

Eligibility by Appointment Type

IMPORTANT NOTE: Eligibility for military leave benefits ends when the employment contract ends unless the employee would have received another consecutive appointment if not on active military duty. If there is an established pattern of consecutive terminal appointments, the employer should make a reasonable determination of whether the employee would have received another consecutive terminal appointment if he or she were not on active duty and, if possible, renew the appointments prior to the beginning of the military leave.

In cases where the intent is not to renew the appointment in absence of the military duty, incumbents should be notified prior to reporting for active duty. If the incumbent has a back-up appointment, he or she should be placed in the backup appointment prior to military leave, if possible.

<i>Appointment Type</i>	<i>Eligible for 30-days of military leave with no loss of pay?</i>	<i>Eligible for duration of deployment, up to 4 years with no loss of pay or benefits?</i>
Classified Permanent	Yes	Yes
Classified Permanent during Probation	No	Yes (Statute does not require the employee to be permanent)
Classified Project w/o Permanent Status	No	Yes
Classified Project w/ Permanent Status	Yes	Yes
Limited (e.g., Chancellors, Deans, Directors)	Yes	Yes
Faculty	Yes	Yes
Academic Staff w/ renewable appt.	Yes	Yes
Academic Staff working in 1 st terminal appt w/ no intention of continued employment	No	Yes
Academic Staff working in minimum of 2 nd consecutive terminal appointment	Yes	Yes
Limited Term Employee	No	No
Student Assistants – Teaching Assistant; Project or Program Assistant; Research Assistant	No	Yes
Student Assistants - Advanced Opportunity Fellow, Scholar or Trainee	No	No
Employees in Training (Post-Grad Trainee/1-7, Intern (non-physician), Research Intern, Research Associate) working in 1 st terminal appt w/ no intention of continued employment	No	No
Employees in Training (Post-Grad Trainee/1-7, Intern (non-physician), Research Intern, Research Associate) working in a minimum of 2 nd consecutive terminal appointment	No	Yes
Employees in Training – Grad Intern/Trainee, Post Doc Fellow, Post Doc Trainee	No	No
Student hourly	No	No