



# MILITARY LEAVE NOTICE TO EMPLOYEES

**You have the right to** be free from discrimination and retaliation if you leave your job to perform military service, when seeking initial employment, reemployment, retention in employment, promotion or any benefit of employment.

**You have the right,** if you leave your job to perform military service, to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the military.

**You have the right,** even if you don't elect to continue coverage during your military service, to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., preexisting condition exclusions) except for service connected illnesses or injuries.

For more information, visit the United States Department of Labor website at <http://www.dol.gov/dol/compliance/com-userra.htm>.

This notice provides general background information on the Uniformed Services Employment and Reemployment Rights Act and is not intended to serve as a substitute for legal counsel. For specific legal advice on individual situations, please consult an attorney.

**Dwight Takamine, Director**  
**Department of Labor and Industrial Relations**

**\*You may satisfy Hawaii Labor Laws' posting requirements by posting our official labor law poster. For more information:**  
<http://hawaii.gov/labor/official-labor-law-poster>