**Section 420.680 Employee Rights After Leave**

a) When an employee returns from a leave of absence of 6 months or less, the department shall return the employee to the same or similar position in the class in which the employee was incumbent prior to the commencement of the leave.

b) Except for those leaves granted under Sections 420.665, 420.705, 420.710 or 420.760(g) and when an employee returns from a leave or leaves exceeding 6 months and there is no vacant position available to the employee in the same class in which the employee was incumbent prior to the leave or leaves commencing, the employee may be laid off without consideration of continuous service and, if laid off, the employee's name shall be placed on the reemployment list.

c) Except for those leaves granted under Sections 420.665, 420.690, 420.710 or 420.760(g), an employee shall resign his/her employment or be terminated from employment once he/she has been continuously out on leave of absence for 2 calendar years.

(Source: Amended at 39 Ill. Reg. 14182, effective October 19, 2015)