

## 2-2.23

### MILITARY LEAVE FOR UNIVERSITY EMPLOYEES

(1) Every employee of the university who is a member of the Washington National Guard or of the army, navy, air force, coast guard, or marine corps reserve of the United States, or of any organized reserve or armed forces of the United States shall be entitled to and shall be granted military leave of absence from such employment for a period not exceeding twenty-one days during each year beginning October 1st and ending the following September 30. Such leave shall be granted in order that the person may report for active duty, when called, or take part in active training duty in such manner and at such time as he or she may be ordered to active duty or active training duty. Such military leave of absence shall be in addition to any vacation or sick leave to which the employee might otherwise be entitled, and shall not involve any loss of efficiency rating, privileges, or pay. During the period of military leave, the employee shall receive his or her normal pay from the university. ([RCW 38.40.060](#))

If an employee voluntarily or upon demand leaves a regular position to enter extended active duty or training in the armed forces of the United States or the state, he/she shall be granted a military leave of absence without pay for the duration of that service and be entitled to reinstatement of employment in accordance with the provisions of Chapter [73.16 RCW](#).

Military leave of absence without pay shall not affect seniority with the institution. "Seniority means longevity in employment together with any benefits of employment which accrue with, or are determined by, longevity in employment." ([RCW 73.16. 031 Definitions](#))

(2) During a period of military conflict, an employee who is the spouse of a member of the armed forces of the United States, National Guard, or reserves who has been notified of an impending call or order to active duty or has been deployed is entitled to a total of fifteen days of unpaid leave per deployment after the military spouse has been notified on an impending call or order to active duty and before deployment or when the military spouse is on leave from deployment.

(3) An employee who takes leave under this chapter is entitled to be restored to a position of employment in the same manner as an employee entitled to leave under chapter [49.78 RCW](#) is restored to a position of employment, as specified in [RCW 49.78.280](#); and to continue benefits in the same manner as an employee entitled to leave under chapter [49.78 RCW](#) continues benefits, as specified in [RCW 49.78.290](#).

(4) An employee who seeks to take leave due to the deployment or return from deployment of a military spouse must provide their supervisor with notice within 5 business days of receiving official notice of an impending call or order to active duty or a leave from the deployment of the employee's intention to take leave.

*[BOT 09/14/91, Res. 90-1; BOT 12/06/02, Res. 02-09; PAC: 09/27/02; PAC: 09/05/07; PAC: 06/08]*