

USERRA Resources

Dear Reader:

The following document was created from the MTAS website ([mtas.tennessee.edu](https://www.mtas.tennessee.edu)). This website is maintained daily by MTAS staff and seeks to represent the most current information regarding issues relative to Tennessee municipal government.

We hope this information will be useful to you; reference to it will assist you with many of the questions that will arise in your tenure with municipal government. However, the *Tennessee Code Annotated* and other relevant laws or regulations should always be consulted before any action is taken based upon the contents of this document.

Please feel free to contact us if you have questions or comments regarding this information or any other MTAS website material.

Sincerely,

The University of Tennessee
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Reference Number: MTAS-877

Employers may require certification of the need for caregiver and qualifying exigency leave using the DOL forms. The qualifying exigency form can be found at <http://www.dol.gov/whd/forms/WH-384.pdf> [1]. The certification for serious injury or illness of a covered service member form can be found at <http://www.dol.gov/whd/forms/WH-385.pdf> [2].

Employees seeking to use military caregiver leave must follow existing FMLA notice rules, including the requirement to work with employers to schedule leave without unduly disrupting operations.

Contact the MTAS human resource consultants, John Grubbs, SPHR, IPMA-SCP, SHRM-SPHR or Richard Stokes, PHR, IPMA-SCP, SHRM-CP, at (615) 532-4956, for copies of the Uniformed Services Employment and Reemployment Rights Act. A summary of the revised bill may be found at <https://www.govtrack.us/congress/bills/111/hr2647/summary> [3] or you can find the actual legislation at: <http://www.justice.gov/crt/military/statute.htm> [4]. Copies of the required USERRA posters can also be obtained from the U.S. Department of Labor at www.dol.gov/vets/programs/userra/poster.htm [5].

Additional information about the act may be obtained from the U.S. Department of Labor's Veterans' Employment and Training Service at 800-336-4590 or on the Internet at <http://www.dol.gov/vets/index.htm> [6]. The Employer Support of the Guard and Reserve (ESGR), Veterans' Employment and Trainings Service (VETS) and the National Veterans Training Institute (VTI) have developed an on-line introduction to the rules utilizing an e-Learning course entitled USERRA 101. The course is free but individuals must register at: <http://www.nvti.ucdenver.edu/U101/> [7].

In Tennessee, you can contact the Region IV representatives of the Veterans' Employment and Training Service for more information at the following locations:

Veterans' Employment and Training Service
U.S. Department of Labor
P.O. Box 280656
Nashville, Tennessee 37228-0656
(615) 736-7680
(615) 741-1962
(615) 736-5037
Fax: (615) 741-4241

Veterans' Employment and Training Service
U.S. Department of Labor
1309 Poplar Ave.
Memphis, Tennessee 38104-2006
(901) 543-7853
Fax: (901) 543-7882

Veterans' Employment and Training Service
U.S. Department of Labor
350 Pageant Lane, Suite 406
Clarksville, Tennessee 37040
(931) 572-1688
Fax: (931) 648-5564

Links:

[1] <http://www.dol.gov/whd/forms/WH-384.pdf>

[2] <http://www.dol.gov/whd/forms/WH-385.pdf>

[3] <http://www.govtrack.us/congress/bill.xpd?bill=h111-2647&tab=summary>

[4] <https://www.justice.gov/servicemembers/uniformed-services-employment-and-reemployment-rights-act-1994-userra>

[5] <http://www.dol.gov/vets/programs/userra/poster.htm>

[6] <http://www.dol.gov/vets/index.htm>

[7] <http://www.nvti.ucdenver.edu/U101/>

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