

# BCC Guard & Reservist Policy

- We support our National Guard, Individual Ready Reserve and State Guard
- Emergency Activation duty
  - Eligible for earnings subsidy for a single contiguous duty.
  - Duty is defined as activation or “call up” by the state Governor or the President of the United States.
  - The Company will subsidize the difference between the employee’s regular straight time earnings for up to forty (40) hours weekly and their weekly military pay rate, less applicable deductions.
- Scheduled Summer Training Periods
  - The employee must use annual earned vacation first.
  - The Company will then subsidize the employee’s pay, as above.
- Earnings Subsidy Period
  - Up to thirteen (13) weeks for activation duty within the state.
  - Up to twenty-six (26) weeks for duty out-of-state, but within the USA
  - Up to one hundred four (104) weeks for duty outside of the USA
  - Up to two (2) weeks of home adjustment following activation outside of USA

This is a partial of the Guard & Reservist policy.  
Contact the Human Resources Department for further details.  
Programs and requirements are subject to change.