as provided by applicable state and federal law.