

Veterans Healthcare Leave

Under this Statute employees are entitled to 15-days (120 hours) of Veteran's Healthcare Leave (VHL) to be used when obtaining medical or mental health care administered by the Veteran's Health Administration for their own health condition. As confirmed with Office of General Council (OGC) this leave applies only to VA visits and physical rehabilitation; it does not apply to home recovery (calling out sick).

In addition, employees using this leave are subject to the provisions of the Family and Medical Leave Act (FMLA), so if an employee is receiving treatment at the VA for a condition that would qualify as FMLA then the employee would need to certify the condition.

Employees will use the Time Reporting Code VHC when using this benefit:

The screenshot shows the 'Time Reporting Code' dropdown menu with the following options:

- AES - Admin Leave Exemplary Service
- BRV - Bereavement Leave
- CWK - Closure Hours Worked
- DOC - Dock Pay
- EMG - Emergency Leave
- FOS - Foster Parent Leave
- HCP - Hol/Clo Comp Paid
- HCT - Hol/Clo Comp Taken
- HOL - Paid Holiday Hours
- HWK - Holiday Worked
- INJ - Police Paid Injury Leave
- JUR - Jury/Witness Duty, Subpoena
- LOP - Admin Leave Without Pay
- LWP - Admin Leave With Pay
- NTG - National Guard Leave
- NTR - Nothing to Report
- REX - Exempt Regular Working Hours
- VHC - Veteran's Healthcare
- VOT - Voting Leave
- ZPAY3 - Payroll Only: Hol/Clo

Sec. 661.924. MEDICAL AND MENTAL HEALTH CARE LEAVE FOR CERTAIN VETERANS. (a) This section applies to a state employee who is:

- (1) a veteran, as defined by Section [434.023\(a\)](#); and
- (2) eligible for health benefits under a program administered by the Veterans Health Administration of the United States Department of Veterans Affairs.

(b) A state employee described by Subsection (a) may be granted leave without a deduction in salary or loss of vacation time, sick leave, earned overtime credit, or state compensatory time to obtain medical or mental health care administered by the Veterans Health Administration.

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Administration of the United States Department of Veterans Affairs, including physical rehabilitation.

(c) Except as provided by Subsection (d), leave granted under Subsection (b) may not exceed 15 days each fiscal year.

(d) The administrative head of a state agency may annually grant additional days of leave described by Subsection (b) as the administrative head determines appropriate for the employee.

Added by Acts 2017, 85th Leg., R.S., Ch. 518 (S.B. [73](#)), Sec. 4, eff. September 1, 2017.

If you have additional questions or concerns regarding Military leave benefits, please contact email LOA@utdallas.edu