



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

Tuesday, September 10, 2013

MEMORANDUM FOR: HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

FROM: Elaine Kaplan, Acting Director

Subject: Uniformed Services Employment and Reemployment Rights Act
Guidance

The President's July 19, 2012, memorandum titled, "Ensuring the Uniformed Services Employment and Reemployment Rights Act (USERRA) Protections" directs agencies to take steps to ensure robust compliance across the Federal Government with USERRA's employment and reemployment protections. Section 2 of this memorandum directs the Office of Personnel Management (OPM) to issue guidance to Federal agencies on ways to improve USERRA protection policies and practices. Ensuring USERRA protections is especially important at a time when many servicemen and women are returning from service in the conflicts in Iraq and Afghanistan. The attached guidance contains strategies your agency can use to strengthen its response to USERRA.

If you have any questions or need additional information please contact Ms. Katika Floyd at (202) 606-9531 or Katika.floyd@opm.gov.

Attachment (see 508-conformant PDF below)

cc: Chief Human Capital Officers