

Military Leave Requirements

Federal law generally imposes the following military leave requirements on all employers:

1. Employers must display a [poster](#) where employee notices are customarily placed.
2. Employees returning from military leave generally must be restored to the job and benefits they would have attained if they had not been on military leave.
3. While the employee is on military leave, employers must continue to offer group health plan coverage to the employee and his or her dependents for **up to 24 months**. However, the employee and his or her dependents may be required to pay up to 102% of the premium cost.
4. Regardless of whether he or she elected to continue group health plan coverage while on military leave, an employee returning from military service must be reinstated to the group health plan without any waiting period.

Additional requirements and exceptions apply. [Click here](#) for more information on the federal requirements. In addition, many states have enacted their own military leave laws that provide additional protections to employees. To check your state's requirements, visit our [State Laws](#) section.