

LAW REVIEW 17041¹
April 2017

PowerPoint Presentation on USERRA

By Captain Samuel F. Wright, JAGC, USN (Ret.)²

Update on Sam Wright

1.0—USERRA generally

In more than 40 states, lawyers are required to meet annual Continuing Legal Education (CLE) requirements, usually 15 hours per year. I invite your attention to www.roa.org/lawcenter. Scroll to the bottom right of the page, and you will find a 49-slide PowerPoint presentation about the Uniformed Services Employment and Reemployment Rights Act. I prepared these slides and recently updated them, and I am also one of two principal drafters of USERRA, which was enacted in 1994 to replace a 1940 law. Please see footnote 2.

Any reasonably well qualified attorney can deliver a presentation (three or four hours) using these slides, but if you want me to do it I am available, if you can pay the travel costs and pay me a little something for my time. I am available by telephone at (202) 210-4194 or by e-mail at samwright50@yahoo.com. I now live in Waco, Texas.

These slides can also be used for a presentation to Reserve Component members, or Employer Support of the Guard and Reserve volunteers, or human relations professionals, or anybody else who is interested.

If you are looking for something more basic, and less time consuming, please see our piece just to the left of the PowerPoint slides. It lasts about five minutes and is very basic.

¹ I invite the reader's attention to www.roa.org/lawcenter. You will find more than 1700 "Law Review" articles about military voting rights, reemployment rights, and other military-legal topics, along with a detailed Subject Index, to facilitate finding articles about very specific topics. The Reserve Officers Association (ROA) initiated this column in 1997. I am the author of more than 1500 of the articles.

² ² BA 1973 Northwestern University, JD (law degree) 1976 University of Houston, LLM (advanced law degree) 1980 Georgetown University. I served in the Navy and Navy Reserve as a Judge Advocate General's Corps officer and retired in 2007. I am a life member of ROA. I have dealt with the Uniformed Services Employment and Reemployment Rights Act (USERRA) and the Veterans' Reemployment Rights Act (VRRRA—the 1940 version of the federal reemployment statute) for more than 34 years. I developed the interest and expertise in this law during the decade (1982-92) that I worked for the United States Department of Labor (DOL) as an attorney. Together with one other DOL attorney (Susan M. Webman), I largely drafted the proposed VRRRA rewrite that President George H.W. Bush presented to Congress, as his proposal, in February 1991. On 10/13/1994, President Bill Clinton signed into law USERRA, Public Law 103-353, 108 Stat. 3162. The version of USERRA that President Clinton signed in 1994 was 85% the same as the Webman-Wright draft. USERRA is codified in title 38 of the United States Code at sections 4301 through 4335 (38 U.S.C. 4301-35). I have also dealt with the VRRRA and USERRA as a judge advocate in the Navy and Navy Reserve, as an attorney for the Department of Defense (DOD) organization called Employer Support of the Guard and Reserve (ESGR), as an attorney for the United States Office of Special Counsel (OSC), as an attorney in private practice, and as the Director of the Service Members Law Center (SMLC), as a full-time employee of ROA, for six years (2009-15). Please see Law Review 15052 (June 2015), concerning the accomplishments of the SMLC. My paid employment with ROA ended 5/31/2015, but I have continued the work of the SMLC as a volunteer.