

## Military Leave and Veteran Reemployment

September 2005

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Military Service: Eligible service includes voluntary or involuntary service in one of the military branches of the armed forces of the United States, including:

- Active duty
- Active duty for training

Branches of the military service include:

- Army, Navy, Marine Corps, Air Force, Coast Guard
- Reserve service in Army, Navy, Marine Corp, Air Force or Coast Guard
- Army National Guard or Air National Guard
- The Commissioned Corps of the Public Health Service
- Any other designation issued by the President in time of national emergency or war

### **BENEFITS WHILE ON AN APPROVED MILITARY LEAVE**

#### PAID TIME OFF:

Employees entering active duty in the Armed Forces of the United States for greater than a 30 day period may request the use of the total allocation of unused vacation time for their year of training from the Office of GME. The residents' written request should be submitted with a letter of support from the Program Director.

#### Health Benefits

Employees who enter the service receive military health care benefits automatically, and can enroll their dependents in separate health insurance plans for dependents (CHAMPUS) if they are called to service for at least thirty-one (31) days. However, they also may want to continue their UMRS/UDRS health insurance coverage. To request continuance of health insurance they should contact the Office of GME in writing with a letter of support from the Program Director prior to deployment. Upon approval of the request, the resident will be entitled to up to 90 days of health insurance at the same cost as during active employment. After that time Employees on military leave and their dependents can receive continuation coverage in their health insurance plan for up to eighteen (18) months under COBRA. If the employee elects to cease medical coverage, the employee may apply for reinstatement of coverage when the employee returns to work.

### Reinstatement Rights

An employee who leaves their position to serve in the Armed Forces may be eligible to return to employment after honorable discharge or release from active duty.

At the end of the military leave the employee will be reinstated to their former position or a comparable position he/she would have attained by remaining continuously employed. Employees will be reinstated provided business circumstances have not changed to the point where it would be unreasonable to provide reinstatement. Careful attendance will be paid to individual board requirements. Certain boards may require the resident to return to a prior year of training if they have been absent for a lengthy period of time.

If the military leave is 30 days or less the employee must report to work on the first scheduled work day following completion of service and his/her return home from military service, including reasonable time for travel from place of service. The Program Director must notify the Office of GME that the employee has returned in writing no later than the first day of the employee's return.

Once military leave has been completed (longer than 30 days) the employee must notify the Program Director and the Office of GME in writing of their intention to return to work. Employees must return within 14 days of the completion of their active deployment. Under certain circumstances this may be extended at the discretion of the Program Director, with approval of the Office of GME.

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