



OFFICE OF COMPLIANCE SERVICES
UVM.EDU/POLICIES

POLICY

Title: Military Leave

Policy Statement

The University of Vermont (38 U.S.C. 4301-4334), the University does not deny initial employment, reemployment, retention in employment, promotion, or any benefit of employment to an individual on the basis of his or her membership, application for membership, performance of service, application for service, or obligation for service in the uniformed services. The University also prohibits retaliation against any prospective or current employee who exercises their rights under applicable law or this policy. Individuals who believe that they have been subjected to discrimination or retaliation in violation of this policy should contact the Office of Equal Opportunity.

Reason for the Policy

To ensure that the University's personnel practices are supportive of employees who serve in the U.S. armed forces and are in compliance with the Uniformed Services Employment and Reemployment Rights Act (USERRA).

Applicability of the Policy

This policy applies to all University of Vermont employees. Represented employees should consult their respective collective bargaining agreements for any other guidelines that may apply.

Notice: when the employee is required to give advance notice of service, means any written or

Service in the uniformed services ("military service"): the performance of duty on a voluntary or involuntary basis in a uniformed service under competent authority. Service in the uniformed services includes active duty, active and inactive duty for training, National Guard duty under Federal statute, and a period for which a person is absent from a position of employment for an examination to determine the fitness of the person to perform such duty. The term also includes a period for which a person is absent from employment to perform funeral honors duty as authorized by law (10 U.S.C. 12503 or 32 U.S.C. 115). The Public Health Security and Bioterrorism Preparedness and Response Act of 2002, Pub. L. 107-188, provides that service as an intermittent disaster-response appointee upon activation of the National Disaster Medical System (NDMS) or as a participant in an authorized training program is deemed "service in the uniformed services." 42

option, the University may not impose a waiting period for benefit reinstatement upon return to

Related Documents/Policies

[Department of Labor Employee Guide to Military Family Leave](#)

[LCOM Faculty Handbook](#)

[Staff Handbook: Leaves and Time Off](#)

[Teamsters Collective Bargaining Agreement](#)

[UA Collective Bargaining Agreement \(full-time faculty\)](#)

[UA Collective Bargaining Agreement \(part-time faculty\)](#)

[UE Collective Bargaining Agreement](#)

Regulatory References/Citations

None

Training/Education

Training will be provided on an anrjRmo -