

Northeastern Illinois University (NEIU) provides military leave for eligible employees consistent with the requirements of state and federal law including, but not limited to, the Uniformed Services Employment and Re-Employment Rights Act (USERRA) 38 U.S.C. Section 4301

- c. Basic Training: During leaves for basic training, if such employee's compensation for military activities is less than his or her University compensation, the employee shall receive regular University compensation minus the amount of base pay for military activities.

3. BENEFITS DURING LEAVES

Benefits for employees on military leave shall be continued by the University as mandated by state and federal legislation. Employees should contact the Office of Human Resources for complete information about continuation of insurance coverage and any premium payments.

4. NON-DISCRIMINATION

The University prohibits discrimination against any individual who is a member of, applies to be a member of, performs, has performed, applies to perform, or has an obligation to perform service in a uniformed service.

Such leave will be granted whether or not within the state and whether or not voluntary. Compensation while on active duty will be as provided by the IMLAA. Leave for Service in the Armed Forces of the United States without pay shall be granted to

AUTHOR REFERENCE

Board of Trustees Bylaws, Governing Policies & Regulations, Sec. II.A.9.b., pp. 9-10.

08/27/2013 – Revised; revised policy code number
N/A

- Uniformed Services Employment and Re-Employment Rights Act (USERRA), 38 U.S.C. Section 4301 *et. seq.*
- Illinois Military Leave of Absence Act (IMLAA), 5 ILCS 325/1 *et. seq.*
- Service Men's Employment Tenure Act (SMETA), 330 ILCS 60/1

Please direct questions or concerns about this policy to:

Contact	Phone	E-Mail
Office of Human Resources	773-442-5200	M-Maso@neiu.edu

The University reserves the right to modify or amend sections of this policy at any time at its sole discretion. This policy remains in effect until such time as the Responsible Officer calls for review. Requests for exception to any portion of this policy, but not to the policy statement, must be presented in writing to the Responsible Officer.