Military Leave/Reemployment Rights, 6.35 Policy Revision
Summary of Changes Effective January 3, 2021

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)
- **Deleted incorrect language that individuals must first exhaust their military leave prior to being entitled to additional leave without pay.** (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.

Contacts (Page 5)
- Lists all offices referred to in the policy and their contact information. Adds HR Connection contact information.