

25.0 Military Leave (per M.G.L. c. 33, s.59 as adopted at Town Meeting, April 2022)

25-1. *Coverage.* The Town shall comply with the Uniformed Services Employment and Reemployment Act. Members called to state active duty shall be considered to be on federal active duty for purposes of this policy.

25-2. *Compensation for National Guard or Ready Reserve Training.* Leave for annual training, drills and parades (usually weekend drills), is granted without loss of pay for all employees for up to 40 days per federal fiscal year (October 1st to September 30th).

25-3. *Compensation for State Activation for Emergencies.* Leave for active duty activation by the Governor for reasons pursuant to G.L. c. 33, sections 38 (escort and other duties including special duty and emergency assistance to state and local civil authorities in the preservation of life and property), 40 (repelling invasion or suppressing insurrection) or 41 (riot control) is granted without loss of pay for the first 30 consecutive days of any mission. For service longer than 30 consecutive days, pay is reduced by the amount of base pay the employee receives for their military service for the same pay period.

25-4. *Compensation for National Guard Activation for Federal Active Duty.* These include U. S. Code Title 10 activations (which are usually for national defense and can include overseas mobilization) and Title 32 activations (which usually are for natural disasters and only in U.S. territory). If an employee is activated for these reasons, regular wages or salary are paid but reduced by the amount of base pay the employee receives for their military service for the same pay period for the duration of the activation, beginning on day one of activation.

25-5. *Compensation for Ready Reserve Activation for Federal Active Duty.* This is when a reserve component member (usually an individual rather than a unit) is ordered to federal active duty. After the first 30 consecutive days of this type of activation, the employee's pay is reduced by the amount of base pay they receive for their military service for the same pay period for the remaining duration of the activation.

25-6. *Other Benefits.* Employees who are called to military service pursuant to this policy shall not lose any seniority, accrued vacation leave, sick leave, personal leave, compensatory time, or earned overtime while on leave. For the purposes of this section, "base pay for military service" shall not include any housing, incentive, bonus, skills pay, allowance or other stipend or benefit paid to the employee for the employee's military service.