



Military Leave Checklist for HR Professional

INSTRUCTIONS HR Professionals who are responsible for overseeing military leave benefits should review the following to ensure employees receive their eligible benefits before they take leave from the University. This checklist is provided to help the HR Professional only and does not need to be turned in to anybody. HR Professionals should also review the webpage [Military Leave https://employees.tamu.edu/employee-relations/leave/other/military.html](https://employees.tamu.edu/employee-relations/leave/other/military.html) before administering military leave.

Task Completion	Task	Comment
1. <input type="checkbox"/> Completed	Arrange a meeting, if practicable, with your departing employee to discuss departmental procedures, leave balances, etc.	Meet with your employee's designated friend or family member if the employee is not available.
2. <input type="checkbox"/> Completed	Request your employee's LES statement to determine whether or not s/he is eligible for differential pay; if eligible, apply this leave benefit as per the instructions in the military website (address listed above).	Military allowances for service in a combat zone, family separation, or hazardous duty may not be included for purposes of differential pay.
3. <input type="checkbox"/> Completed	Your employee may elect to use eligible vacation or compensatory time for one hour each month to maintain health and leave benefits if s/he does not qualify for differential pay. Ask your employee if s/he would like to use the leave benefits in this manner while deployed.	Employees are not required to use this option in the event they do not qualify for differential pay. Remember: Employees may freeze all of their leave or choose to use their vacation and compensatory time to remain on the payroll while deployed.
4. <input type="checkbox"/> Completed	<ul style="list-style-type: none"> • Provide Human Resources with an EPA document, if necessary • Provide COBRA notification to the employee, if applicable 	Contact Human Resources at the number or email below to determine what documentation is necessary.

NEED HELP?

Leave Administration
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