LEAVES OF ABSENCE – IMPACT ON BENEFITS

MOSERS

Types of Leave	Codes in SAM II: Leave Events	Codes in SAM II: Personnel Action Reason	Impact on Retirement	Impact on Basic Life Insurance,[2] Optional Life Insurance,[3] & Long-Term Disability (LTD)
Member - Self				
Medical or FMLA	LNPSF, LNPCF, LNPEF, LNPMD, LNPS[1], LNP[1]	L01[1], L07[1], L15[1]	• Service credit and salary credit up to one year	• Member pays premiums to continue all coverage for up to one year
Workers' Compensation	LNPWC, LNPWF	L03	• Service credit and salary credit while receiving workers' compensation benefits	• Employer pays basic life insurance and LTD premiums • Member pays premiums to retain optional life coverage
Layoff	LNPFL	L04	• No service credit or salary credit while in layoff status	• Member pays premiums to continue all coverage for up to one year
Military	LNPML	L02	• Service credit and salary credit for active-duty service after submission of valid DD-214 form, which indicates honorable discharge, when Uniformed Services Employment and Reemployment Rights Act (USERRA) requirements are met.	• Member pays premiums to continue basic and optional life insurance coverage for the duration of deployment • Member pays premiums to continue LTD coverage for up to one year
Domestic and Sexual Violence	LNPDF, LNPDV	NA	• Service credit and salary credit up to 2 weeks	• Member pays premiums to continue all coverage for up to 2 weeks (if employee misses an entire pay period)
Other (non-illness)	AWOL, LNP[1], LNPED, LNPSP LNPZ, LNPVL, LVPUN	L05, L08, L11, L15[1], C74	• No service credit or salary credit	• Member pays premiums to continue all coverage for up to one year
Member - Family				
FMLA	LNPBA, LNPBF, LNPFF	L01[1], L07[1], L15[1]	• Up to 12 weeks of service credit • No salary credit	• Member pays premiums to continue all coverage for up to one year
Domestic and Sexual Violence	LNPDF, LNPDV	NA	• Service credit and salary credit up to 2 weeks	• Member pays premiums to continue all coverage for up to 2 weeks (if employee misses an entire pay period)
Member - Household				
Domestic and Sexual Violence	LNPDF, LNPDV	NA	• Service credit and salary credit up to 2 weeks	• Member pays premiums to continue all coverage for up to 2 weeks (if employee misses an entire pay period)

[1] Leave code may be used for different reasons by employers. As a result, Phoenix will flag the code as "Unknown Leave Type" and generate an error validation on the Phoenix Payroll Report. To resolve this, employer representatives must specify the nature of the leave directly on the Phoenix Payroll Report.

[2] A member must keep basic life insurance in order to keep child coverage during a leave of absence.

[3] A member must keep their optional life insurance in order to keep spouse coverage during a leave of absence. If a member cancels optional life insurance coverage while on a leave of absence, the same level of coverage will be reinstated automatically when they return to work in a benefit-eligible position.