



HOW DOES THE CONGRESSIONAL ACCOUNTABILITY ACT HELP VETERANS AND SERVICEMEMBERS?

USERRA (Uniformed Services Employment and Reemployment Rights Act of 1994)

Provides reemployment rights to service members who leave their jobs for military service and protects covered individuals from discrimination and retaliation based on their military service. USERRA also provides certain health insurance continuation rights similar to benefits provided under the Consolidated Omnibus Budget Reconciliation Act (“COBRA”) as well as discharge protection rights following reemployment.

VEOA (Veterans Employment Opportunities Act of 1998)

Mandates a hiring preference to eligible veterans for certain qualifying positions in the legislative branch.

SCRA (Servicemembers Civil Relief Act)

Allows for a stay in administrative and judicial proceedings while an individual is on active duty. This includes tolling periods for deadlines with the Office of Compliance.

FMLA (Family and Medical Leave Act of 1993)

Provides leave for a qualifying exigency, including a call to active duty of an immediate family member, and military caregiver leave to care for family members whose injuries were caused or exacerbated by active military duty.

Not sure about your rights and duties as an employee or an employer? We're here to help!



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