

USERRA: National Guard and Reserve

USERRA is the Uniformed Services Employment and Reemployment Rights Act, a federal law that includes, among other things, that employers provide military employees reinstatement to work after deployment, train or retrain the employees in job skills, and protect against discrimination of employees involved in the military. The National Guard and Reserve components of all branches of the military provide almost half of the United States' military strength, and therefore many USERRA employer issues could involve an employee involved in the National Guard or Reserve.

One resource for employers trying to comply with USERRA is provided by the Employer Support of the Guard and Reserve (ESGR), part of the United States Department of Defense. ESGR promotes cooperation and understanding between National Guard and Reserve component members and their employers and assists in the resolution of conflicts arising from an employee's military commitment. For more information on the ESGR, please visit their Web site at www.esgr.mil, email at USERRA@osd.mil, or call them at 1-800-336-4590.