

Military Leave and Service

System Regulation: 31.03.06

Approved: August 15, 2006

Most Recent Revision: May 18, 2021

Next Scheduled Review: May 18, 2026

Responsible University Office:

Human Resources

Responsible University Administrator:

Chief Human Resources Officer

The federal Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service in the uniformed services and prohibits employer discrimination based on military service or obligation.

System [Regulation 31.03.06](#) explains the specific circumstances in which an employee who undertakes military service is entitled to paid emergency leave, paid leave of absence, or unpaid military leave of absence; and describes benefits, and restoration and reemployment rights.