

March 1, 2005

USERRA Poster Requirements Go Into Effect March 10, 2005

The Veterans Benefits Improvement Act of 2004 (VBIA), P.L. 108-454, was signed into law by the President on December 10, 2004. Among the VBIA's provisions was a requirement that employers post notice of basic Uniform Services Employment and Reemployment Rights Act (USERRA) rights and duties in their places of employment. USERRA provides reemployment protection and other benefits for veterans and employees who perform military service. The new posting requirement will become effective March 10, 2005. The Secretary of Labor was charged with the responsibility of creating a poster containing the required language.

At the present time, the draft text of the USERRA poster is undergoing final Department of Labor (DOL) clearance. However, the preliminary version of the USERRA poster is currently available on the Veterans' Employment & Training Service (VETS) section of DOL's website at www.dol.gov/vets or view the poster directly by clicking here. The DOL plans to publish the text of the poster along with instructions for posting and how and where it can be obtained in the Federal Register. VETS advises that for the time being, the draft USERRA poster is the only "official version" available, and can be posted by employers until the final version is approved. VETS will issue a news release to advise the public when the poster gets final clearance.

Questions regarding the Poster or USERRA should be addressed to Jesse L. Miller at (415) 544-1083 or jmiller@seyfarth.com or the Employee Benefits Attorney or Labor and Employment Attorney with whom you normally work.

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