



Military Leave Frequently Asked Questions

Information by bargaining unit

What is military leave?

Military leave is a job-protected leave of absence granted to employees who are called to active duty, training, or other service in the United States Armed Forces, including the National Guard and Reserves

How do I submit a military leave request?

Provide your supervisor and the benefits department with a copy of your military orders and [Leave of Absence Request Form](#)

Am I entitled to military leave if I am in the National Guard or Reserves?

Yes. You are entitled to up to 15 days (120 hours) of paid military leave per calendar year, per NRS 281.145. This does not impact your sick or personal leave balances.

What happens after 15 days of paid military leave are used?

After exhausting paid military leave, you may use vacation leave, personal leave, or request unpaid leave for continued service.

Will I still earn service credit and benefits while on military leave?

Yes, if the leave is for military service and you return within required timelines per USERRA, you are entitled to full reinstatement with seniority and benefits.

Will my job be protected while I'm away?

Yes. Your position or an equivalent role will be available upon your return, in compliance with USERRA.

Do I keep my benefits during military leave?

Yes, for the first 31 days of military leave, benefits are continued. For longer leave, you may opt to maintain coverage per [COBRA](#).