

Military Leave

Employees who are absent from work for duty in the uniformed services will be granted an unpaid military leave and reinstatement rights in accordance with the Uniformed Services Employment and Reemployment Rights Act (USERRA) and state law. Garrett-Evangelical will continue group health benefits during leaves of up to 30 days, and thereafter the employee may continue coverage at his or her expense for up to 24 months under the provisions of USERRA. The maximum cumulative period of military leave during an employee's employment with the Seminary is five years, subject to certain exemptions. Employees who have annual military obligations are required to schedule their leave with the Human Resources Department as far in advance as possible.

Eligibility for employment reinstatement following a period of service in the uniformed services is provided in accordance with USERRA. Upon reinstatement, an employee's compensation, benefits, retirement eligibility, and length of service will be calculated as if he or she had been continuously employed during the service leave period.