



**United University Professions**

To: UUP Chapter Leaders  
From: President Phillip H. Smith  
Date: July 23, 2010  
Subject: Uniformed Services Employment and Reemployment Rights Act of 1994

The "Know Your Rights" USERRA publication (click on attachment above or below) enacts the resolution passed at the UUP 2009 Winter Delegate Assembly:

***Adopted a Resolution from the Veterans Affairs Committee on Uniform Application of the Uniformed Service Employment and Reemployment Rights Act (USERRA).***

***WHEREAS***, the Veterans Affairs Committee has identified that UUP members employee benefits rights when leaving and returning from military guard or reserve service are not uniformly applied according to USERRA (Uniformed Service Employment and Reemployment Rights Act); and

***WHEREAS***, currently these UUP military members' employee benefits are interpreted differently by Human Resources and supervisors affecting their accrued time, promotions, salary increases, and permanent/tenure appointment tracts; and

***WHEREAS***, the Veterans Affairs Committee has identified that NYSUT applies the USERRA mandates in a more uniform manner; therefore be it

***RESOLVED***, that UUP research and create, along with guidance from NYSUT, an informational document to educate Human Resource personnel, UUP chapter and state officers on these rights and regulations so they can be disseminated and applied in an accurate and uniform manner.

The Resolution enabled dissemination of the Uniformed Services Employment and Reemployment Rights Act (USERRA) of 1994 information. USERRA minimizes disadvantages to employees who temporarily leave their civilian jobs to serve in the U.S. Armed Forces.

You are requested to include this topic on a 2010-2011 Labor/Management meeting agenda at your chapter and to request campus publicity for this issue. You may also reproduce it in your chapter newsletter. The two-page document provided with this memo may be distributed to SUNY campus presidents, Human Resource directors and staff members, supervisors, UUP chapter officers, chapter executive board members, and UUP delegates, as well as UUP members who may be leaving the chapter for military deployment or returning to campus employment from service in the U.S. Armed Forces.

Before temporarily exiting the worksite for military service, UUP members and agency fee payers are encouraged to review their USERRA rights and discuss all options with their supervisor, Human Resource director or designee, and UUP chapter leaders.

The primary sources of assistance are indicated on the publication. However, UUP's Ad Hoc Veterans Affairs Committee answers general questions from UUP bargaining unit members who may be going to a military deployment or returning to work in a UUP-represented position.

Please help publish this topic by distributing this document to members of the U.S. Armed Forces employed at your SUNY campus, the campus president and Human Resources director, chapter leaders, and your SUNY campus's Veterans Affairs office/designee/representative, if any.