

State of California

MEMORANDUM

TO: PERSONNEL MANAGEMENT LIAISONS DATE: September 20, 1996
REFERENCE CODE: 96-047

THIS MEMORANDUM SHOULD BE DISTRIBUTED TO:

Personnel Officers
Labor Relations Officers

FROM: Department of Personnel Administration
Classification and Compensation Division

SUBJECT: Change in the Awarding of Seniority Credit for Prior Military
Service During Layoff

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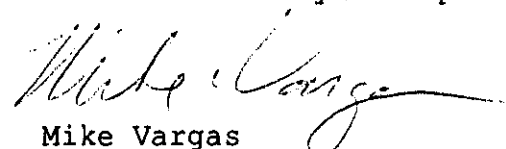
Government Code (GC) Section 19997.6 provides that, in the event of layoff, a State employee with recognized military service prior to State employment shall receive 12 seniority points. "Recognized military service" is defined in GC Section 19997.6 as service in a military campaign or expedition for which a medal was authorized by the United States Government in accordance with Section 300.1 of Title 12 of the California Code of Regulations.

GC Section 19781 provides that an employee with more than four years of prior active military service shall not be eligible for the 12 seniority points authorized in GC Section 19997.6.

Assembly Bill 2187 has been signed by Governor Wilson. It repeals GC Section 19781; therefore, effective January 1, 1997, there will be no maximum four-year limit on prior recognized military service that will qualify for the 12 seniority points authorized in GC Section 19997.6. Prior military service must still meet the definition of "recognized military service" in GC Section 19997.6, be limited to a total of 12 points, and only be applicable during layoffs.

A department planning a layoff with an effective date of January 1, 1997 or later should ensure that it gives the 12 points to all veterans with prior recognized military service regardless of its length.

If a department plans a layoff for late 1996, only those veterans with four years' or less service will qualify for the 12 points. If such a layoff were to be delayed until 1997, credit for prior military service would have to be extended to those veterans with more than four years' prior military service.


Mike Vargas
Program Manager