



**INTERNATIONAL  
BROTHERHOOD  
OF ELECTRICAL  
WORKERS®**

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**EDWIN D. HILL**  
International President

**JON F. WALTERS**  
International  
Secretary-Treasurer

March 22, 2005

To All IBEW Local Unions in the USA

RE: New Notice Requirements Under USERRA

Dear Sisters and Brothers:

This is to advise you that Congress recently amended the Uniformed Services Employment and Reemployment Rights Act of 1994 ("USERRA").<sup>1</sup> USERRA provides employment entitlements, such as reinstatement and seniority protection, for employees who leave civilian employment for military service for no longer than five years. USERRA also protects employees from discrimination due to any past, present or future military obligations.

Under the revised Act, every employer must notify each of its employees about his or her rights and responsibilities under the Act. **Each District Office** and each IBEW Local Union that has even one employee is required to provide the USERRA notice.

#### Obtaining and Posting the Notice

The Department of Labor has developed a standard notice, which can be downloaded from [www.dol.gov/vets/programs/userra/poster.pdf](http://www.dol.gov/vets/programs/userra/poster.pdf). Employers may either mail the notice to all employees, or simply post it in the workplace where they generally post such notices. The new USERRA notice is similar to worker's compensation and unemployment compensation notices employers are already required to post.

#### Hiring Hall Operators, Apprenticeship Training Programs and Health and Welfare Funds

USERRA's definition of "employer" is very broad and includes **hiring hall operators, apprenticeship training programs, and health and welfare funds.**<sup>2</sup> These entities, therefore, also have an obligation to display the

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<sup>1</sup> Public Law No. 108-54 (Dec. 19, 2004)

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USERRA notice in the general hiring hall area, at the training center, and in the funds' offices, respectively.

Deadline for Compliance

Technically, the deadline for compliance was March 10, 2005. Because the government has not publicized the changes, and did not make the sample poster available until March 10, the Department of Labor is giving employers a reasonable amount of time to comply.

Obviously, however, you should obtain copies of the USERRA notice and post them in the appropriate locations as soon as possible.

With best wishes, I am

Fraternally yours,



Edwin D. Hill  
International President

EDH:nlc

Copy to all International Vice Presidents except First District

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<sup>2</sup> Under USERRA, the term employer includes any "person, institution, organization, or other entity to whom the employer has delegated the performance of employment-related functions." 32 USC §4303(4)(A)(i).