

REEMPLOYMENT RIGHTS

job to perform service in the uniformed service and:

- notice of your service;
- 🔅 you have five years or less of cumulative service in the uniformed 💢 Even if you don't elect to continue coverage during your military services while with that particular employer;
- ⇒ you return to work or apply for reemployment in a timely manner after conclusion of service; and
- ☆ you have not been separated from service with a disqualifying. discharge or under other than honorable conditions.

If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to 🌣 The U.S. Department of Labor, Veterans Employment and Training military service or, in some cases, a comparable job.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

- are a past or present member of the uniformed service;
- A have applied for membership in the uniformed service; or ☆ are obligated to serve in the uniformed service;

then an employer may not deny you:

- ☆ initial employment;
- ☆ reemployment;
- ☆ retention in employment;
- n any benefit of employment

because of this status.

In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that

HEALTH INSURANCE PROTECTION

- You have the right to be reemployed in your civilian job if you leave that 💮 🤄 If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health pla coverage for you and your dependents for up to 24 months while in
 - service, you have the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries.

ENFORCEMENT

- Service (VETS) is authorized to investigate and resolve complaints
- ☆ For assistance in filing a complaint, or for any other information or USERRA, contact VETS at 1-866-4-USA-DOL or visit its website at http://www.dol.gov/vets. An interactive online USERRA Advisor can be viewed at http://www.dol.gov/elaws/userra.htm.
- ★ If you file a complaint with VETS and VETS is unable to resolve it. you may request that your case be referred to the Department of Justice or the Office of Special Counsel, as applicable, for representation.
- ☆ You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA

The rights lated here may very depending on the circumstances. The task of this notice was prepared by KETS, and may be viewed on the internet as this address. http://www.doi.gov/vets/programs/userar/posts/htm. Federal law requires employers to notify employees of their nights under LISEPRA, and empirement must requirement by displaying the task of this notice where they customarrly place notices for employees.









ILS. Department of Justice Office of Special Counsel

1-800-336-4590

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Uniformed Services Employment and Reemployment Rights Act

Must be posted by all employers. Employers are required to provide to persons entitled to rights and benefits under the Uniformed Services Employment and Reemployment Rights Act (USERRA), a notice of the rights, benefits and obligations of such persons and such employers under USERRA.

Download the posting from

https://www.dol.gov/general/topics/posters

Or request a copy from

U.S. Department of Labor Occupational Safety & Health Administration

36 Triangle Park Dr. Cincinnati, OH 45246 (513) 841-4132 200 N. High St., Rm. 620

Columbus, OH 43215 (614) 469-5582

420 Madison Ave., Ste. 600 Toledo, OH 43604 (419)

259-7542 1240 E. Ninth St., Rm. 899 Cleveland, OH 44199