

# MILITARY LEAVE

## 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, re-employment, 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 re-employed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illness or injuries.

**This notice provides general background information on Hawaii labor and employment law 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>**

**PRINT**