WEST VIRGINIA CODE: §15-1K-5

§15-1K-5. Employer to provide leave.

(a) An employer shall provide up to a maximum of ten days per calendar year of unpaid Civil Air Patrol leave to an employee training for an emergency mission of the West Virginia wing of the Civil Air Patrol.

(b) An employer shall provide up to a maximum of thirty days per calendar year of unpaid Civil Air Patrol leave to an employee responding to an emergency mission of the West Virginia wing of the Civil Air Patrol.

(c) An employee shall give the employer:

(1) At least fourteen days' notice of the intended dates of the beginning and end of leave together with an estimate of the amount of time needed to complete training; and

(2) As much notice as possible of the intended dates of the beginning and end of leave together with an estimate of the amount of time needed to complete an emergency mission.

(d) The employee shall report to the employer necessary changes in the time required to complete the training or mission.

(e) The employer may require verification of the eligibility of the employee for the Civil Air Patrol leave requested or taken.

(f) If the employee fails to provide the required verification, the employer may deny the Civil Air Patrol leave.

(g) An employee taking leave under this article is not required to exhaust all available leave or time-off benefits before using Civil Air Patrol leave.

(h) This article shall not prevent an employer from providing an employee paid leave.

WV Legislature