

## **UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT (USERRA)**

**Question:** What is the Uniformed Services Employment and Reemployment Rights Act?

**Answer:** The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) was signed into law on October 13, 1994. USERRA clarifies and strengthens the Veterans' Reemployment Rights (VRR) Statute. The Act itself can be found in the United States Code at [Chapter 43, Part III, Title 38](#).

USERRA is intended to minimize the disadvantages to an individual that occur when that person needs to be absent from his or her civilian employment to serve in this country's uniformed services. USERRA makes major improvements in protecting servicemember rights and benefits by clarifying the law and improving enforcement mechanisms. It also provides employees with Department of Labor assistance in processing claims. Specifically, USERRA expands the cumulative length of time that an individual may be absent from work for uniformed services duty and retain reemployment rights.

**Question:** Where can I go for assistance concerning my employment and reemployment rights as a veteran or member of the Guard or Reserve?

**Answer:** Employment and reemployment rights for veterans and reservists are provided by the Uniformed Services Employment and Reemployment Rights Act (USERRA). The Department of Labor's Veterans' Employment and Training Service (VETS) administers and enforces USERRA. You should contact your [local VETS](#) office for help. You can receive USERRA information from VETS or file a complaint if you believe your rights have been violated. Another resource for National Guard and Reserve members is the [National Committee for Employer Support of the Guard and Reserve](#), an organization within the Department of Defense that can provide information and informal mediation services.

From: U.S. Dept of Labor. More information can be found at:  
<http://webapps.dol.gov/dolfaq/go-dol-faq.asp?faqid=135>