



MOSERS Benefits During Military Leave

If you are called to or volunteer for active military duty, the Uniformed Services Employment and Reemployment Rights Act (USERRA) protects your employment and benefit rights, provided you meet the eligibility requirements set forth by law. This fact sheet provides information regarding how your MOSERS benefits are affected by military leave.

Service Credit

When you return from military leave, you may be eligible to receive credit in MOSERS for your active-duty military service. This service will be used in determining the amount of and your eligibility for a retirement benefit.

To be eligible for military service credit, you must:

- Have been employed by the state immediately prior to entering the armed forces.
- Return to state employment within the timeframe specified by USERRA as shown in the chart below.
- Provide MOSERS with a copy of your honorable discharge and/or your military *DD214* form or other pertinent documentation.
- Meet any other requirements under USERRA.

Length of Service	When You Must Report/Apply for State Employment
1-30 Days	You must report for work by the beginning of the first regularly scheduled work day that falls 8 hours after you return home. If timely reporting is impossible or unreasonable through no fault of your own, you must report to work as soon as possible.
31-180 Days	You must submit an application for reemployment no later than 14 days after completion of military service. If submission of a timely application is impossible or unreasonable through no fault of your own, the application must be submitted as soon as possible.
180+ Days	You must submit an application for reemployment no later than 90 days after completion of military service.
Service Connected Injury or Illness	The reporting and application deadlines described above will be extended up to 2 years if you are hospitalized or convalescing because of a service-connected injury or illness. If timely reporting within the 2-year period is impossible or unreasonable due to circumstances beyond your control, the period is extended by the minimum time required to accommodate those circumstances.

Life Insurance

When you leave for military service, you may keep your basic, optional, and dependent life insurance coverage for the **duration of deployment** by paying the required premiums. During this time, you will be billed for the monthly premiums. Should you die during the time you are on active military duty, your life insurance benefit will be paid to your designated beneficiary(ies).

Dependent/Spouse Coverage: In order to retain child coverage, you must keep your basic life coverage; to retain spouse coverage, you must keep your optional life coverage. The premiums for dependent coverage will be included in your monthly billing. If you elect to continue coverage while on an approved leave of absence, you will receive a direct bill statement each month for the premiums. An *Autopay Authorization* form is available online if you would like to pay online with your checking or savings account. Your life insurance will end the last day of the pay period in which you pay the required premium.

Long-Term Disability

When you leave for military service, you may keep your long-term disability (LTD) coverage for up to one year by paying the required premiums. During this time, you will be billed for the monthly premiums.

You will not be covered for any long-term disability caused or contributed to by war or any act of war. War means declared or undeclared war, whether civil or international, and any substantial armed conflict between organized forces of a military nature.

Your LTD coverage will end on the earlier of the following events:

- The last day of the pay period in which you pay the required premium.
- The last day of the pay period coinciding with one year from your last day at work.

If you decide to cancel your MOSERS life insurance and/or LTD coverage, it will be reinstated if you return to work for the state in a benefit-eligible position within the timeframe specified by USERRA guidelines.

Survivor Benefits

If you are vested and die prior to retirement, a survivor benefit will be paid to your eligible spouse or child(ren). This applies to members who are actively employed, on a leave of absence, or no longer working for the state.

Find more information about USERRA at www.dol.gov.