

3359-11-05 Court and military leave for all employees.

(A) Court leave.

(1) Except as otherwise provided, - š t í er

For purposes of this provision, a calendar year begins on the first day of January and ends on the last day of December. As used in this provision, a month means

who elects to extend health insurance coverage may further extend coverage as entitled by statute (currently thirty-six months). Some mitigating circumstances that would allow the employee to further extend health insurance coverage include, but are not limited to:

- (i) Death of the employee;
 - (ii) Separation or divorce of the employee and his or her spouse; or
 - (iii) Cessation of a dependant child's dependency pursuant to the terms of the insurance contract.
- (c) If an employee, his or her spouse, or a dependant elect to extend health insurance coverage, the continuation of coverage ceases if any of the following events occur:
- (i) The employee, his or her spouse, or a dependant becomes covered by another group insurance contract, not including the civilian health and medical program of the uniformed services;
 - (ii) The continuation period (eighteen or thirty-six months) expires;
 - (iii) The employee, his or her spouse or a dependant fails to make timely payments; or
 - (iv) The group contract is cancelled, unless the contract is replaced by similar coverage.
- (7) Any eligible employee, unless employed briefly with no reasonable expectation of continued employment, called or ordered to uniformed service will be reinstated to his or her former or similar position provided the employee makes timely application for reemployment. An employee is eligible for reemployment if:
- (a) The employee gave notice that he or she was leaving to perform military service;
 - (b) The employee's cumulative military service is less than five years, not including inactive duty training (drills), annual training, involuntary recall or retention on active duty, voluntary or involuntary active duty in support of a war or national emergency, or additional training requirements determined and certified in writing by the service secretary;
 - (c) The employee was released from military service under honorable conditions as specified in the regulations of the respective military branch in which the employee served; and
 - (d) The employee reported back to work within the applicable time.
 - (i) For service less than thirty-one days, the employee must notify the university

of his or her return not later than the beginning of the first full regularly scheduled work day on the first full calendar day following the completion of service and the expiration of eight hours after a period allowing for safe transportation from the place of service to the employee's residence. The employee must return to work at a mutually agreed upon date and time, after notifying the university of his or her return to the area.

- (ii) For service more than thirty days, but less than one hundred eighty-one days, the employee must submit an application for reemployment not later than fourteen days following the completion of service.
- (iii) For service more than one hundred eighty days, the employee must submit an application for reemployment not later than ninety days following the completion of service.

(8) For any employee reemployed