TODAY, CALIFORNIA IS HOME TO 1.92 MILLION VETERANS, REPRESENTING 9% OF THE TOTAL U.S. VETERAN POPULATION. CALIFORNIA ANTICIPATES RECEIVING AN ADDITIONAL 35,000-40,000 DISCHARGED MEMBERS OF THE ARMED SERVICES EACH YEAR FOR THE NEXT SEVERAL YEARS – MORE THAN ANY OTHER STATE.

California Department of Veterans Affairs
“Enterprise Strategic Plan” 2012

As a UCR supervisor it is important to recognize that vets/military members are:

- Accustomed to uniform policies and structure but can adapt to dynamic workplace situations
- Tend to boast leadership and teamwork skills that outpace those of their civilian counterparts and they’re often more loyal
- Committed to the organizations they work for which can translate into longer tenure

HELPFUL RESOURCES

Refer a veteran, military member, or family to the campus points of contact: Help veterans and families get connected with the UCR campus programs.

Support Networking: Encourage participation in the UCR Veterans, Military Members and Families Group.

Veteran/Military Member Mentoring Program: Two phase program designed for both veteran/military employees and their supervisors.

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University of California, Riverside
Human Resources Department
The Family Medical Leave Act (FMLA) provides two leave entitlements for military families (military family leave provisions): “qualifying exigency leave.”

Employees eligible for FMLA may take leave under these provisions to attend to familial obligations and/or to take time away from work for a family member(s) who is a “covered military member.” UC Policy 2.210, Absence From Work.

For more information visit:
http://hr.ucr.edu/docs/labor_relations/managing_servicemembers_faqs.pdf

SUPERVISOR GUIDELINES

Ways to become more military friendly as a supervisor:

- Listen to veterans, military members and family: Reach out to veterans in your unit. Let them know you are available to listen to their needs
- Educate your department: Refer to the Supervisor Resources and Guidelines PowerPoint on the HR website
- Debrief Post Leave: When your National Guard/Reservists or military employee returns from leave take time to talk to them
- Help ease the transition by remembering:
  - Military leave is NOT a vacation
  - The employee has been away from family and may need time to re-connect
  - The employee may have experienced trauma

SYMPTOM AWARENESS

Post Traumatic Stress Disorder (PTSD) and Traumatic Brain Injuries (TBI)

- The four main symptoms for PTSD:
  - Reliving the event; avoiding situations that remind you of the event; feeling numb to things a person used to enjoy; and feeling keyed up.
- In the days, weeks, and months following a TBI common symptoms are:
  - Physical: Headache, feeling dizzy, being tired, trouble sleeping, vision bothered by noise and light
  - Cognitive (Mental): Memory problems, trouble staying focused, poor judgment
  - Emotional (Feelings): Depression, anger outbursts and quick to anger, anxiety (fear, worry, or feeling nervous) and personality changes