

Do You Have Employees on Military Leave?

The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) guarantees certain rights to employees returning from military leave.

These rights include reemployment after the leave and **full retirement plan contributions and vesting for the period of military service**. Depending upon the type of employee benefit plan, there are other rights that may require special notice and particular employer action.

Also, an employee who would have become eligible to participate in the plan during that individual's time in the service is placed in the plan retroactive to the date of initial eligibility. We need your help identifying service members since their treatment under the plan differs from that for other employees who are rehired.

There are penalties and taxes that result from failure to follow the USERRA requirements. Should you fail to provide us with military leave personnel and data, our work product would not be accurate and we may need to revise our calculations at additional expense. We therefore want to highlight our need to receive this data.

Please identify on your Employee Census those employees who have left or been rehired due to service in the military.