In accordance with the Illinois Family Military Leave Act, Garrett-Evangelical allows employees to take up to 30 days of unpaid leave if the employee is the spouse, parent, child or grandparent of a person called to military service lasting longer than 30 days. To be eligible for leave, an employee must have been employed by the Seminary for at least one year and must have worked at least 1,250 hours during that time. An employee must give at least 14 days' advance notice of the need for leave. Garrett-Evangelical may require the employee to provide documentation verifying eligibility for leave.