



YOUR RIGHTS UNDER USERRA

THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

REEMPLOYMENT RIGHTS

You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and:

- ✱ you ensure that your employer receives advance written or verbal notice of your service;
- ✱ you have five years or less of cumulative service in the uniformed service 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 reemployed to the job and benefits you would have attained if you had not been absent due to military service or, in some cases, a comparable job.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

If you:

- ✱ are a past or present member of the uniformed service;
- ✱ 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;
- ✱ promotion; or
- ✱ any benefit of employment.

because of this status.

In addition, an employer may not retaliate against anyone asserting in the enforcement of USERRA rights, including assisting or making a statement in connection with a proceeding under USERRA, even if that person has no service connection.

HEALTH INSURANCE PROTECTION

- ✱ If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the military.
- ✱ Even if you don't elect to continue coverage during your military 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

- ✱ The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations.
- ✱ For assistance in filing a complaint, or for any other information on USERRA, contact VETS at 1-866-4-USA-DOE or visit its website at <https://www.dol.gov/agencies/vets/>. An interactive online USERRA Advisor can be viewed at <https://webpage.dol.gov/cases/vetustatements>.
- ✱ 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.

This rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS and may be located on the Internet at this address: <https://www.dol.gov/agencies/vets/programs/careers/poster>. Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.



U.S. Department of Labor
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U.S. Department of Justice



Office of Special Counsel



1-800-338-4500

Publication Date — May 2011

Lapd Employee Selection Manual Userra

**Los Angeles (Calif.). Police
Department**



Lapd Employee Selection Manual Userra:

Welcome to the L.A.P.D. Los Angeles (Calif.). Police Department, 1971 *To Protect and to Serve* Nelson Lim, 2009

The Los Angeles Police Department LAPD is in the middle of a five year hiring plan to increase the number of sworn officers in the department by 1 000 and achieve a force strength of more than 10 000 officers for the first time in its history Thus far working together with the City of Los Angeles Personnel Department s Public Safety Bureau PSB the LAPD is on track to achieve this ambitious goal However the personnel department and the LAPD have been operating close to the margin often meeting their hiring quota at the very end of the month In addition the LAPD is under consent decrees that stipulate greater diversity in hiring its officers This book assists the LAPD in achieving its recruiting and diversity goals by offering ways to improve productivity and efficiency in the recruiting process It begins by identifying potential untapped local recruiting markets It also provides a model of viable candidates that the LAPD and the personnel department can use to target its recruitment and to prioritize applicants while still maintaining its diversity hiring goal Finally it recommends ways to improve productivity of the PSB Background Investigation Division

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