**Uniformed Service Employment and Reemployment Rights Act (USERRA)**

USERRA was signed into law October 13, 1994 and is intended to minimize the disadvantages to an individual that can occur when that person needs to be absent from his or her civilian employment in order to serve in the uniformed services.

UUP employees leaving and returning from military service are subject to the same rights under USERRA.

Before the employee deploys it would be beneficial for a discussion to occur between their supervisor and a Human Resources representative about these rights so everyone has the same information. In other words, there are few surprises when the employee returns back to the campus. The discussion should include as a *minimum* the following topics:

* performance evaluation program job responsibilities
* the timing of tenure or obtaining permanent appointment
* promotions/salary increases and DSI while away
* and returning back to work after the deployment ends

Barry Morgan, director of the U.S. Department of Labor’s Veterans’ Employment and Training Service in Albany, delivered a presentation in 2009 at the DA on the rules employers must follow under the Uniformed Service Employment and Reemployment Rights Act (USERRA). “The law is written with a slant toward the veteran,” Morgan said. He said the law protects union leaders from retaliation by their employer if they assist members who are trying to exercise their USERRA rights.

For more information about USERRA and other VETS” programs and services, visit this web site: [www.dol.gov/vets](http://www.dol.gov/vets)

Or write:

Veterans’ Employment and Training Service

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