**Section 200.420 Transfers and Reinstatements**

a) *An employee is entitled to retain and use all unused accrued paid leave earned at a division, entity, or location if the employee is transferred to a separate division, entity, or location of the same employer.* [820 ILCS 192/15]

b) *An employee is entitled to retain and use all unused accrued paid leave time earned from employment if the employee was terminated or separated from employment and was rehired within 12 months by the same employer. The unused earned or accrued paid leave time shall be reinstated to the employee on the first day of reinstatement.* [820 ILCS 192/15]

c) If an employee separates and returns within the same 12-month period, that employee is entitled to reinstatement of any unused frontloaded paid time off unless it was paid out upon separation.