

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

OHIO JOINT PARTNERSHIP EXECUTIVE COUNCIL (JPEC)

7 March 2011

MEMORANDUM FOR All Bargaining Unit Technicians and Supervisors

SUBJECT: JPEC Policy Letter 11-03 (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 a "Leave Without Pay" (LWOP) status. Except for involuntary military mobilizations, 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Department Collective Bargaining Agreement approved by the Department of Defense on 24 February 2011 unless specially rescinded or superseded.



DEBORAH A. ASHENHURST
Major General
The Adjutant General

10 March 2011

(Date)



JEFFERY L. TANNER
President
AFGE Local 3970

10 March 2011

(Date)