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.

WV Legislature