

# Buffalo & Erie County Public Library

## PERSONNEL POLICIES AND PROCEDURES MANUAL

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**SUBJECT: Military Spouse Leave Law**

**CHAPTER: VII**

**SECTION: 13**

**EFFECTIVE DATE: 8/06**

**REVISION DATE: Modified for the B&ECPL effective 1/1/15**

### I. STATEMENT OF POLICY

In accordance with Section 202-I of New York Labor Law, the spouse of a member of the Armed Forces of the United States, National Guard, or Reserves who has been deployed during a period of military conflict to a combat theater or combat zone of operations shall be allowed up to ten (10) days unpaid leave by the Buffalo & Erie County Public Library. Such leave shall only be used when the employee's spouse is on leave from the Armed Forces of the United States, National Guard, or Reserves after having been deployed during a period of military conflict to a combat theater or combat zone of operations.

### II. GUIDELINES

#### A. Eligibility

1. This policy applies to all employees working twenty (20) or more hours per week (full-time and regular part-time employees).

2. "Period of military conflict" means a period of war declared by the United States Congress, or a period in which a member of a reserve component of the armed forces is ordered to active duty pursuant to Sections 12301 and 12302 of Title 10 of the United States Code.

B. Employee Rights

1. The B&ECPL will not retaliate against an employee for requesting or obtaining a leave of absence as provided in this section.
2. The provisions of this law shall not affect or prevent the B&ECPL from providing leave for military spouses in addition to leave allowed under any other provisions of law. The provisions of Section 202-i shall not affect an employee's rights with respect to any other employee benefit provided by law.