

Reinstatement

Employees on military leave shall accrue any benefits afforded by any collective-bargaining agreement negotiated during their absence.

Subject to the qualifications and limitations set forth in the Uniform Services Employment Rights Act (USERRA—38 United State Code §§4301 et seq.) and state law, an employee on military leave shall generally be entitled to return to the position they would have attained with reasonable certainty if not for the absence due to uniform service (i.e., the “escalator position”).

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