STATE OF OHIO
ADJUTANT GENERAL'S DEPARTMENT
2825 West Dublin Granville Road
Columbus, Ohio 43235-2789

Ohio Joint Partnership Executive Council (JPEC) 1 January 2008

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: JPEC Policy Letter 08-03 (Policy Letter on Military Leave)

1. Commitments for military deployments of National Guard personnel continue to increase, at times having negative impact on our technician employees. Commanders should appreciate that National Guard technicians are entitled to leave without loss in pay, time, or performance or efficiency rating for active duty service. Consideration of this should be given during deployment planning and management of the use of military leave.

2. As such, deployment within the Ohio Army and Air National Guard should incorporate procedures to minimize the potential for adverse impact to technician employees. Local organizations will engage in strategic planning for deployments that includes a commitment to attempt to balance the use of available personnel to offset the need for technicians to deploy in "Leave Without Pay" (LWOP) status. No technician will be forced to use LWOP or annual leave without their consent. We consider it reasonable and appropriate for local organizations to include the following parameters into deployment planning:

a. Consider conservation of military leave through adjustment of work schedules;

b. Plan to rotate military deployment among qualified technicians to equalize the use of military leave;

c. Identify technician volunteers for deployment, including volunteers willing to deploy in a LWOP status.

3. This memorandum establishes personnel policy of the Ohio National Guard and will be administered as a policy of The Adjutant General by the Human Resource Division. This policy will be effective for the period coinciding with the AFGE and Adjutant General's Department Collective Bargaining Agreement approved by the Department of Defense on December 19, 2007, unless specially rescinded or superseded.

GREGORY L. WAYT
Major General
The Adjutant General

JEFFERY L. TANNER
President
AFGE Local 3970

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