

House Engrossed

leaves of absence; military training

State of Arizona
House of Representatives
Fifty-seventh Legislature
Second Regular Session
2026

CHAPTER 104

HOUSE BILL 2663

AN ACT

AMENDING SECTIONS 26-168 AND 38-610, ARIZONA REVISED STATUTES; RELATING TO
MILITARY AFFAIRS.

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:

2 Section 1. Section 26-168, Arizona Revised Statutes, is amended to
3 read:

4 26-168. Absence from employment for military duty; vacation
5 and seniority rights; violation; classification;
6 definition

7 A. An employer may not refuse to allow members of the national
8 guard of this state or any other state or the United States armed forces
9 reserves to take leaves of absence from employment for the purpose of
10 complying with competent orders of this state, the other state or the
11 United States for active duty or ~~to attend camps, maneuvers, formations or~~
12 ~~armory drills~~ TRAINING. The leaves of absence may not affect vacation
13 rights that employees otherwise have, except that an employer need not
14 consider the period of absence as a period of work in determining
15 eligibility for vacation and the amount of vacation pay to which the
16 employee is entitled.

17 B. A member of the national guard of this state or any other state
18 or the United States armed forces reserves may not lose seniority or
19 precedence while absent under competent military orders. On return to
20 employment, the employee shall be returned to the employee's previous
21 position or to a higher position commensurate with the employee's ability
22 and experience as seniority or precedence would ordinarily entitle the
23 employee.

24 C. An officer or employee of this state, or any department or
25 political subdivision of this state, who is a member of the national guard
26 of this state or any other state or the United States armed forces
27 reserves is entitled to leave of absence pursuant to section 38-610 from
28 the individual's duties without loss of time or efficiency rating on all
29 days during which the individual is ~~engaged in field training as provided~~
30 ~~by this chapter~~ UNDER COMPETENT MILITARY ORDERS. For the period of the
31 leave of absence, the individual is entitled to pay as prescribed in
32 section 38-610, subsection C, paragraph 3. For the purposes of this
33 subsection, an officer or employee may not be charged military leave for
34 days on which the individual was not otherwise scheduled for work.

35 D. When ordered to perform active duty or training by the competent
36 orders of any state or the United States, members of the national guard or
37 United States armed forces reserves have the protections afforded to
38 persons under federal active duty by the soldiers and sailors civil relief
39 act of 1940 (54 Stat. 1178; 50 United States Code App. sections 501
40 through 548 and 560 through 591) and by the uniformed services employment
41 and reemployment rights act of 1994 (108 Stat. 3149; 38 United States Code
42 sections 4301 through 4333).

43 E. A person that violates subsection A or B of this section is
44 guilty of a class 1 misdemeanor. The county attorney shall prosecute
45 violations of this section in superior court.

1 F. For the purposes of this section, "day" means a shift of work.
2 Sec. 2. Section 38-610, Arizona Revised Statutes, is amended to
3 read:

4 38-610. Leaves of absence for certain military and disaster
5 duty; definitions

6 A. The officers and employees of this state, any county, city or
7 town or any agency or political subdivision of this state or a county,
8 city or town shall be granted leaves of absence from their duties without
9 loss of time, pay or efficiency rating:

10 1. On all days during which they are ~~employed on training duty or~~
11 ~~to attend camps, maneuvers, formations or drills under orders with any~~
12 ~~branch or reserve of the armed forces of the United States~~ **COMPLYING WITH**
13 **COMPETENT ORDERS OF THE NATIONAL GUARD OF THIS STATE OR ANY OTHER STATE OR**
14 **THE UNITED STATES ARMED FORCES RESERVES FOR ACTIVE DUTY OR TRAINING** for
15 the period prescribed in subsection C, paragraph 3 of this section.

16 2. On all days during which they are employed on ~~training~~ duty by
17 the national disaster medical system under the United States department of
18 health and human services.

19 B. The officers and employees of this state, any county, city or
20 town or any agency or political subdivision of this state or a county,
21 city or town shall be granted leaves of absence from their duties on all
22 days during which they are employed on ~~training~~ duty or ~~to attend camps,~~
23 ~~maneuvers, formations or drills~~ under orders with any auxiliary of the
24 armed forces of the United States. The state, any county, city or town or
25 any agency or political subdivision of this state or a county, city or
26 town may grant the leave of absence without loss of time, pay or
27 efficiency rating as prescribed in subsection C, paragraph 3 of this
28 section.

29 C. For the purposes of subsection A, paragraph 1 and subsection B
30 of this section, the following apply:

31 1. An officer or employee may not be charged military leave for
32 days on which the individual was not otherwise scheduled for work.

33 2. The period of time spent ~~in training~~ under orders may not be
34 deducted from the vacation period with pay to which the officer or
35 employee is otherwise entitled.

36 3. The military leave period is based on the average total of
37 regularly scheduled hours in a weekly work period. An officer or employee
38 of this state or a political subdivision of this state is entitled to up
39 to three times the average of regularly scheduled work hours in a weekly
40 work period each year and up to six times the average of regularly
41 scheduled work hours in a weekly work period in any two consecutive years.

42 D. For the purposes of this section:

43 1. "Day" means a shift of work.

44 2. "Year" means the fiscal year of the United States government.

H.B. 2663

APPROVED BY THE GOVERNOR JUNE 4, 2026.

FILED IN THE OFFICE OF THE SECRETARY OF STATE JUNE 5, 2026.