

Policy

Policy # 3.04.05

Effective Date 6/23/93

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| <p><i>(Impact Area - Dept Name)</i></p> <p>Employees</p> | <p><i>(General Subject Area)</i></p> <p>Leaves</p> | <p><i>(Specific Subject Area)</i></p> <p>Military Leave</p> |
| <p>Relates to Procedure #</p> | <p>Author: Joe Cheesman President's Cabinet</p> <p>Supersedes Policy # 3.08.5</p> | |
| <p>Impact: All Staff who are members of the National Guard or U.S. Armed Forces Reserve. (To bring equity in the application of paid leave to all staff.)</p> | | |
| <p>Legal Citation (if any): Idaho Code 46.216 and 46.224 Selective Training and Service Act - 1940 Fed. Govt. Army Reserve and Retired Service Lay - 1940. Fed govt. Universal Military Training and Service Act - 1951. Fed Govt. Reserve Forces Act - 8-1955, 9/10/60, 8/1/61 - Fed Govt. Chapter 43 U.S. Code Title 38 Fed Govt.</p> | | |
| <p>North Idaho College</p> | | |

Policy Narrative

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North Idaho College employees who are on fiscal year appointments are allowed leave with pay for required military service not to exceed 15 work days per fiscal year upon receipt of a copy of their orders. Military leave will apply only to an employee's contractual days of obligation. Military leave benefits will be pro-rated based upon an employee's percentage of full-time employment if less than 100% and/or contractual obligation if an employee's contract is for less than twelve months.