

MILITARY SERVICE LEAVE OF ABSENCE

PURPOSE

Edison State Community College grants employees, except for temporary employees, who enlists or is inducted into the military forces of the United States, including the Ohio National Guard, a leave of absence and benefits to include regular pay, and entitled to all re-employment rights in accordance with the Ohio Revised Code and federal laws including the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA).

POLICY STATEMENT

It is the policy of Edison State Community College to grant employees, except for temporary employees, leave of absence without the loss of pay upon request when they are required to participate for military service, training duty, or related obligations as members of an Armed Forces Reserve Organization or the National Guard or when they are called out on an emergency basis for such service per the Ohio Revised Code.

The USERRA prohibits discrimination and retaliation for person's membership (voluntary or involuntary) in the uniformed services with regard to any aspect of employment and the College adopts and follows this principle.

Employees should communicate with their supervisor and Human Resources regarding a military service leave of absence.

PERSONS AFFECTED

All Edison State Community College employees, except temporary employees.