



**New York State Correctional Officers  
& Police Benevolent Association, Inc.**

**Veterans Committee**

Mid Hudson Satellite Office

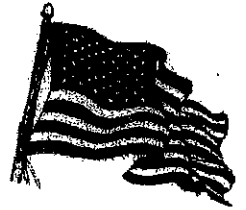
21 North Plank Road - Newburgh N.Y. 12550

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[vetscommittee@yahoo.com](mailto:vetscommittee@yahoo.com)



**TO:** NYSCOPBA Veterans Committee/Membership  
**FROM:** J. Porcaro, Veterans Committee Chairman  
**SUBJECT:** Veterans Committee Report  
**DATE:** December 2, 2011.

The Veterans Committee will hold its next committee meeting on December 13, 2011, in Albany.

- 1) The committee will discuss the following agenda (see attached).
- 2) Web-site dedicated to Iraq and Afghanistan Veterans of America; <http://www.java.org/> lists current issues and information available to our members.
- 3) Care package update: to date the committee has sent 115 packages to members stationed overseas. (See attached list). As always the committee requests that deployment addresses be forwarded to us as soon as they become available, so that packages can be sent to members in a timely manner. Thank you for your assistance.
- 4) The dates that I will be available in the Mid-Hudson Office (unless I am on the road) to conduct Veteran related business are as follows:  
December 2<sup>nd</sup>, 8<sup>th</sup>, 14, 23<sup>rd</sup>, 30<sup>th</sup>, 2011.  
January to be determined.
- 5) Fact Sheet: Returning Heroes and Wounded Warrior Tax Credit.



**New York State Correctional Officers  
& Police Benevolent Association, Inc.  
Veterans Committee  
Mid Hudson Satellite Office  
21 North Plank Road—Newburgh, N.Y. 12550  
Office: 845 563 8700  
Fax: 845 5639077  
Cell: 518 441 2036**



**To: C. Hickey, EX. V.P., NYSCOPBA**

**From: J. Porcaro, Chairman**

**Re: December Committee Meeting Agenda**

**The meeting for December 2011 will be held on December 13, 2011 in Albany. The following agenda items will be discussed.**

- 1. The committee will discuss and review the finalized 2012, MOU: Holiday Work Waiver, once it has been signed by the State and NYSCOPBA.**
- 2. The committee will discuss and review the finalized 2012, MOU: Additional Benefits for Activated Members, once it has been signed by the State and NYSCOPBA.**
- 3. The committee will discuss and review its 2012 Veterans Committee Budgetary Line Item request with J. Telisky, NYSCOPBA Treasurer, once he has had a chance to present it to the Finance Committee and the NYSCOPBA Executive Board for their input.**
- 4. The Committee will finalize its Legislative Agenda for the 2012 legislative year (i.e. 10 day additional military leave**

**bill, the 30 day additional military leave bill, ML 243d, etc) and submit it to our legislative department.**

- 5. The committee will discuss and review the NYSCOPBA Respite Program, Veterans Memorial Program and the NYSCOPBA Grave Marker Program to ensure we are doing everything we can to meet the needs of our members.**
- 4. Discuss and review service credit criteria for Activated Members upon there return to state service (see attached Service Credit Reminder).**
- 5. Discuss and review the criteria for Military Service Credit Under ARTICLE 20-RSSL.**
- 6. Select and confirm the date for our committee meeting in January 2012.**
- 7. Provide committee members with the dates that I will be in the Office in January 2012.**
- 8. Open discussion.**
- The January Committee meeting date will have to be approved by Ex. V.P. C. Hickey once this agenda has been submitted and approved.**

**Cc: J. Gavin, Veterans Committee, V.P.  
T. Collmer, Committee Member  
J. Lamon, Committee Member  
A. Henderson, Committee Member  
J. Grumley, Committee Member  
D. Hale, Committee Member  
J. Johnson, NYSCOPBA, EOL Coordinator**

**L. Stopczynski, NYSCOPBA, Admin. Asst.**  
**S. Flanagan, Membership Services**  
**V. Blasio, Recording Secretary**

**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**THE STATE OF NEW YORK**

**AND**

**THE NEW YORK STATE CORRECTIONAL OFFICERS AND POLICE  
BENEVOLENT ASSOCIATION, INC. (NYSCOPBA)**

**WAIVER OF HOLIDAY WORK OPTION FOR MILITARY VETERANS**

The parties agree to extend, through December 31, 2011, to allow qualified veterans within the Security Services Bargaining Unit to select a different holiday waiver for certain holidays only. Specifically, veterans covered by Public Officers Law 63 may opt to receive pay or time for Memorial Day and Veterans' Day regardless of their election for all other holidays. Additionally, employees who are covered by Section 249 of the Military Law may opt to receive pay or time for Independence Day only, regardless of their election for all other holidays.

A waiver form shall be developed by each agency, and must be filed by each affected employee consistent with Article 16.2 of the Agreement.

This MOU can only be extended by written mutual agreement and shall otherwise expire on December 31, 2011.

  
\_\_\_\_\_  
John Currier  
Deputy Director  
For Governor's Office of  
Employee Relations, State of New York

11/4/10  
Date

  
\_\_\_\_\_  
Debra Rowe  
President  
For NYSCOPBA

09 NOV 10  
Date

**ATTENDANCE AND LEAVE MANUAL**  
**ADVISORY MEMORANDUM NO. 2011-02**  
**Section 21.1**  
**January 2011**

**TO:** Manual Recipients

**FROM:** Blaine Ryan-Lynch, Director of Staffing Services

**SUBJECT:** Special Holiday Waiver Memoranda of Understanding for Security Supervisors Unit (SSpU) and Security Services Unit (SSU)

The Governor's Office of Employee Relations has signed Memoranda of Understanding (MOUs) with Council 82 and the New York State Correctional Officers and Police Benevolent Association extending the benefits provided for employees in both the Security Supervisors Unit (SSpU) and Security Services Unit (SSU) entitled Waiver of Holiday Work Option for Military Veterans. Questions concerning this benefit, which is described below, may be referred to the Attendance and Leave Unit of this Department at (518) 457-2295.

**Eligibility**

In order to be eligible for these benefits, an employee must be an eligible veteran as described in Section 63 of the Public Officers Law or an honorably discharged former reservist covered by Section 249 of the Military Law. See the attached SUMMARY OF BENEFITS UNDER PUBLIC OFFICERS LAW, SECTION 63 AND MILITARY LAW, SECTION 249 for a discussion of these law benefits.

**Duration of the MOUs**

The benefits provided by the MOUs apply to Memorial Day, May 30, 2011, Independence Day, July 4, 2011, and Veterans' Day, November 11, 2011. The MOUs expire December 31, 2011 unless extended by mutual agreement of the parties.

**Benefit Description**

The MOUs permit certain veterans, who are eligible under Section 63 of the Public Officers Law for holiday benefits (law benefits) in connection with May 30 (Memorial Day) and November 11 (Veterans' Day), to file a different holiday waiver (Special Holiday Waiver) for contractual holiday compensation benefits for those two holidays. Specifically, veterans in either the Security Supervisors Unit or Security Services Unit covered by Public Officers Law Section 63 may opt to receive holiday pay or holiday leave (contractual benefit) for work on Memorial Day 2011 and Veterans' Day 2011, regardless of their holiday compensation election for all other holidays. The same election must apply to both holidays.

The MOUs also permit certain former reservists who are eligible under Section 249 of the New York State Military Law for holiday benefits (law benefits) in connection with the Independence Day holiday to file a different holiday waiver (Special Holiday Waiver) for contractual holiday compensation benefits for that holiday. In other words, former eligible reservists in either the SSpU or SSU who are covered by Section 249 of the Military Law may opt to receive holiday pay or holiday leave (contractual benefit) for work on Independence Day, July 4, 2011, regardless of their election for all other holidays.

An employee who is both an eligible veteran under Section 63 of the Public Officers Law and an eligible former reservist covered under Section 249 of the Military Law may file a Special Holiday Waiver as an eligible veteran and/or as an eligible former reservist.

**Relationship of Regular and Special Holiday Waivers**

For purposes of this discussion, a holiday waiver under Article 16.2 of the negotiated agreements continues to be applicable to all holidays (except as modified by a Special Holiday Waiver under the MOUs), and is referred to as a Regular Holiday Waiver option.

- Employees in these units who have a Regular Holiday Waiver option of holiday pay for work on holidays (either by default because they never filed a waiver or because they filed a waiver electing holiday pay) receive holiday pay for all holidays unless they file Special Holiday Waivers as eligible veterans for Memorial Day and Veterans' Day 2011 and/or as eligible former reservists for Independence Day 2011, who elect to receive holiday leave for those special holidays.

- Employees in these units who have a Regular Holiday Waiver option of holiday leave for work on holidays continue to receive holiday leave for all holidays unless they file Special Holiday Waivers as eligible veterans for Memorial Day and Veterans' Day 2011 and/or as eligible former reservists for Independence Day 2011, who elect to receive holiday pay for those special holidays.

**Dates for Filing Waivers**

The benefits granted by the MOUs are available in calendar year 2011. The benefits are available for Memorial Day, May 30, 2011, Veterans' Day, November 11, 2011, and/or Independence Day, July 4, 2011.

Eligible employees may file a Special Holiday Waiver under the MOUs for the Memorial Day, Veterans' Day, and/or Independence Day holidays during the Special Holiday Waiver Election Period from April 1, 2011 through May 16, 2011.

**Appointment to State Service**

Employees in these units who enter State service after May 15, 2011 may file both a Regular Holiday Waiver and/or a Special Holiday Waiver at time of appointment to State service.

**Transfer From Other Units**

For employees who transfer into these units after May 15, 2011, all holidays are governed by the Regular Holiday Waiver (and, in the case of transfer from either the SSpU or the SSU, the Special Holiday Waiver, if any) filed in their previous position and they may not file new Waivers at time of transfer to this unit. If the program is continued in subsequent years, those employees' first opportunity to file a Special Holiday Waiver would occur between April 1 and May 15 of the year following their transfer into either the SSpU or SSU position. Of course, employees retain the ability to change their Regular Holiday Pay option each year during the open period between April 1 and May 15 as provided in Article 16.2 of the negotiated agreements.

**Impact of Expiration of MOU**

The MOUs expire December 31, 2011 unless extended by mutual agreement of the parties.

In the event these provisions are not extended by mutual agreement of the parties, Special Holiday Waivers will no longer be in effect beginning with calendar year 2012 and the Regular Holiday Waiver option will apply to all holidays, including Memorial Day, Veterans' Day, and Independence Day.

If the parties agree to extend these provisions beyond calendar year 2011, an employee's Regular Holiday Waiver option will again apply to all holidays including Memorial Day, Veterans' Day, and Independence Day, unless the employee files a new Special Holiday Waiver during the next applicable open period.

Of course, employees retain the ability to change their Regular Holiday Pay option each year during the open period between April 1 and May 15 as provided in Article 16.2 of the negotiated agreements.

**Special Holiday Waiver Form**

A Special Holiday Waiver form for this purpose is attached. Agencies may adapt the form to meet their needs provided it continues to include all the information on the attached form.

**Benefits Under Negotiated Agreements**

Apart from providing the opportunity to file a Special Holiday Waiver for Memorial Day, Veterans' Day, and/or Independence Day 2011, the MOUs do not modify holiday benefits available under the negotiated agreements.

Employees in the SSpU and SSU continue to add holiday leave to vacation credits subject to applicable vacation maximums, regardless of whether that holiday leave is earned in connection with a Regular Holiday Waiver option or a Special Holiday Waiver.

**Benefits Under Law**

The MOUs do not in any way modify benefits available under Section 63 of the Public Officers Law or Section 249 of the Military Law.

**Attachments**

Summary of Benefits Under Public Officers Law, Section 63 and Military Law, Section 248 (237KB)  
Special Holiday Waiver form (239KB)

## **Summary of Benefits Under Public Officers Law, Section 63 and Military Law, Section 249**

The following information is provided solely as a reference summary for agency convenience and does not contain any new information.

### **Benefits Under Section 63 of the Public Officers Law**

Section 63 of the Public Officers Law entitles certain veterans to a day off with pay on or in lieu of Memorial Day and November 11, Veterans' Day.

To qualify, an employee must be a veteran who was honorably discharged or who was discharged under honorable conditions and who:

- Served in the Army, Navy, Marine Corps, Air Force, or Coast Guard of the United States (including reservists who served on active duty in these branches) at any time; or
- Served in the Armed Forces of the United States or its allies in time of war, including National Guard members serving on active duty during time of war or national emergency.

There is no New York State residency requirement for the benefit provided by Section 63 nor are employees required to have Attendance Rules coverage in order to be eligible for the benefit provided by Section 63.

When an eligible veteran who has elected holiday pay for holidays worked is required to work on one of these holidays, such employee is entitled to holiday pay pursuant to the negotiated agreement and to holiday leave pursuant to Section 63 of the Public Officers Law. If, on the other hand, such employee waived holiday pay one day of holiday leave satisfies both the contractual entitlement and the legal entitlement under Section 63.

While contractual holiday compensation is limited to 7.5 or 8 hours and is tied to the designated holiday shift, holiday compensation for Memorial Day and November 11 under the Public Officers Law is tied to the 24-hour calendar day period on the date of the holiday and is not capped at 7.5 or 8 hours.

### **Benefits Under Section 249 of the Military Law**

Section 249 of the Military Law entitles honorably discharged former reservists or former National Guard members who served during peace time to a day off with pay on or in lieu of July 4. In order to be eligible, at least one day of this reserve service must have occurred outside time of war as defined in Section 85.1(c) of the Civil Service Law.

To qualify, the reserve duty must have been active reserve duty during which the employee was required to attend drills, not inactive reserve duty where the employee was subject to being recalled but was not required to attend drills. Reservists who were honorably discharged from a period of active reserve duty and who have reenlisted for a subsequent period of reserve duty are eligible for this benefit.

There is no New York State residency requirement; an employee need not have served in a reserve or National Guard unit in New York State. There is no requirement that an employee have Attendance Rules coverage in order to be eligible for this benefit.

When an eligible former reservist who has elected holiday pay for holidays worked is required to work on July 4, Independence Day, such employee is entitled to holiday pay pursuant to the negotiated agreement and to holiday leave pursuant to law. If, on the other hand, such employee waived holiday pay, one day of holiday leave satisfies both the contractual entitlement and the legal entitlement.

While contractual holiday compensation is limited to 7.5 or 8 hours and is tied to the designated holiday shift, holiday compensation for July 4 under Section 249 of the Military Law is tied to the 24-hour calendar day period on July 4 and is not capped at 7.5 or 8 hours.

**SPECIAL HOLIDAY WAIVER FOR  
SECURITY SUPERVISORS UNIT OR SECURITY SERVICES UNIT  
For Memorial Day, Veterans' Day, and Independence Day 2011**

*Complete this form only if you wish to have a different holiday compensation option (Special Holiday Waiver) for holiday compensation benefits under the collective bargaining agreements for work on Memorial Day, Veterans' Day 2011 and/or Independence Day 2011 than your Regular Holiday Waiver option under Article 16.2 of your contract. If you do not complete this form, your Regular Holiday Waiver option under Article 16.2 will continue to apply to all holidays, including Memorial Day, Veterans' Day, and Independence Day 2011.*

*If you are both an eligible veteran and an eligible former reservist, you may complete A and/or B below.*

*This form must be completed and submitted to your personnel/payroll office between April 1, 2011 and May 15, 2011.*

**A. Eligible Veteran Covered by Public Officers Law Section 63**

\_\_\_\_\_ I currently receive holiday pay for all holidays worked. However, I elect to receive holiday leave for work on Memorial Day, May 30, 2011 and Veterans' Day, November 11, 2011.

\_\_\_\_\_ I currently receive holiday leave for all holidays worked. However, I elect to receive holiday pay for work on Memorial Day, May 30, 2011 and Veterans' Day, November 11, 2011.

**B. Eligible Former Reservist Covered By NYS Military Law Section 249**

\_\_\_\_\_ I currently receive holiday pay for all holidays worked. However, I elect to receive holiday leave for work on Independence Day, July 4, 2011.

\_\_\_\_\_ I currently receive holiday leave for all holidays worked. However, I elect to receive holiday pay for work on Independence Day, July 4, 2011.

Name (please print) \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_ Work Location \_\_\_\_\_

Social Security Number (last four digits) \_\_\_\_\_

BARGAINING UNIT: SSpU  SSU

# MEMORANDUM OF UNDERSTANDING

between

THE STATE OF NEW YORK

and

**NEW YORK STATE CORRECTION OFFICERS AND  
POLICE BENEVOLENT ASSOCIATION**

This Memorandum of Understanding is entered into by the State of New York (hereinafter "the State") and the New York State Correction Officers and Police Benevolent Association (hereinafter "the Union"), representing employees in the Security Services Unit.

It has been the policy of New York State to support its employees in the National Guard and Reserves who are federally activated or activated by the Governor for military service related to the war on terror. In light of the continuing war on terror, including military action in Iraq, the parties hereby agree on the following measures to protect State employees activated for military duty in any aspect of that campaign:

- I. The term of the Memorandum of Understanding between the parties executed November 10, 2009 (a copy of which is attached) is extended through December 31, 2011.

The terms and conditions of that agreement shall remain intact except for the changes or points of clarification noted herein.

## II. SUPPLEMENTAL MILITARY LEAVE

Employees shall continue to be eligible to receive Supplemental Military Leave through December 31, 2011. However, in no event, regardless of the number of times an employee is activated between September 11, 2001 and December 31, 2011, shall more than one such grant of Supplemental Military Leave (i.e., a total of 22 workdays or 30 calendar days) be credited to any employee for activation related to the war on terror.

## III. LEAVE AT REDUCED PAY AND TRAINING LEAVE AT REDUCED PAY

- A. Upon exhaustion of paid Military Leave under Section 242 of the New York State Military Law and any leave credits (other than sick leave) that they elect to use, employees shall continue to be eligible to receive Leave at Reduced Pay through December 31, 2011.

- B. Employees are eligible for Training Leave at Reduced Pay in calendar year 2011 following (1) any active military service in calendar year 2011 that is related to the war on terror; and (2) exhaustion of their calendar year 2011 Military Leave entitlement under Section 242 of the New York State Military Law and any leave credits (other than sick leave) that they elect to use. During calendar year 2011, employees may use up to 30 calendar days or 22 workdays of Training Leave at Reduced Pay for any required military duty (including mandatory weekend and summer training or other activation) that is not related to the war on terror.
- C. Leave at Reduced Pay and Training Leave at Reduced Pay used in calendar year 2011 will be calculated in the following manner:
1. For employees who utilized Leave at Reduced Pay or Training Leave at Reduced Pay prior to calendar year 2011, the rate of reduced pay for the first use of either leave category at any point between January 1, 2011 and December 31, 2011 shall be calculated as follows:
    - a. Those on Training Leave at Reduced Pay or Leave at Reduced Pay on January 1, 2011 shall have the calculation of reduced pay for either leave category based on State salary (base pay plus location pay plus geographic differential) as of January 1, 2011 reduced by the military pay rate used in calculating the most recent period in either reduced pay status prior to 2011.
    - b. For those whose first use of either reduced pay category occurs between January 2, 2011 and December 31, 2011, the rate of reduced pay shall be based on State salary (base pay plus location pay plus geographic differential) as of the last day in full pay status prior to first use of Leave at Reduced Pay or Training Leave at Reduced Pay after January 1, 2011 reduced by the military pay rate used in calculating the most recent period in either reduced pay status prior to 2011.
  2. For employees who have not utilized Leave at Reduced Pay or Training Leave at Reduced Pay prior to calendar year 2011, the rate of reduced pay for the first use of either leave category at any point between January 1, 2011 and December 31, 2011 shall be calculated as follows:

The rate of reduced pay shall be based on State salary (base pay plus location pay plus geographic differential) as of the last day in full

pay status prior to first use of Leave at Reduced Pay or Training Leave at Reduced Pay reduced by military pay (defined as base pay plus housing and food allowances) as of the first day in Leave at Reduced Pay or Training Leave at Reduced Pay status.

3. For all employees covered by sections (1) and (2) above, the rate of reduced pay calculated for first use of Leave at Reduced Pay or Training Leave at Reduced Pay in 2011 shall be used for any subsequent period of leave under either category in 2011. There shall be no recalculation of this rate of reduced pay for any reason.
- D. Leave accruals for employees eligible for both Leave at Reduced Pay and Training Leave at Reduced Pay have not changed but are clarified as follows: employees will be credited with vacation bonus days and personal leave days they otherwise would have received on their vacation and personal leave anniversary dates, should said dates occur during this leave. However, such employees will not be eligible to (1) earn bi-weekly vacation and sick leave accruals for any pay period in which they are not in full pay status for at least seven out of ten days; or (2) receive credit for holidays that fall during a period of Leave at Reduced Pay or Training Leave at Reduced Pay.

#### **IV. HEALTH INSURANCE COVERAGE**

The provisions of Article 12.2(2)(a) of the 2007-09 State/New York State Correction Officers and Police Benevolent Association agreements shall be extended beyond the negotiated 12-month limit for an employee who continues to be or who will be federally activated or activated by the Governor for military service any time on or after September 11, 2001.

Contribution-free dependent health insurance coverage that has been extended beyond the 12-month limit will end at such time as the employee returns to pay status, or fails to resume State employment in a timely fashion; or December 31, 2011, whichever occurs first.

#### **V. POST-ACTIVATION BENEFITS**


Pursuant to provisions of the Uniformed Services Employment and Reemployment Rights Act (USERRA) and Section 243 of the New York State Military Law, eligible employees who have been absent from work to perform ordered military duty for more than 180 consecutive calendar days have up to 90 calendar days from the date of discharge from active duty (hereafter "post-discharge period") to notify their agency that they are ready to return to work.

For employees in the National Guard or reserves who are discharged during 2011 from qualifying military duty (i.e., greater than 180 consecutive calendar days) related to the war on terror, the State and Union hereby agree that the following provisions will govern treatment of employees during this post-discharge period in connection with military service related to the war on terror:

- A. During a post-discharge period in connection with military service related to the war on terror, requests to use appropriate leave credits (credits other than sick leave) shall not be denied by the appointing authority.
- B. During the post-discharge period, if executive branch employees serving in the reserves or National Guard are not receiving pay from any State agency by virtue of working, charging leave credits or being in any paid leave status, the State shall provide contribution-free health insurance coverage for them and their covered dependents. Accordingly, employees will be responsible for employee share contributions for any period of time they are in pay status as a result of utilizing paid leave benefits during the post-discharge period.
- C. During the post-discharge period, employees serving in the reserves or National Guard who receive orders for military duty are entitled to all benefits provided by Section 242 of the New York State Military Law and any special military benefits negotiated with our employee unions to the extent that such benefits are applicable.
- D. Employees who furnish their agency with orders for military duty that occurs during this post-discharge period shall be placed in appropriate paid military leave status to the extent that these orders conflict with their regular work schedule. This applies to such employees regardless of whether or not they are charging leave credits during their absence from work during this post-discharge period. For the purposes of this Agreement, "regular work schedule" shall be defined as an employee's schedule immediately prior to the period of military service that entitled him or her to the post-discharge period in question.
- E. Following completion of any ordered military duty that commences during such post-discharge period and which ends prior to the exhaustion of that period, the employee shall be returned to his/her prior leave status until the expiration of that post-discharge period, unless the employee elects to return to work sooner. The dates of the post-discharge period shall not be altered by virtue of utilizing the benefits provided in this Agreement.

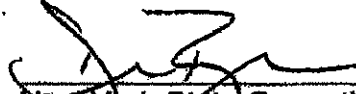
VI. The provisions of this agreement shall not apply to those employees who have voluntarily separated from State service or who are terminated for cause.

FOR THE STATE:

  
\_\_\_\_\_  
Governor's Office of  
Employee Relations

4/29/10  
Date

FOR THE UNION:

  
\_\_\_\_\_  
New York State Correction  
Officers and Police  
Benevolent Association

01 DEC 10  
Date



# New York State Correctional Officers & Police Benevolent Association, Inc.

Mid Hudson Region Satellite Office  
Veterans Committee

21 North Plank Road - Newburgh, N.Y. 12550  
(845) 563-8704 - (845) 563-9077 (Facsimile) - (518) 441-2036 (Cell)  
[www.nyscopba.org](http://www.nyscopba.org)



## Packages sent by Vets Comm. As follows:

- |                     |                      |                        |
|---------------------|----------------------|------------------------|
| 1.) CO J. LOEWKE    | 41) CO A PANDO       | 81) CO K EGAN          |
| 2.) CO C. SEGER     | 42) CO S DOLE        | 82) CO R WHISNER       |
| 3.) CO J. THOMAS    | 43) CO D MUNIZ       | 83) CO S Diffenderfer  |
| 4.) CO R. FORD      | 44) CO M TOLEMAN     | 84) CO P Praschunus    |
| 5.) CO R. BARBER    | 45) CO S FORYNA      | 85) CO M Weaver        |
| 6.) CO J. GIRVIN    | 46) CO M DRAVECKY    | 86) CO M BOLTON        |
| 7.) CO J. WEISBROD  | 47) CO R COLLINS     | 87) CO J GIBSON        |
| 8.) SGT T. PLUMMER  | 48) CO I LEGGE       | 88) CO C EDWARD        |
| 9.) CO D. SCHRADER  | 49) CO R WALTERS     | 89) CO J MEARA         |
| 10) CO J. CONSTABLE | 50) CO G BRASSARD    | 90) CO M BAILEY        |
| 11) CO E. MCENROE   | 51) CO C PERREA      | 91) CO E HARTMAN       |
| 12) CO J. JASTRZAB  | 52) CO D VENNE       | 92) CO D SCHRADER      |
| 13) CO J. STANFORTH | 53) CO C ROBERTS     | 93) CO D SARGENT       |
| 14) CO T. MALARE    | 54) CO L OLLERENSHAW | 94) CO M THOMAS        |
| 15) CO P. KINGSBURY | 55) CO T TRAVIS      | 95) SSO D ZAUTNER      |
| 16) CO J. KESTER    | 56) CO A MCCLAIN     | 96) CO D Sarratori     |
| 17) CO FARRELL      | 57) CO S VANHORN     | 97) CO J KRANTZ        |
| 18) CO KAZCOR       | 58) CO D GRANT       | 98) CO D HARRIS        |
| 19) CO RODDY        | 59) CO P EVANS       | 99) CO W AQUINO        |
| 20) CO KNUITSEN     | 60) CO D MELENDEZ    | 100) SSO M Dimperio    |
| 21) CO WENIG        | 61) CO M BENWARE     | 101) CO S Diffenderfer |
| 22) CO KIRKHAM      | 62) CO R KIEFL       | 102) CO K GLADDING     |
| 23) CO J MCCARTHY   | 63) CO T RICE        | 103) CO C EDWARD       |
| 24) CO C YACKEREA   | 64) CO J BECKER      | 104) CO J GOLDFUS      |
| 25) CO P WEAVER     | 65) CO K HANNA       | 105) CO T RICE         |
| 26) CO S ASHLINE    | 66) CO D HARRIS      | 106) CO L MacKay       |
| 27) CO E RICE       | 67) CO M LYONS       | 107) CO J ANSTEY       |
| 28) CO B FARRELL    | 68) CO M WEAVER      | 108) CO A PANDO        |
| 29) CO E BUSH       | 69) CO A ELLIMAN     | 109) CO E HARTMAN      |
| 30) CO C MONIN      | 70) CO E GRANT       | 110) CO D SARRATORI    |
| 31) CO J THOMAS     | 71) CO D BROWN       | 111) CO M TOLEMAN      |
| 32) CO J MURNANE    | 72) CO J COREANO     | 112) SSO T O'HARA      |
| 33) CO L BARRIGAR   | 73) CO T CONKLIN     | 113) CO M NIN          |
| 34) CO K HOLDEN     | 74) CO K READY       | 114) CO A DOBRANSKY    |
| 35) CO T SMITHERS   | 75) CO D TORRES      | 115) CO R MILLER       |
| 36) CO J FERRY      | 76) CO D RENAUD      |                        |
| 37) CO D WALL       | 77) CO T IRVING      |                        |
| 38) CO D COONRADT   | 78) CO W AQUINO, Jr  |                        |
| 39) SGT D SANCHEZ   | 79) CO S DEERY       |                        |
| 40) CO K HOLDEN     | 80) CO S HILLIKER    |                        |

**Subject:** Fwd: New Veterans Benefits  
**From:** kbk1250@optonline.net (kbk1250@optonline.net)  
**To:**  
**Date:** Saturday, November 26, 2011 10:04 AM

Jim Markson  
VFW, POST # 107  
Commander  
vfwpost107@verizon.net

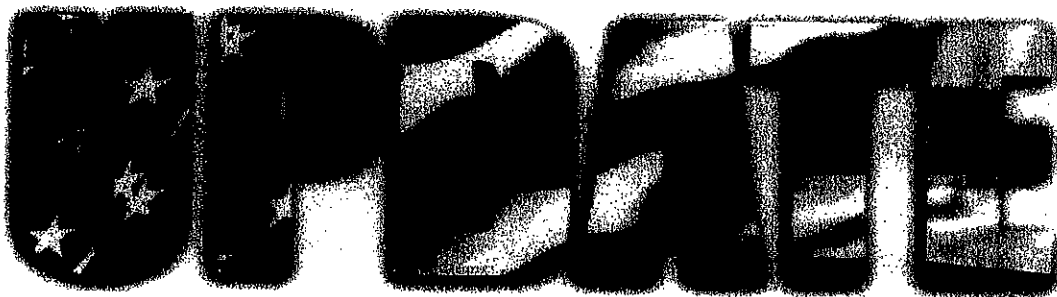
**SUPPORT YOUR POST**

Nov 24, 2011 08:35:24 AM, afl27@yahoo.com wrote:

Sent from my iPhone

Begin forwarded message:

**From:** "VVA Government Affairs" <govtreations@vva.org>  
**Date:** November 21, 2011 8:00:41 PM EST  
**To:** "James Markson" <afl27@yahoo.com>  
**Subject:** New law, new benefits for veterans H.R. 674  
**Reply-To:** "VVA Government Affairs" <govtreations@vva.org>



New law, new benefits for veterans H.R. 674  
The White House  
Office of the Press Secretary  
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**Fact Sheet: Returning Heroes and**

## Wounded Warrior Tax Credits

In August, President Obama called on Congress to enact tax credits that will help get veterans back to work. The *Returning Heroes Tax Credit* provides businesses that hire unemployed veterans with a maximum credit of \$5,600 per veteran, and the *Wounded Warriors Tax Credit* offers businesses that hire veterans with service-connected disabilities with a maximum credit of \$9,600 per veteran.

These tax credits were included in the American Jobs Act and were signed into law by President Obama on November 21, 2011.

### Returning Heroes and Wounded Warrior Tax Credits

Under the Recovery Act, employers who hired certain unemployed veterans were eligible for a tax credit of up to 40 percent of the first \$6,000 of wages, for a maximum credit of \$2,400. This credit expired at the end of 2010.

On November 21, 2011, the President signed into law two new tax credits:

The *Returning Heroes Tax Credit* is a new hiring tax credit that will provide an incentive for businesses to hire unemployed veterans.

- ***Short-term unemployed:*** A new credit of 40 percent of the first \$6,000 of wages (up to \$2,400) for employers who hire veterans who have been unemployed at least 4 weeks.
- ***Long-term unemployed:*** A new credit of 40 percent of the first \$14,000 of wages (up to \$5,600) for employers who hire veterans who have been unemployed longer than 6 months.

The *Wounded Warrior Tax Credit* will double the existing tax credit for long-term unemployed veterans with service-connected disabilities.

- Maintain the existing Work Opportunity Tax Credit for veterans with service-connected disabilities (currently the maximum is \$4,800).
- A new credit of 40 percent of the first \$24,000 of wages (up to \$9,600) for firms that hire veterans with service-connected disabilities who have been unemployed longer than 6 months.

### Executive Actions to Get Veterans Back to Work

Earlier this year, the President also announced a series of executive actions to help get veterans back to work.

These initiatives include:

**Veteran Gold Card:** Post-9/11 veterans can now download the Veteran Gold Card, which entitles them to enhanced services including six months of personalized case management, assessments and counseling, at the roughly 3,000 One-Stop Career Centers located across the country. This could help serve the more than 200,000 unemployed Post-9/11 veterans. The President directed the Department of Labor to launch this initiative in his August 5, 2011 speech at the Navy Yard.

**My Next Move for Veterans:** The Department of Labor has launched *My Next Move for Veterans*, a new online resource that allows veterans to enter their military occupation code and discover civilian occupations for which they are well qualified. The site also includes information about salaries, apprenticeships, and other related education and training programs.

**Creating a Veterans Job Bank:** The Administration launched the *Veterans Job Bank*, at National Resource Directory, an easy to use tool to help veterans find job postings from companies looking to hire them. It already searches over one million job postings and is growing. In a few easy steps, companies can make sure the job postings on their own websites are part of this *Veterans Job Bank*. These resources can be accessed at [www.whitehouse.gov/vets](http://www.whitehouse.gov/vets)

**Joining Forces:** In August, the President challenged the private sector to hire or train 100,000 veterans or military spouses by the end of 2013. The President also asked First Lady Michelle Obama and Dr. Jill Biden to lead these efforts with the private sector as part of their Joining Forces initiative. In just over 100 days, more than 1,500 private sector companies have stepped up and already employed more than 18,000 veterans and spouses. In addition, these private sector companies have committed to hiring 135,000 veterans and spouses by the end of 2013, exceeding the President's challenge. Also included in these private sector employment efforts is a dedicated commitment to hire 5,000 wounded warriors.

**Challenging Community Health Centers to Hire 8,000 Veterans in Three Years:** The Obama Administration challenged Community Health Centers to hire 8,000 veterans – approximately one veteran per health center site – over the next three years. The health reform law provides funding for community health centers to serve more Americans and hire more workers. The National Association of Community Health Centers will also contribute to this effort and joined the Administration in announcing this Community Health Center Veterans Hiring Challenge.

**Helping Veterans Become Physician Assistants:** To fast-track medics into jobs in community health centers and other parts of the health care system, the Health Resources and Services Administration (HRSA) pledged to open up career-paths beyond nursing and expand opportunities for veterans to become physician assistants. Through this initiative, HRSA will begin to give priority in physician assistant grant awards to universities and colleges that help train veterans for careers as physician assistants.

Together, these initiatives and the tax credits will lower veteran unemployment through increased hiring, improve resources for veterans to translate their military skills for the civilian workforce, and provide veterans with new tools to aid their search for jobs.

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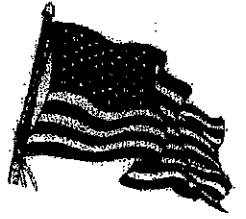


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