



# STATE OF CONNECTICUT

OFFICE OF POLICY AND MANAGEMENT

Office of Labor Relations

**July 29, 2006**

**General Notice No. 2006-17**

**TO: Labor Relations Designees**

**SUBJECT: Military Call-ups - Leave Accruals**

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Public Act 2006-146, An Act concerning Accrued Leave for State Employees Serving in the Military, was passed during the recent legislative session and signed by the Governor on June 6, 2006. The Public Act provides an additional accrued leave benefit to employees called to active duty in the armed forces for Operation Enduring Freedom, Operation Noble Eagle, military action against Iraq and the other operations/actions described in the law. The Public Act amended Connecticut General Statutes Section 5-259d and provided that employees activated for the listed operations/actions:

shall continue to accrue all vacation and sick leave time to which the employee would be entitled if he or she had continued working in his or her state position during the time of such active service

The Public Act was effective upon passage but the legislative intent was that it would apply retroactively and therefore it is being applied to any covered military active duty on or after September 11, 2001.

While the Public Act grants the continuation of the monthly accruals, it did not change the vacation accrual maximums specified in contract or statute. It is recommended that agencies provide affected employees with 30 days advance notice of the anticipated crediting date and amount of additional leave time so that employees with vacation balances near the maximum limit will have an opportunity to use some of their vacation time before the extra time is added to their balances. The advance notice, however, is not necessary if, for example, an employee is on medical leave and is at or nearing exhaustion of accrued leave.

This benefit is in addition to the part-pay and continued health insurance provided to employees activated for the specified operations. The fact that an employee on military duty does not actually receive the part pay because he/she earns a higher salary on military duty than in state service would not preclude the employee from receiving his/her monthly accruals under the Public Act. The accrued leave benefit would not apply to employees on other types of military duty or operations/actions not covered by the statute. Since the granting of leave accruals is a change of the existing practice or language of the Personnel Regulations or applicable contract, the unions which represent bargaining units handled by this Office have been contacted and, of those which have responded so far, none have had any objection to the additional, non-contractual benefit. We will notify you if any union makes such an objection.

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The Office of the Comptroller will be distributing a memorandum concerning the method of implementation of the accrued leave benefit and questions regarding implementation should be directed as indicated in their memorandum.

Employee questions about this notice should be addressed to their Agency Human Resource Office. Any agency personnel officers with questions may contact Ellen Carter of this Office at 418-6218.

Robert L. Curtis

Robert L. Curtis  
Director of Labor Relations