TEXAS MILITARY DEPARTMENT
HEADQUARTERS
JOINT TASK FORCE-OPERATION LONESTAR
432 AIR EXPEDITIONARY GROUP
HARLINGEN, TX 78052

July 12, 2022

TO:
Address 1
Address 2
Address 3

FROM:
Address 1
Address 2
Address 3

SUBJECT: Uniformed Services Employment/Reemployment Rights Act

1. Under the *Uniformed Services Employment and Reemployment Rights Act (USERRA) of 1994* and the Texas equivalent, *Reemployment Of Service Member Called To Training Or Duty*, Texas Code Section 437.204, service members activated under the direction of the President of the United States or the Governor of Texas, to include under state active duty, are entitled to a litany of employment benefits.

2. Specifically, employers are required to reinstate members after military service concludes to the service member's previous position or a position commensurate with grade and salary to the position previously held. Employers shall ensure that service members do not lose employment benefits; nor shall employers discriminate against military members due to activation. USERRA and its Texas equivalent typically apply in cases where the service member's length of service does not exceed five years.

3. Service members can file USERRA and/or State Active Duty equivalent claims with the U.S. Department of Labor (https://www.dol.gov/agencies/vets/programs/userra/fileaclaim) or the Texas Workforce Commission Civil Rights Division (https://www.twc.texas.gov/partners/civil-rights-discrimination).

4. I'll be glad to relay any questions or concerns to the judge advocate (military attorney) for my unit.

Respectfully Submitted,

First Last, Rank, USAF, TXANG