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Friday, October 4, 2013

Thank You Veterans! - Veteran's Day Benefit (House File 2197)

Many of you may know that on April 27, 2010, Governor Chet Culver signed a bill into law which requires employers to provide holiday time off for employees who are veterans on Veteran's Day, November 11th. This is exciting news for the men and women of Iowa who have so faithfully served our great Country.

The law states that:

- If the associate would normally be required to work that day, employers have the discretion of providing the time off as either paid or unpaid.
- Associates wishing to take the day off must provide the employer with at least one month's prior written notice of his or her intent to take time off for Veteran's Day
- And the associate must also provide the employer with a federal certificate of release or discharge from active duty, or similar federal document, for the purposes of determining the associate's eligibility for the benefit.

Manpower Inc., of Des Moines appreciates the commitment and sacrifices of our Veteran associates, and would like to recognize those associates by instituting the following policy:

- Associates who qualify for the Veteran's Day benefit would receive a paid day off if they have met Manpower's standard Holiday Pay eligibility guidelines. (Associate must have worked 1800 hours in the previous 12 months to receive holiday pay.)
- If an Associate does not meet the service hour eligibility requirements stated above, they will still be allowed to take the day off without pay and the absence will not impact Associate's attendance record.
- In consideration of the clients that Manpower serves, the deadline for requesting Veteran's Day off is Friday, November 1, 2013.

If you have any questions regarding the Veteran's Day benefit, please contact your local Staffing Specialist.

Thank you,

A handwritten signature in cursive script that reads "Karen J. Miller".

Karen Miller
Executive Vice President
Manpower Inc., of Des Moines