

MILITARY LEAVE

The NWESD 189 shall grant military leave as provided by law to each staff member who is a member of a United States Military Reserve Unit or a member of the Washington National Guard for a period not to exceed twenty-one (21) days during each year beginning October 1st and ending the following September 30th, provided such reservist has been called to active duty or active duty training. Such military leave of absence shall be in addition to, or volunteered for, any vacation or sick leave to which the staff member may be entitled and shall not result in any loss of rating, privileges, or pay. During the period of military leave, the staff member shall receive his/her normal pay from the NWESD 189.

Employees whose NWESD 189 employment is interrupted by up to five (5) years of service in an uniformed service are entitled to re-employment by the NWESD 189 following their discharge. The Superintendent shall adopt procedures to implement these re-employment rights consistent with state and federal law.

Military Leave – Spouse

The NWESD shall allow an employee who is the spouse of a military member of the U.S. Armed Forces, National Guard, or Reserves to take up to fifteen (15) days of unpaid leave during a period of military conflict when: 1) the military spouse is on leave from a deployment; or 2) prior to deployment once the military spouse receives official notification of an impending call or order to active duty. The employee must work an average of twenty (20) hours or more each week for the NWESD

The employee is entitled to fifteen (15) days of unpaid leave for each deployment. The employee must provide the NWESD notice of intent to take leave within five (5) business days of the call to active duty or notice of leave from deployment.

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