

23. What are the rules for entitlement to health insurance?

For absence of less than 30 days, benefits continue as if the employee has not been absent. For absence of 31 days or more, coverage stops unless the employee elects to pay for COBRA-like coverage (for a period of up to 18 months). [Health insurance must be reinstated](#) the day an employee is reinstated with no waiting period. If the employer cannot put the employee back to work immediately upon application, the health insurance must be restored immediately.

24. Does an employee accrue vacation or medical/sick days from the employer while on military leave of absence?

[No](#). However, as in the previous question, an employer may choose to offer accrual of vacation or medical/sick days as an additional benefit. An employer is not required under USERRA to provide short term compensation (pay, vacation accrual, etc.) when an employee is not working at the worksite.

25. Is an employer required to pay an employee who is on military leave of absence?

[No](#). While many employers offer differential pay or a specific number of paid military leave days, an employer is not required to pay an employee on military leave of absence.