

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE  
**ATTENDANCE AND LEAVE MANUAL**  
ADVISORY MEMORANDUM 2025-02

Section 21.12

April 2025

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To: Manual Recipients  
From: Benjamin Gifford, Director of Staffing Services  
Subject: Memoranda of Understanding on Extension of Special Military Benefits and Post-Discharge Benefits through December 31, 2025

The Office of Employee Relations has signed Memoranda of Understanding with the Civil Service Employees Association, Council 82, District Council 37, NYS Correctional Officers and Police Benevolent Association, Police Benevolent Association of New York State, Graduate Students Employee Union, Public Employees Federation, and United University Professions, extending current special military benefits for service in connection with the war on terror, and certain benefits in connection with return from military duty for duty related to the war on terror that exceeds 180 days' duration through December 31, 2025. The same benefits provided in these MOUs are extended to M/C employees.

Provisions of the MOUs are not grievable.

The existing special military benefits extended under these MOUs are administered in accordance with previously issued memoranda.

Agencies should consult the following memoranda to ensure proper administration of these benefits:

<b>Memo</b>	<b>Date</b>	<b>Subject</b>
General Information Bulletin 2001-04	September 2001	Special Military Benefits for State Employees Activated in Connection with the Events of September 11, 2001
Advisory Memo 2001-06	September 2001	Special Military Leave for Employees Activated in Connection with the Events of September 11, 2001
Advisory Memo 2002-01	March 2002	Frequently Asked Questions about Special Military Leave in Connection with the Events of September 11th
Advisory Memo 2002-03	May 2002	Training Leave at Reduced Pay For Military Duty Not Related to the Events of September 11th and Extension of Special Military Leave in Connection With the Events of September 11 <sup>th</sup>

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Advisory Memo 2004-01	April 2004	Clarification of Special Military Leave Benefits
Advisory Memo 2007-01	January 2007	Memoranda of Understanding on Extension of Special Military Benefits and New Post-Discharge Benefits

Questions concerning these benefits should be directed to the Attendance and Leave Unit of this Department at (518) 457-2295.