

WORKFORCE DEVELOPMENT DIVISION
Workforce Service Delivery

Technical Assistance Bulletin # 58

Program: Veterans' Services

Topic: Uniformed Services Employment and Reemployment Rights Act of 1994

Date: March 31, 2004

This Technical Assistance Bulletin addresses assistance Texas Workforce Center (Workforce Center) staff provide to employers, veterans, current and potential service members regarding employer and employee obligations and rights, and benefits and remedies under the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA).

USERRA (38 USC §4301) was signed into law on October 13, 1994, and clarifies and strengthens the Veterans' Reemployment Rights statute.

USERRA applies to:

- veterans who have served in the uniformed services, service members who are currently serving in the uniformed services, and individuals planning to join one of the uniformed services; and
- employers in the public and private sectors, including federal employers.

USERRA is administered by the United States Department of Labor (DOL) through the Veterans' Employment and Training Service (VETS). VETS provides assistance to veterans and current and potential service members experiencing service-connected problems with their civilian employment. Additionally, VETS provides information about USERRA to employers.

Information about USERRA is available on the Internet at www.dol.gov. DOL also provides an "elaws" site at www.dol.gov/elaws to help employees and employers understand their rights and responsibilities under the numerous federal employment laws. Each site includes links to regulatory text, publications, and organizations that may be useful to Workforce Center staff and customers.

Issues involving USERRA may be extremely complex and should be addressed only by Assistant Directors of Veterans' Employment and Training Service. All USERRA-related inquiries should be referred to the local VETS office for assistance. Individuals who feel their particular situation can only be remedied by filing a USERRA complaint should be referred to John McKinny, Director of Veterans' Employment and Training Service for Texas, at 512-463-2814 or mckinny-john@dol.gov.