

Cynthia Marcotte Stamer's

People Pointers

New USERRA Military Reservist Regulations Compliance Deadline January 19, 2006

January 11, 2006 Briefing - Participate In Person or Via Telephone

December 19, 2005

Employers must comply by **January 19, 2006** with new final regulations interpreting the employment and reemployment responsibilities that employers owe to military service members upon their return to civilian life under the Uniformed Services Employment and Reemployment Act of 1994, as amended (USERRA). The new U.S. Department of Labor regulations appear in the Monday, December 19, 2005 Federal Register.

USERRA prohibits discrimination against past and present members of the uniformed services and establishes reemployment rights for service members who want to return to the jobs they held prior to service. The new regulations provide comprehensive guidance on the USERRA protections for the reemployment, seniority, promotion, health care benefits, pension and other employment and employee benefits rights for employees on leave for and returning to employment following periods of duty in the armed services. In addition to reviewing and updating their military leave-related employment and employee benefit practices for compliance with the new guidance, employers also will need to obtain and post a newly-updated notice that informs employees of their rights, benefits and obligations under USERRA.

In addition to reviewing their military leave practices in light of the final USERRA regulations published in the Federal Register on December 19, 2005, employers also should verify that their qualified pension and profit-sharing plan provisions are up-to-date with existing Treasury Department guidance about the coordination of USERRA's military leave protections with the Code's tax qualification rules, and previously issued Labor Department guidance concerning coordination of USERRA's military leave requirements with the requirements imposed by the Family and Medical Leave Act of 1993.

Copies of the required notice, downloadable posters containing the notice, and the new regulations can be accessed at www.dol.gov/vets.

Attorney Cynthia Marcotte Stamer will conduct a complementary briefing on the new regulations on Wednesday, January 11, 2006 from 8:30 a.m. to 10:00 a.m. in the Dallas office of Glast, Phillips & Murray, P.C. Participants attending in person or participating via telephone will receive practical information about the requirements that the new regulations impose on their employment and employee benefit practices including the interaction of these requirements with Federal family leave and other Federal rules. To register for the program, complete and return the accompanying registration form.

If you need help reviewing or updating your employment practices or employee benefit plans to comply with the new regulations, have questions about your military leave policies and practices or other human resources or employee benefit risks and practices, wish to suggest a topic for a future program or publication or wish to request other information or materials, please contact: Cynthia Marcotte Stamer, P.C., Member, Glast, Phillips & Murray, P.C., 2200 One Galleria Tower, 13355 Noel Road, LB 48, Dallas, Texas 75240. Telephone (972) 419-7188. E-mail cstamer@gpm-law.com. For other helpful resources or additional information about Ms. Stamer and/or Glast, Phillips & Murray, P.C., see CynthiaStamer.com, gpm-law.com or contact Ms. Stamer. If you would like to receive future Alerts or announcements about other programs or developments, please be sure that we have your current contact information – including your preferred e-mail – by providing that information to us via telephone, fax or e-mail using the above contact information.

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PROGRAM REGISTRATION FORM

New USERRA Regulations Briefing

January 11, 2006

10:00 a.m. – 11:00 a.m Eastern - 9:00 a.m. – 10:00 a.m Central - 7:00 a.m. – 8:00 a.m. Pacific

Briefing will be conducted live in the Dallas Offices of Glast, Phillips & Murray, P.C. with registration beginning at 8:30 a.m. Central Time and the briefing commencing promptly at 9:00 a.m. Parties unable to attend the live briefing in person can elect to participate via telephone. Participants will receive call in telephone number and password following receipt of paid registration. Program handouts will be distributed to advanced registrants prior to the program via e-mail. To register, please complete and return this program registration form with check or money order in the amount of \$25 no later than January 5, 2005.

Make checks or money orders payable to: **Glast, Phillips & Murray, P.C.**
2200 One Galleria Tower, Suite 2200
13355 Noel Road, L.B. 48
Dallas, Texas, 75240
Attention: Angela Haack

NAME: _____

TITLE: _____

ORGANIZATION: _____

ADDRESS: _____

CITY/STATE/ZIP: _____

TELEPHONE: _____

EMAIL: _____

FAX: _____

PLEASE REGISTER ME TO PARTICIPATE: (Check applicable) the live presentation or via telephone

SIGNATURE: _____

REGISTRATION POLICY: Payment by check or money order and completed registration form must be received at least 48 hours in advance of the program to complete registration. Persons not registered at least 48 hours in advance will only subject to space availability. CANCELLATION POLICY: In order to receive credit, cancellation (either fax or mail) must be received at least 48 hours in advance of the meeting. Refunds will be made by check via first class mail postmarked within 60 days of receipt of written cancellation notice. DISABILITIES ACCOMMODATION: If you are an individual with a disability who requires accommodation to participate, please let us know at the time of your registration. PROFESSIONAL CERTIFICATION OR CONTINUING EDUCATION CREDIT: Participants will receive a certificate of participation documenting their participation in the program for use in demonstrating participation for continuing education, licensure or other continuing education credit. If you have special continuing education credit needs that you wish us to consider, please let us know. We are happy to visit with you about our ability to accommodate your request.