

# Fort Knox CPAC...



## HR Tip of the Week

### ***Disabled Veteran Leave Entitlement***

Under the Wounded Warriors Federal Leave Act of 2015 an employee hired on or after November 5, 2016, who is a veteran with a service-connected disability rating of 30 percent or more from the Veterans Benefits Administration (VBA) of the Department of Veterans Affairs is entitled to up to 104 hours of disabled veteran leave for the purposes of undergoing medical treatment for such disability.

Disabled veteran leave is a one-time benefit provided to an eligible employee. The employee will have a single continuous 12-month eligibility period beginning on the “first day of employment” which can be either on the hiring date OR the effective date of the VBA disability rating (whichever is later).

Disabled veteran leave may only be used for the medical treatment of a qualifying service-connected disability, which includes any individual disability that is part of a combined disability rating of at least 30 percent. An employee must file an application to use disabled veteran leave in a manner the employing agency requires. In addition to the required employee self-certification, an agency, at its discretion, may additionally require a signed medical certification from a health care provider that the medical treatment was for a qualifying service-connected disability.

To be eligible for disabled veteran leave, an employee must:

- Be in the civil service (as defined in 5 U.S.C. 2105)
- Be covered by the disabled veteran leave statute at 5 U.S.C. 6329
- Be a veteran as the term is defined in 38 U.S.C. 101(2)
- Have a service-connected disability (as the term is defined in 38 U.S.C. 101(16)) rating of 30 percent or more as determined by VBA

- Be hired (as that term is defined 5 CFR 630.1303) on or after November 5, 2016;  
AND
- Be subject to a leave system for which leave is charged for absences.

Any unused disabled veteran leave will be forfeited at the end of the employee's established 12-month eligibility period. There are no circumstances under which the leave may remain to an employee's credit afterwards or receive a lump-sum payment for any forfeited leave.

This was established to provide veterans with a paid time off entitlement when he or she would otherwise have zero sick leave hours in which to attend medical appointments and/or treatments for his/her rated disability.

For more information on the Disabled Veteran Leave Entitlement go to:

<https://www.opm.gov/policy-data-oversight/pay-leave/leave-administration/fact-sheets/disabled-veteran-leave/>