

Know Your Rights

Uniformed Services Employment and Reemployment Rights Act

The Uniformed Services Employment and Reemployment Rights Act (USERRA) was signed into law Oct. 13, 1994. It is intended to minimize any disadvantages to individuals who temporarily leave their civilian jobs to serve in the U.S. Armed Forces.

UUP members who leave and return from military service are entitled to the same rights under USERRA.

Before you deploy, you should discuss these rights with your supervisor and human resources representative. This will avoid problems when you return to campus.

The discussions should include topics such as:

- ★ the basis of evaluations and recommendations for personnel action;
- ★ years of service credit for continuing or permanent appointment;
- ★ promotions, salary increases and discretionary salary increases (DSI); and
- ★ arrangements to return to work when your deployment ends.

Also, you may contact your supervisor and human resources representative concerning your pay status, leave accruals and other employment benefits.



Barry Morgan, director of the U.S. Department of Labor's Veterans' Employment & Training Service in Albany, delivered a presentation at the 2009 Spring DA on the rules employers must follow under USERRA.

"The law is written with a slant toward the veteran," Morgan said. He said the law protects employees against retaliation by their employers if they assist members who are trying to exercise their USERRA rights.

For more information about USERRA and other VETS programs and services, go to:

www.dol.gov/vets

Or write:

Veterans' Employment and Training Service
U.S. Department of Labor
200 Constitution Avenue, NW, Room S-1325
Washington, DC 20210

U.S DEPT. OF LABOR/VETERANS STAFF

Albany . . .Barry Morgan/Francis Mahaney . . (518) 457-7465
BrooklynDanny Friedman(718) 613-3676
SyracuseSandra Swarts(315) 479-3203
WatertownTony Alicea(315) 772-0837



UUP VETERANS AFFAIRS COMMITTEE

CO-CHAIRS

William BorgstedeESFadkbill46er@gmail.com
Gina L. DotyPlattsburgh(518) 564-5011gdoty@uupmail.org

COMMITTEE MEMBERS

Tommie BabbsBuffalo Center(716) 645-6022gbabbs@yahoo.com
James FaulknerStony Brook HSC
Ronald GeorgeBuffalo State(716) 878-4436georgera@buffalostate.edu
Aaron GodfreyStony Brook(631) 632-6546agodfrey@notes.cc.sunysb.edu
John HainNew Paltzslopteach@aol.com
Richard HardingBuffalo HSC(716) 829-2975rharding@buffalo.edu
Angelika HryndaStony Brook HSC(631) 444-8613gail@goodtimesproductions.com
Robert KasprakOptometrytelecom18@juno.com
Michael KneeAlbany(518) 437-3943knee@albany.edu
Carolyn KubeStony Brook HSC(631) 444-1789ckube@uupmail.org
George MitchellAlbany(518) 956-8207gmitchell@uamail.albany.edu
David SchollUpstate Medical(315) 464-4230scholld@upstate.edu

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CONTACT INFORMATION

PO Box 15143, Albany, NY 12212
(518) 640-6600
(800) 342-4206
fax: (518) 640-6698
www.uupinfo.org