

## A USERRA-like Law Protects College Students

By Captain Samuel F. Wright, JAGC, USN (Ret.)<sup>2</sup>

[About Sam Wright](#)

1.1.2.4—Students

1.8—Relationship between USERRA and other laws/policies

**Q: I am a Senior Airman (E-4) in the Air National Guard and a member of the Reserve Organization of America (ROA).<sup>3</sup> I have read with great interest several of your “Law Review” articles about the Uniformed Services Employment and Reemployment Rights Act (USERRA).**

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<sup>1</sup> I invite the reader’s attention to [www.roa.org/lawcenter](http://www.roa.org/lawcenter). You will find more than 2200 “Law Review” articles about the Uniformed Services Employment and Reemployment Rights Act (USERRA), the Servicemembers Civil Relief Act (SCRA), the Uniformed and Overseas Citizens Absentee Voting Act (UOCAVA), the Uniformed Services Former Spouse Protection Act (USFSPA), and other laws that are especially pertinent to those who serve our country in uniform. You will also find a detailed Subject Index, to facilitate finding articles about specific topics. The Reserve Officers Association, now doing business as the Reserve Organization of America (ROA), initiated this column in 1997. I am the author of more than 1800 of the articles.

<sup>2</sup> 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. For 44 years, I have worked with volunteers around the country to reform absentee voting laws and procedures to facilitate the enfranchisement of the brave young men and women who serve our country in uniform. I have also dealt with the Uniformed Services Employment and Reemployment Rights Act (USERRA) and the Veterans’ Reemployment Rights Act (VRRA—the 1940 version of the federal reemployment statute) for 38 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 VRRA 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 VRRA 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. You can reach me by e-mail at [SWright@roa.org](mailto:SWright@roa.org).

<sup>3</sup> At its September 2018 annual convention, the Reserve Officers Association amended its Constitution to make all service members (E-1 through O-10) eligible for membership and adopted a new “doing business as” (DBA) name: Reserve Organization of America. The full name of the organization is now the Reserve Officers Association DBA the Reserve Organization of America. The point of the name change is to emphasize that our organization represents the interests of all Reserve Component members, from the most junior enlisted personnel to the most senior officers. Our nation has eight Reserve Components. In ascending order of size, they are the Space Force Reserve (new and just getting organized), Coast Guard Reserve, the Marine Corps Reserve, the Navy Reserve, the

I am a full-time college undergraduate. I completed my junior year at a state university in May 2020. I expected to start my senior year in September 2020 and to graduate in May 2021, but my college education was interrupted by a call to active duty. I have been on title 32 active duty for the COVID-19 emergency since October 2020, and I expect to leave active duty in August 2021. I am anxious to return to the university for the fall 2021 semester so that I can earn my degree by May 2022, just one year late.

I contacted the university's registrar to inquire about registering for classes for the Fall 2021 semester. The lady who answered the telephone said that she had never heard of USERRA and that it was too late for me to register for the upcoming semester because I am not currently on the rolls as a student. She said that I would have to apply for readmission through the university's Admissions Department, for the Fall 2022 semester.

Does USERRA give me the right to reinstatement at the state university? Please help.

Answer, bottom line up front:

USERRA does not apply because the university is not your employer, but in 2008 Congress enacted a similar law that accords USERRA-like rights to postsecondary students. That law is codified in a single section of title 20 of the United States Code (U.S.C.), as follows:

**(a) Definition of service in the uniformed services.** In this section, the term "service in the uniformed services" means service (whether voluntary or involuntary) on active duty in the Armed Forces, including such service by a member of the National Guard or Reserve, *for a period of more than 30 days* under a call or order to active duty of more than 30 days.

**(b) Discrimination against students who serve in the uniformed services prohibited.** A person who is a member of, applies to be a member of, performs, has performed, applies to perform, or has an obligation to perform, service in the uniformed services shall not be denied readmission to an institution of higher education on the basis of that membership, application for membership, performance of service, application for service, or obligation.

**(c) Readmission procedures.**

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Air Force Reserve, the Air National Guard, the Army Reserve, and the Army National Guard. The number of service members in these seven components is almost equal to the number of personnel in the Active Components of the armed forces, so Reserve Component personnel make up almost half of our nation's pool of trained and available military personnel. Our nation is more dependent than ever before on the Reserve Components for national defense readiness. More than a million Reserve Component personnel have been called to the colors since the terrorist attacks of 9/11/2001.

**(1)** In general. Any student whose absence from an institution of higher education is necessitated by reason of service in the uniformed services shall be entitled to readmission to the institution of higher education if—

**(A)** the student (or an appropriate officer of the Armed Forces or official of the Department of Defense) gives advance written or verbal notice of such service to the appropriate official at the institution of higher education;

**(B)** the cumulative length of the absence and of all previous absences from that institution of higher education by reason of service in the uniformed services does not exceed five years; and

**(C)** except as otherwise provided in this section, the student submits a notification of intent to reenroll in the institution of higher education in accordance with the provisions of paragraph (4).

**(2)** Exceptions.

**(A)** Military necessity. No notice is required under paragraph (1)(A) if the giving of such notice is precluded by military necessity, such as—

**(i)** a mission, operation, exercise, or requirement that is classified; or

**(ii)** a pending or ongoing mission, operation, exercise, or requirement that may be compromised or otherwise adversely affected by public knowledge.

**(B)** Failure to give advance notice. Any student (or an appropriate officer of the Armed Forces or official of the Department of Defense) who did not give advance written or verbal notice of service to the appropriate official at the institution of higher education in accordance with paragraph (1)(A) may meet the notice requirement by submitting, at the time the student seeks readmission, an attestation to the student's institution of higher education that the student performed service in the uniformed services that necessitated the student's absence from the institution of higher education.

**(3)** Applicability. This section shall apply to a student who is absent from an institution of higher education by reason of service in the uniformed services if such student's cumulative period of education for which a student seeks readmission, does not exceed five years, except that any such period of service shall not include any service—

**(A)** that is required, beyond five years, to complete an initial period of obligated service;

**(B)** during which such student was unable to obtain orders releasing such student from a period of service in the uniformed services before the expiration of such five-year period and such inability was through no fault of such student; or

**(C)** performed by a member of the Armed Forces (including the National Guard and Reserves) who is—

**(i)** ordered to or retained on active duty under section 688, 12301(a), 12301(g), 12302, 12304, or 12305 of title 10, United States Code, or under section 251, 252, 359, 360, 367, or 712 of title 14, United States Code [14 USCS § 2106, 2107, 2308, 2309, 2314, or 3713];

**(ii)** ordered to or retained on active duty (other than for training) under any provision of law because of a war or national emergency declared by the President or the Congress, as determined by the Secretary concerned;

**(iii)** ordered to active duty (other than for training) in support, as determined by the Secretary concerned, of an operational mission for which personnel have been ordered to active duty under section 12304 of title 10, United States Code;

**(iv)** ordered to active duty in support, as determined by the Secretary concerned, of a critical mission or requirement of the Armed Forces (including the National Guard or Reserve); or

**(v)** called into Federal service as a member of the National Guard under chapter 13 of title 10, United States Code, or section 12406 of title 10, United States Code.

**(4)** Notification of intent to return.

**(A)** In general. Except as provided in subparagraph (B), a student referred to in subsection (a) shall, upon the completion of a period of service in the uniformed services, notify the institution of higher education of the student's intent to return to the institution not later than three years after the completion of the period of service.

**(B)** Hospitalization or convalescence. A student who is hospitalized for or convalescing from an illness or injury incurred in or aggravated during the performance of service in the uniformed services shall notify the institution of higher education of the student's intent to return to the institution not later than two years after the end of the period that is necessary for recovery from such illness or injury.

**(C)** Special rule. A student who fails to apply for readmission within the period described in this section shall not automatically forfeit such eligibility for readmission to the institution of higher education, but shall be subject to the institution of higher education's established leave of absence policy and general practices.

**(5)** Documentation.

**(A)** In general. A student who submits an application for readmission to an institution of higher education under this section shall provide to the institution of higher education documentation to establish that—

(i) the student has not exceeded the service limitations established under this section; and

(ii) the student's eligibility for readmission has not been terminated due to an exception in subsection (d).

**(B) Prohibited documentation demands.** An institution of higher education may not delay or attempt to avoid a readmission of a student under this section by demanding documentation that does not exist, or is not readily available, at the time of readmission.

**(6) No change in academic status.** A student who is readmitted to an institution of higher education under this section shall be readmitted with the same academic status as such student had when such student last attended the institution of higher education.

**(d) Exception from readmission eligibility.** A student's eligibility for readmission to an institution of higher education under this section by reason of such student's service in the uniformed services terminates upon the occurrence of any of the following events:

**(1)** A separation of such person from the Armed Forces (including the National Guard and Reserves) with a dishonorable or bad conduct discharge.

**(2)** A dismissal of such person permitted under section 1161(a) of title 10, United States Code.

**(3)** A dropping of such person from the rolls pursuant to section 1161(b) of title 10, United States Code.<sup>4</sup>

After Congress enacted section 1091c in 2008, the United States Department of Education, which is responsible for enforcing this section, promptly promulgated regulations. Those regulations are codified in a single section of title 34 of the Code of Federal Regulations (C.F.R.), as follows:

**(a) General.**

**(1)** An institution may not deny readmission to a person who is a member of, applies to be a member of, performs, has performed, applies to perform, or has an obligation to perform, service in the uniformed services on the basis of that membership, application for membership, performance of service, application for service, or obligation to perform service.

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<sup>4</sup> 20 U.S.C. 1091c. This refers to section 1091c of title 20 of the United States Code. Please note that this is section 1091c, not section 1091(c). Section 1091(c) is subsection (c) of section 1091. Section 1091c is a separate section that comes after section 1091, section 1091a, and section 1091b and before section 1092. Please see Law Review 21038 (July 2021), by Commander Wayne Johnson, JAGC, USN (Ret.), for detailed information about section 1091c and about corresponding State laws that protect students in this sort of situation.

**(2)**

**(i)** An institution must promptly readmit to the institution a person described in paragraph (a)(1) of this section with the same academic status as the student had when the student last attended the institution or was last admitted to the institution, but did not begin attendance because of that membership, application for membership, performance of service, application for service, or obligation to perform service.

**(ii)** *“Promptly readmit” means that the institution must readmit the student into the next class or classes in the student’s program beginning after the student provides notice of his or her intent to reenroll, unless the student requests a later date of readmission or unusual circumstances require the institution to admit the student at a later date.*

**(iii)** To readmit a person with the “same academic status” means that the institution admits the student—

**(A)** To the same program to which he or she was last admitted by the institution or, if that exact program is no longer offered, the program that is most similar to that program, unless the student requests or agrees to admission to a different program;

**(B)** At the same enrollment status that the student last held at the institution, unless the student requests or agrees to admission at a different enrollment status;

**(C)** With the same number of credit hours or clock hours completed previously by the student, unless the student is readmitted to a different program to which the completed credit hours or clock hours are not transferable;

**(D)** With the same academic standing (e.g., with the same satisfactory academic progress status) the student previously had; and

**(E)**

**(1)** If the student is readmitted to the same program, for the first academic year in which the student returns, assessing—

**(i)** The tuition and fee charges that the student was or would have been assessed for the academic year during which the student left the institution; or

**(ii)** Up to the amount of tuition and fee charges that other students in the program are assessed for that academic year, if veterans’ education benefits, as defined in section 480(c) of the HEA, or other servicemember education benefits, will pay the amount in excess of the tuition and fee charges assessed for the academic year in which the student left the institution; or

**(2)** If the student is admitted to a different program, and for subsequent academic years for a student admitted to the same program, assessing no more than the tuition and fee charges that other students in the program are assessed for that academic year.

**(iv)**

**(A)** If the institution determines that the student is not prepared to resume the program with the same academic status at the point where the student left off, or will not be able to complete the program, the institution must make reasonable efforts at no extra cost to the student to help the student become prepared or to enable the student to complete the program including, but not limited to, providing refresher courses at no extra cost to the student and allowing the student to retake a pretest at no extra cost to the student.

**(B)** The institution is not required to readmit the student on his or her return if—

**(1)** After reasonable efforts by the institution, the institution determines that the student is not prepared to resume the program at the point where he or she left off;

**(2)** After reasonable efforts by the institution, the institution determines that the student is unable to complete the program; or

**(3)** The institution determines that there are no reasonable efforts the institution can take to prepare the student to resume the program at the point where he or she left off or to enable the student to complete the program.

**(C)**

**(1)** “Reasonable efforts” means actions that do not place an undue hardship on the institution.

**(2)** “Undue hardship” means an action requiring significant difficulty or expense when considered in light of the overall financial resources of the institution and the impact otherwise of such action on the operation of the institution.

**(D)** The institution carries the burden to prove by a preponderance of the evidence that the student is not prepared to resume the program with the same academic status at the point where the student left off, or that the student will not be able to complete the program.

**(3)** This section applies to an institution that has continued in operation since the student ceased attending or was last admitted to the institution but did not begin attendance, notwithstanding any changes of ownership of the institution since the student ceased attendance.

**(4)** The requirements of this section supersede any State law (including any local law or ordinance), contract, agreement, policy, plan, practice, or other matter that reduces,

limits, or eliminates in any manner any right or benefit provided by this section for the period of enrollment during which the student resumes attendance, and continuing so long as the institution is unable to comply with such requirements through other means.

**(b)** Service in the uniformed services. For purposes of this section, service in the uniformed services means service, whether voluntary or involuntary, in the Armed Forces, including service by a member of the National Guard or Reserve, on active duty, active duty for training, or full-time National Guard duty under Federal authority, for a period of more than 30 consecutive days under a call or order to active duty of more than 30 consecutive days.

**(c)** Readmission procedures. (1) Any student whose absence from an institution is necessitated by reason of service in the uniformed services shall be entitled to readmission to the institution if—

**(i)** Except as provided in paragraph (d) of this section, the student (or an appropriate officer of the Armed Forces or official of the Department of Defense) gives advance oral or written notice of such service to an office designated by the institution, and provides such notice as far in advance as is reasonable under the circumstances;

**(ii)** The cumulative length of the absence and of all previous absences from that institution by reason of service in the uniformed services, including only the time the student spends actually performing service in the uniformed services, does not exceed five years; and

**(iii)** Except as provided in paragraph (f) of this section, the student gives oral or written notice of his or her intent to return to an office designated by the institution—

**(A)** For a student who completes a period of service in the uniformed services, not later than three years after the completion of the period of service; or

**(B)** For a student who is hospitalized for or convalescing from an illness or injury incurred in or aggravated during the performance of service in the uniformed services, not later than two years after the end of the period that is necessary for recovery from such illness or injury.

**(2)**

**(i)** *An institution must designate one or more offices at the institution that a student may contact to provide notification of service required by paragraph (c)(1)(i) of this section and notification of intent to return required by paragraph (c)(1)(iii) of this section.*

**(ii)** An institution may not require that the notice provided by the student under paragraph (c)(1)(i) or (c)(1)(iii) of this section follow any particular format.

**(iii)** The notice provided by the student under paragraph (c)(1)(i) of this section—



- (A)** May not be subject to any rule for timeliness; timeliness must be determined by the facts in any particular case; and
- (B)** Does not need to indicate whether the student intends to return to the institution.
- (iv)** For purposes of paragraph (c)(1)(i) of this section, an “appropriate officer” is a commissioned, warrant, or noncommissioned officer authorized to give such notice by the military service concerned.
- (d)** Exceptions to advance notice. (1) No notice is required under paragraph (c)(1)(i) of this section if the giving of such notice is precluded by military necessity, such as—
  - (i)** A mission, operation, exercise, or requirement that is classified; or
  - (ii)** A pending or ongoing mission, operation, exercise, or requirement that may be compromised or otherwise adversely affected by public knowledge.
- (2)** Any student (or an appropriate officer of the Armed Forces or official of the Department of Defense) who did not give advance written or oral notice of service to the appropriate official at the institution in accordance with paragraph (c)(1) of this section may meet the notice requirement by submitting, at the time the student seeks readmission, an attestation to the institution that the student performed service in the uniformed services that necessitated the student’s absence from the institution.
- (e)** Cumulative length of absence. For purposes of paragraph (c)(1)(ii) of this section, a student’s cumulative length of absence from an institution does not include any service—
  - (1)** That is required, beyond five years, to complete an initial period of obligated service;
  - (2)** During which the student was unable to obtain orders releasing the student from a period of service in the uniformed services before the expiration of the five-year period and such inability was through no fault of the student; or
  - (3)** Performed by a member of the Armed Forces (including the National Guard and Reserves) who is—
    - (i)** Ordered to or retained on active duty under—
      - (A)** 10 U.S.C. 688 (involuntary active duty by a military retiree);
      - (B)** 10 U.S.C. 12301(a) (involuntary active duty in wartime);
      - (C)** 10 U.S.C. 12301(g) (retention on active duty while in captive status);
      - (D)** 10 U.S.C. 12302 (involuntary active duty during a national emergency for up to 24 months);

**(E)** 10 U.S.C. 12304 (involuntary active duty for an operational mission for up to 270 days);

**(F)** 10 U.S.C. 12305 (involuntary retention on active duty of a critical person during time of crisis or other specific conditions);

**(G)** 14 U.S.C. 331 (involuntary active duty by retired Coast Guard officer);

**(H)** 14 U.S.C. 332 (voluntary active duty by retired Coast Guard officer);

**(I)** 14 U.S.C. 359 (involuntary active duty by retired Coast Guard enlisted member);

**(J)** 14 U.S.C. 360 (voluntary active duty by retired Coast Guard enlisted member);

**(K)** 14 U.S.C. 367 (involuntary retention of Coast Guard enlisted member on active duty);  
or

**(L)** 14 U.S.C. 712 (involuntary active duty by Coast Guard Reserve member for natural or man-made disasters);

**(ii)** Ordered to or retained on active duty (other than for training) under any provision of law because of a war or national emergency declared by the President or the Congress, as determined by the Secretary concerned;

**(iii)** Ordered to active duty (other than for training) in support, as determined by the Secretary concerned, of an operational mission for which personnel have been ordered to active duty under section 12304 of title 10, United States Code;

**(iv)** Ordered to active duty in support, as determined by the Secretary concerned, of a critical mission or requirement of the Armed Forces (including the National Guard or Reserve); or

**(v)** Called into Federal service as a member of the National Guard under chapter 15 of title 10, United States Code, or section 12406 of title 10, United States Code (i.e., called to respond to an invasion, danger of invasion, rebellion, danger of rebellion, insurrection, or the inability of the President with regular forces to execute the laws of the United States).

**(f)** Notification of intent to reenroll. A student who fails to apply for readmission within the periods described in paragraph (c)(1)(iii) of this section does not automatically forfeit eligibility for readmission to the institution, but is subject to the institution's established leave of absence policy and general practices.

**(g)** Documentation. (1) A student who submits an application for readmission to an institution under paragraph (c)(1)(iii) of this section shall provide to the institution documentation to establish that—

**(i)** The student has not exceeded the service limitation in paragraph (c)(1)(ii) of this section; and

**(ii)** The student's eligibility for readmission has not been terminated due to an exception in paragraph (h) of this section.

**(2)**

**(i)** Documents that satisfy the requirements of paragraph (g)(1) of this section include, but are not limited to, the following:

**(A)** DD (Department of Defense) 214 Certificate of Release or Discharge from Active Duty.

**(B)** Copy of duty orders prepared by the facility where the orders were fulfilled carrying an endorsement indicating completion of the described service.

**(C)** Letter from the commanding officer of a Personnel Support Activity or someone of comparable authority.

**(D)** Certificate of completion from military training school.

**(E)** Discharge certificate showing character of service.

**(F)** Copy of extracts from payroll documents showing periods of service.

**(G)** Letter from National Disaster Medical System (NDMS) Team Leader or Administrative Officer verifying dates and times of NDMS training or Federal activation.

**(ii)** The types of documents that are necessary to establish eligibility for readmission will vary from case to case. Not all of these documents are available or necessary in every instance to establish readmission eligibility.

**(3)** An institution may not delay or attempt to avoid a readmission of a student under this section by demanding documentation that does not exist, or is not readily available, at the time of readmission.

**(h)** Termination of readmission eligibility. A student's eligibility for readmission to an institution under this section by reason of such student's service in the uniformed services terminates upon the occurrence of any of the following events:

**(1)** A separation of such person from the Armed Forces (including the National Guard and Reserves) with a dishonorable or bad conduct discharge.

**(2)** A dismissal of a commissioned officer permitted under section 1161(a) of title 10, United States Code by sentence of a general court-martial; in commutation of a sentence of a general court-martial; or, in time of war, by order of the President.

(3) A dropping of a commissioned officer from the rolls pursuant to section 1161(b) of title 10, United States Code due to absence without authority for at least three months; separation by reason of a sentence to confinement adjudged by a court-martial; or, a sentence to confinement in a Federal or State penitentiary or correctional institution.<sup>5</sup>

I also invite your attention to the “frequently asked questions” about section 1091c on the Department of Education website.<sup>6</sup>

You meet or will soon meet the eligibility conditions for reinstatement under section 1091c. You gave the university prior notice. You have not exceeded the cumulative five-year limit. You did not receive and will not receive a bad conduct discharge or dishonorable discharge from the military. You have made a timely application for readmission in anticipation of your imminent release from active duty.

The university is required under Federal law to reinstate you promptly, for the 2021-22 academic year. The university must let you pick up where you left off, as a student who has completed three of the four years required for graduation. If the tuition rate went up while you were away for military service, the university must not charge you more than the tuition rate for the 2020-21 academic year.

**Q: That is great. Where do I go from here to exercise and enforce my rights under section 1091c?**

**A:** First, I suggest that you send an e-mail to the university employee that you spoke to on the telephone. Send her a copy of or link to this article. Point out to her that the Department of Education regulation on section 1091c includes the following sentence: “An institution must designate one or more offices at the institution that a student may contact to provide notification of service required by paragraph (c)(1)(i) of this section and notification of intent to return required by paragraph (c)(1)(iii) of this section.”<sup>7</sup>

Ask the employee what university office has been designated to receive notifications of intent to return. If the employee is unable or unwilling to answer that question, ask to speak to her supervisor. You should also check out the university’s website to find the designated office. If you find that the university has not designated an office, send an e-mail to the university president or some other appropriate official, complaining that the university has not complied with Federal law.

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<sup>5</sup> 34 C.F.R. 668.18 (emphasis supplied).

<sup>6</sup> <https://www2.ed.gov/policy/highered/guid/readmission.html>.

<sup>7</sup> 34 C.F.R. 668(c)(2)(i).

If the university does not accord you your rights under section 1091c, make a formal written complaint to the Department of Education.

### **Please join or support ROA**

This article is one of 2200-plus “Law Review” articles available at [www.roa.org/lawcenter](http://www.roa.org/lawcenter). The Reserve Officers Association, now doing business as the Reserve Organization of America (ROA), initiated this column in 1997. New articles are added each month.

ROA is almost a century old—it was established in 1922 by a group of veterans of “The Great War,” as World War I was then known. One of those veterans was Captain Harry S. Truman. As President, in 1950, he signed our congressional charter. Under that charter, our mission is to advocate for the implementation of policies that provide for adequate national security. For many decades, we have argued that the Reserve Components, including the National Guard, are a cost-effective way to meet our nation’s defense needs. Indeed, ROA is the *only* national military organization that exclusively supports America’s Reserve and National Guard.

Through these articles, and by other means, including amicus curiae (“friend of the court”) briefs that we file in the Supreme Court and other courts, we educate service members, military spouses, attorneys, judges, employers, and others about the legal rights of service members and about how to exercise and enforce those rights. We provide information to service members, without regard to whether they are members of ROA, but please understand that ROA members, through their dues and contributions, pay the costs of providing this service and all the other great services that ROA provides.

If you are now serving or have ever served in any one of our nation’s eight<sup>8</sup> uniformed services, you are eligible for membership in ROA, and a one-year membership only costs \$20, or \$450 for a life membership. Enlisted personnel as well as officers are eligible for full membership, and eligibility applies to those who are serving or have served in the Active Component, the National Guard, or the Reserve. If you are eligible for ROA membership, please join. You can join on-line at [www.roa.org](http://www.roa.org) or call ROA at 800-809-9448.

If you are not eligible to join, please contribute financially, to help us keep up and expand this effort on behalf of those who serve. Please mail us a contribution to:

Reserve Organization of America  
1 Constitution Ave. NE  
Washington, DC 20002

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<sup>8</sup> Congress recently established the United States Space Force as our nation’s eighth uniformed service.