

ERG Resources

Berkshire Hathaway Energy: Military Leave Policy



Veterans in Energy

For Veterans, By Veterans

www.veteransinenergy.org

THE SITUATION



BHE did not have any veteran recognition programs. The Veteran ERG was tasked with creating a plan and taking it to leadership for implementation.

The Berkshire Hathaway Energy's Veteran ERG was created in 2018 and they attended their first VIE event in 2019. After the VIE Leadership Forum, the ERG went back to the company and began working on the BHE military leave policy.

The ERG signifies itself this way:



What is **VETRN**?

Veterans
Engagement
Transition
Retention
Network

THE SOLUTION



The BHE VETRN ERG created a policy where military leave = working.

15 Days Paid Hardship Leave for a Service Member/Spouse

- ▶ Use before, during or after military leave (training, orders, etc.)

Pay Differential

- ▶ For leave over 30 days, employees are paid the difference between military pay and company base salary for entire duration of leave

Paid Time Off / Vacation / Years of Service

- ▶ Continue to accrue while on leave

Healthcare, Life Insurance, Elected, Family Member Benefits

- ▶ Eligibility continues while on leave

Retirement Plans – 401(k)

- ▶ Plan contributions and loan payments continue while on leave

RESULTS & BENEFITS

When justifying the plan to leadership, they emphasized: Military Experience = Value

Many of the leaders of Berkshire Hathaway Energy are not military veterans, so the ERG showed that implementing the Military Leave Policy was a good business model.

Business Justification

- ▶ Demonstrating the investment in valuable military experience
- ▶ A plan that was formal, factual, and complete

Resources Referenced

- ▶ CEWD materials
- ▶ The Veterans in Energy network
- ▶ Future ERGs are welcome to model after the BHE plan

VETERANS IN ENERGY MISSION



Merging military backgrounds, leadership experience, and a commitment to veterans helping veterans, VIE has identified three areas of focus:



Veterans in Energy

Veterans in Energy (VIE) provides transition, retention and professional development support to military veterans. The energy industry has a long history of employing military veterans because they have training and skills that match those required for technical, engineering, support and leadership positions in energy companies.

Through education and networking, VIE is focused on working with energy companies to improve the working environment, career development, and quality of life for military veterans and spouses working in the energy industry.



Networking: Understanding the support of one veteran to another, VIE works to connect military veteran employees for the purpose of leadership growth and professional development.



Leadership: Providing leadership training and opportunities at state, regional, and national levels.



Corporate support: Working with energy companies nationwide to create and implement Employee Resource Groups (ERGs) and professional development opportunities for their employees.



Partnerships

