

Military Leave/Reemployment Rights, 6.35 Policy Revision

Summary of Changes Effective January 3, 2021

Current [Military Leave/Reemployment Rights, 6.35](#).

Summary of Substantive Changes

- Aligned policy language with Workday configuration.

Individual Substantive Changes

Policy (Page 1)

- Refined and clarified the policy statement to add language regarding Uniformed Services Employment Reemployment and Rights Act (USERRA) and the Ohio Revised Code. (Policy, p. 1)

Definitions (Page 1)

- Added definitions: “Full-time equivalency” (FTE), “Intermittent position”, and “University health benefits.” Deleted “Appointing Authority.” (Definitions, p. 1)

Policy Details (Pages 1-3)

- Clarified that intermittent employees will not receive leave with pay for time when they were never scheduled to work. (Policy Details I. A (1), p.2)
- Clarified that individuals must first exhaust their annual military leave of 176 hours before they are entitled to receive additional leave without pay for up to a maximum of five years. (Policy Details II. B (1), p. 2)
- Added language regarding call-ups due to a Governor’s order. (Policy Details III, p.2)

Procedure (Pages 3-4)

- No substantive changes

Responsibilities (Page 4)

- No substantive changes

Resources (Page 5)

- Lists all resources referred to in the policy.

Contacts (Page 5)

- Lists all offices referred to in the policy and their contact information.



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