

TO: Workforce Investment Board

DATE: 07/12/07

FROM: WIB Staff

For Action

For Information

For Discussion

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

PROPOSED MOTION(S): Information only

DISCUSSION: The USERRA of 1994 is a law that establishes certain rights and benefits for employees and duties for employers. The USERRA affects employment, reemployment, and retention in employment, when employees serve or have served in the uniformed services. Uniformed services include the Army, Navy, Marine Corps, Air Force, Coast Guard, and Public Health Service commissioned corps, as well as the reserve components of each of these services. The USERRA is administered by the US Department of Labor Veterans Employment and Training Service (DOL-VETS). The USERRA protects civilian rights and benefits for veterans and members of reserve components, and also makes major improvements in protecting service member rights and benefits.

Employers' support and requirements under USERRA include proper notification of employed rights, benefits, and employer obligations. One-Stop offices are encouraged to place USERRA Rights posters in client-accessed areas.

The role and responsibility of the State Employment Development Department and its One-Stop partners are resource and referral for USERRA issues. Customers with USERRA concerns can be directed to one or more of the following:

- Employer Support of the Guard and Reserves (ESGR) website at esgr.org/contact.asp
- US DOL's on-line Advisor at www.dol.gov/elaws/vets/userra/userra_1.asp
- California DOL-VETS office at (916) 654-0858.

ATTACHMENT(S): N/A