WORKPLACE OR EMPLOYMENT-RELATED INJURIES OR ILLNESSES

When ordered to active duty by the Governor, you are covered under workers’ compensation for:

- Injuries received and occupational diseases contracted inside or outside the state; however
- The injury or diagnosis of an occupational disease contracted outside of the State where employee’s employment was localized within the State, must be within thirteen calendar weeks of employment.

If you are injured or become ill during or related to your military service, report it as soon as possible to the appropriate military medical authorities and your chain of command.

If there is any question as to whether your injury or illness qualifies for coverage, you should consult with qualified independent legal counsel.

Under State Emergency Duty orders you are not covered by the federal government or the Department of Veterans Affairs for injuries or illnesses sustained during state emergency duty; injuries are not considered in the line of duty of federal service.

All information contained in this pamphlet is based on Missouri Revised Statutes, sections 40.490 (reemployment rights), 41.900 (workers’ compensation), 44.010 (definitions), 105.270.1 (leave of absence for military duties), 287.110.1 (scope of workers’ compensation coverage). For further information, contact the Office of the Missouri Attorney General at 573-751-3321.
When ordered to federal military service the above rights to pay for government employees are subject to a 120-hour limit per federal fiscal year, however, when activated under federal orders further rights are extended under federal law. Those rights are not covered in this pamphlet. Consult with your military unit's assigned judge advocate for resources regarding your federally guaranteed rights while on military orders issued pursuant to Titles 10 or 32.

An employee cannot be discharged from employment because they are a member of the military.

- They shall not be hindered or prevented from performing their military service.
- They shall not be discriminated against.
- They shall not be dissuaded from enlisting or continuing their service in the military by threat or injury to themselves with respect to their employment.
- Any officer or agent of any agency who violates this law shall be guilty of a misdemeanor.

Upon return from state emergency military duties, you are entitled to:

- Re-employment rights
  - Service members ordered to active duty by the Governor shall upon being relieved from such duty, be entitled to reemployment rights.
  - The attorney general shall enforce the reemployment rights of those ordered to active duty by the Governor.
  - Contact your employer within a reasonable amount of time after being deactivated. The burden is on you to tell your employer you're back and ready to work.