



Procedures for Military Serious Illness/Injury Leave

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<p>Eligibility</p>	<p>State of Delaware employee who suffers a serious illness or injury in the line of duty* that is caused or contributed to by war or act of war (declared or not), who is a member of the United States Military or National Guard.</p> <p style="padding-left: 40px;">* Line of Duty does not include training or educational periods. Training and educational periods include but are not limited to the weekend National Guard training and two week training periods in the summer.</p> <p>Employee must return to active State employment for a period of not less than thirty (30) consecutive calendar-days.</p>
<p>Benefit</p>	<p>Employee may be granted up to six months paid time off from work for medical procedures or operations required as a result of the serious illness or injury without using sick or annual leave. In extraordinary circumstances, approval may be sought from the Director of the Office of Management and Budget to use said consecutive leave on an intermittent basis.</p>
<p>Requirements</p>	<ul style="list-style-type: none"> ➤ Time must be taken within the first year of active State employment following return from active military service for a period of not less than thirty (30) consecutive calendar-days. ➤ Maximum time allowed is six months (182 calendar days) ➤ Serious illness or injury must meet the definition as stated in #4 and FMLA is to run concurrently. ➤ Employees on Military Serious Illness/Injury Leave will not accrue leave. ➤ Complete necessary certifications. ➤ Employee will remain in benefit eligible status.
<p>1.</p>	<p>Upon an employee's return from active military duty the employee is to complete the Declaration of Military Serious Illness/Injury suffered in the line of duty caused by war or act of war (declared or undeclared).</p>
	<ul style="list-style-type: none"> ➤ If, to the best of the employee's knowledge, the employee has not suffered a serious illness/injury the employee is to sign and date the document.

	<p>➤ If the employee claims to have suffered more serious illness/injuries than space provided attach an additional form and have the employee sign and date both forms.</p>
2.	<p>Medical update must be provided every thirty days.</p>
3.	<p>Medical procedure or operation is defined as:</p> <p>A medical procedure is a course of action intended to achieve a result in the care of patients, used by medical or paramedical personnel.</p> <p>A medical procedure with the intention of determining, measuring or diagnosing a patient condition or parameter is also called a medical test. Other common kinds of procedures are therapeutic (i.e., with the intention of treating, curing or restoring function or structure), including the large group of surgical procedures. Rehabilitation procedures and treatment for mental illness are included in this group.</p>
4.	<p>Serious illness/injury is defined as: An illness or injury which requires inpatient care in a hospital, hospice, or residential medical care facility; condition requiring continuing care by a health care provider; an absence of greater than 3 consecutive days requiring a medical procedure or operation to recover.</p>