

Labor & Employment Update

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Department of Labor Makes Required Uniform Services Employment and Reemployment Rights Act Poster Available

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The Department of Labor (DOL) announced that a notice, in poster format, relating to the Uniform Services Employment and Reemployment Rights Act (USERRA) is now available for employers to download from the DOL website.

The poster is required under the Veterans Benefits Improvement Act, enacted by Congress in December 2004. That Act requires all employers to provide notice to “all persons entitled to rights and benefits under USERRA.” Employers may meet their obligations by posting the notice in a prominent place where employees customarily check for such information. Employers may also provide the notice to employees in other ways that will minimize costs while ensuring that the full text of the notice is provided (examples: handing or mailing out the notice; distributing the notice via electronic mail).

USERRA seeks to protect job rights of individuals who serve in or have served in the uniformed services. USERRA applies to all employers in the public and private sectors, including federal employers. The purpose of the law is to ensure that those who have served the country can retain their employment and benefits. It also serves to eliminate discrimination against those who have served and to provide additional protection for disabled veterans.

The USERRA poster is now available at <http://www.dol.gov/vets/programs/userra/poster.pdf>. Employers can call 1-866-4-USA-DOL or visit <http://www.dol.gov/elaws/vets/userra/userra.asp> for more information about USERRA.

If you have any questions, please contact Fennemore Craig’s labor and employment practice for more information.

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