

## WEST VIRGINIA CODE: §15-1K-7

### **§15-1K-7. Accrued benefits not lost; leave not to be used with other leave; rights and obligations under collective bargaining or other agreements.**

- (a) The use of Civil Air Patrol leave under this article may not result in the loss of an employee benefit accrued before the first date of leave.
- (b) An employee using leave under any other provision of state or federal law may not concurrently use leave granted under this article.
- (c) This article does not affect the obligation of an employer to comply with a collective bargaining agreement or an employee benefit plan that provides greater leave rights to employees than the rights provided under this article.
- (d) The grant of leave under this article may not be diminished by a collective bargaining agreement or an employee benefit plan entered into on or after July 1, 2017.
- (e) This article does not affect or diminish the contract rights or seniority status of an employee not entitled to Civil Air Patrol leave.