

Military Leave/Reemployment

A military leave of absence will be granted by the College to employees who are absent from work because of service in the United States uniformed services in accordance with the Uniformed Services Employment and Reemployment Rights Act (USERRA). Advance notice of military service is required, unless military necessity prevents such notice or it is otherwise impossible or unreasonable.

Requests must be in writing. Employees should contact the Office of Human Resources for additional information.

Continuation of health insurance benefits is available as required by USERRA based on the length of the leave and subject to the terms, conditions and limitations of the applicable plans for which the employee is otherwise eligible.

Employees on military leave for up to 30 days are required to return to work for the first regularly scheduled shift after the end of service, allowing reasonable travel time. Employees on longer military leave must apply for reinstatement in accordance with USERRA and all applicable state laws.

Employees returning from military leave will be placed in the position they would have attained had they remained continually employed or a comparable one depending on the length of military service in accordance with USERRA. They will be treated as though they were continuously employed for purposes of determining benefits based on length of service.

For additional information, contact the Director of Human Resources or refer to Your Rights Under USERRA which can be found online in myMount under Info and Policies > Employment Information > Employee Forms > Employee Rights & Reports (access limited to Mount faculty and staff only).