Slide 1: Talking to Your Employer About Deployment

Slide 2: Objectives

- Discuss employer and Service member responsibilities under USERRA.
- Create a plan to talk to your employer about deployment.

Slide 3: Uniformed Services Employment and Reemployment Rights Act (USERRA)

- Ensure persons who serve or served in Uniformed Services are:
  - Not disadvantaged in their civilian careers because of their service
  - Promptly reemployed in their civilian jobs upon their return from duty
  - Not discriminated against in employment based on past, present, or future military service

ESGR: 1-800-336-4590
ESGR website: www.esgr.mil
USERRA website: www.dol.gov/vets/programs/userra

Slide 4: Service Member Responsibilities

- Leave your place of employment to perform military service
- Serve under honorable conditions
- Unless exempted, cumulative period(s) of service may not exceed 5 years
- Report back to work in a timely manner

Slide 5: Employer Responsibilities

- Reemploy with pay, seniority, and benefits as if continuously employed
- Avoid discrimination or retaliation on the basis of past, present, or future service
- Provide opportunity to continue existing health insurance up to 24 months and reinstate health insurance upon reemployment
- Retain Service member except for termination due to cause for period specified in law

Slide 6: Build the Relationship

- Provide your employer with as much notice as possible
- Keep your employer up to date with your military achievements

Slide 7: Once You Return

- Report back to work in a timely fashion
  - Depends on length of service
    - 1-30 days of service: report to work the next scheduled work day
    - 31-180 days of service: report within 14 days
    - 181+ days of service: report within 90 days
- Provide proof of service if requested

Slide 8: Talking with Your Employer: Practice Exercise

- Think about what you want to discuss with your employer about your deployment:
  - His or her support before, during, or after the deployment
  - Your reemployment
  - Questions you have for him or her

Slide 9: Review of Objectives

- Discuss employer and Service member responsibilities under USERRA.
- Create a plan to talk to your employer about deployment.

Slide 10: Talking to Your Employer About Deployment