

Pre-deployment Legal Preparedness

What you should know before you go....

When a legal assistance officer mentions pre-deployment legal preparedness, people immediately think “wills and powers of attorney.” Sure enough, these items are important, but they are not the only items that need to be addressed. This article provides information relevant to deploying service members concerning a variety of topics. This summary is not, nor is intended to be, a comprehensive checklist applicable to everyone. However, addressed herein are legal preparedness issues applicable to many Marines and Sailors, with an eye towards getting you ready to go and preventing problems from occurring while you are away.

TAX ISSUES

Base Tax Center. Base Tax Centers at MCAS Cherry Point, MCRD Parris Island, and MCB Camp Lejeune, and MCAS New River provide free tax preparation services and electronic filing.

Extension to file. Service members who deploy are provided an automatic extension not only to file, but also to pay any tax. The duration of the extension is six months from departure from the combat zone, plus however many days of the tax season were missed due to deployment. Example: Sgt X deploys to Iraq on April 1. His deployment ends and he leaves the combat zone on November 1. Sgt X does not need to file a tax return until 1 November plus six months plus 15 days. Furthermore, unlike many other types of extensions, the IRS will NOT charge Sgt X with interest from April 15 to his date of actually filing. The extension also applies if Sgt X will be filing a joint Federal return with his civilian spouse. The exemption even applies to the separate Federal return filed by the civilian spouse of Sgt X. There is no requirement to file any sort of written request for extension prior to the preparation of the tax return.

Exempt Income. All enlisted and warrant officer military pay earned while serving in a combat zone is excluded from Federal taxation. If you served for any portion of a month in a combat zone, the entire pay for that month is excluded from Federal taxation. Any reenlistment bonus received in the combat zone is also tax exempt. Further, if an enlisted Marine completes the requirements for reenlistment in the combat zone but does not actually receive the reenlistment bonus until outside the combat zone, the bonus is nonetheless tax exempt. Also, military income earned while hospitalized as a result of injuries sustained in a combat zone is excluded from Federal taxation. For commissioned officers, the monthly exclusion is capped at the highest enlisted pay, plus any hostile fire or imminent danger pay received. Thus, in the vast majority of cases, all of the military pay earned in the combat zone is tax exempt. The diminished taxable income should be reflected on your W2 form. If it is not, go through your chain of command to obtain a corrected W2 prior to filing your tax return.

Earned Income Credit. Since so much service member income in a combat zone is exempt from tax, many may be eligible to claim an earned income credit. This is a matter to discuss in detail with representatives at the Base Tax Center or with your paid tax preparer or accountant.

Additional information concerning military related issues may be found on line at www.IRS.gov. Publication 3, Armed Forces Tax Guide, may be particularly useful.

VEHICLE INSURANCE

It's the law. You must have insurance in order to drive a car. But insurance can be expensive, especially for young drivers. Therefore, some Marines and Sailors decide to cancel their insurance when they deploy; after all, they won't be driving their privately owned vehicle in Iraq or Afghanistan. However, cancellation of vehicle insurance can have significant adverse consequences. First, there are consequences related to the car loan. Almost invariably, the loan document requires the borrower to maintain insurance on the vehicle; failure to do so constitutes default, a breach of the loan contract. Lender options upon the borrowers default often include repossession of the vehicle or acceleration of the loan; that is, making the entire amount immediately due and payable. In addition, the lender may be authorized to purchase the required insurance for you, probably at unfavorable rates, at your expense. Secondly, insurance cancellation may have consequences related to the Department of Motor Vehicles (DMV). If you cancel, your insurer may advise the DMV, which will mail you notice to recertify your liability coverage. Failure to respond with complete and correct information concerning your new insurance may result in the suspension of your driving privileges. Further, you may receive a criminal citation for failure to maintain proper insurance. The bottom line: don't cancel your vehicle insurance unless you are certain that you have cleared such action with the DMV and with your lender.

INTERNATIONAL TRAVEL OF MINOR CHILDREN

Many deploying service members have families that include minor children. If you anticipate that your minor child will be visiting another country during your deployment, you must take certain steps to ensure that those travel plans are not frustrated. For example, let's say that you deploy to Afghanistan and you expect your spouse and 10 year old child will be visiting relatives in Ireland while you are gone. In order to travel abroad, your child, regardless of age, will need to have a U.S. passport. If your child is age 16 or older, s/he can fill out the request for a passport him/herself. If your child is under the age of 16, both parents must personally appear and sign the passport application OR one parent personally appears and signs the application and also presents the other parent's notarized consent to issue a passport, form DS 3053. Your spouse can not use a power of attorney to fill sign this statement on your behalf. Details concerning passport applications can be found on line at the U.S. State Department's website. In addition to a passport, the parent executing international travel with the minor child may

be required to present a written statement of consent from the absent parent for international travel to the airline as a condition of boarding. There is no particular format that this statement take, although we recommend that it be typed, clearly identify the minor, the anticipated travel, and the parental status of the statement's author. It must be signed and, as an extra precaution you may, but are not required to, have this statement notarized.

TRAFFIC TICKETS

You must resolve any outstanding traffic tickets before you deploy. How you resolve the ticket, whether by contacting an attorney, negotiating a plea to a lesser charge, showing up in court yourself, or by mailing in the required fine, is not the topic of this article. The point is that the worst possible course of action is to do nothing, which will result in transforming a small problem into a much larger one. Your failure either to mail in the fine (if authorized to do so) or to show up in court (or have your attorney show up in court for you) may result in the issuance of an arrest warrant. Further, the court will notify the DMV of your failure to appear and the DMV will suspend your driving privileges until such time as you take care of the old ticket –which may now be more expensive and time consuming- and take additional actions to get your driving privileges back. This suspension of your privilege to drive in North Carolina will take effect regardless of whether you have a North Carolina driver's license or whether you are licensed to drive in some other state. Furthermore, suspension of driving privileges is reported to other states. Driving while license is revoked or suspended (DWLR) is a criminal offense, the conviction of which will result in a one year suspension of driving privileges for the first offense and is punishable by a fine and imprisonment of up to 120 days.

IMMIGRATION

Naturalization. Many service members are not U.S. citizens, but would like to be. Those service members interested in becoming U.S. citizens are urged to begin the process, called naturalization, while at Camp Lejeune, where trained Legal Assistance Office personnel can assist. There appears to be a persistent myth that naturalization will be expedited if the process is begun while deployed. This is untrue. What is true, however, is that deployed personnel are likely to have less experience with immigration and naturalization than stateside personnel, increasing the chance of delays and mistakes. What is also true is that overseas processing may result in additional delay and problems. For example, mail can be an issue. Further, any criminal records must be provided to the Citizenship and Immigration Service (CIS) and such records will be very difficult to obtain while overseas. Sending CIS a naturalization application from overseas after having already sent in an application in CONUS won't expedite processing; this action is likely to bring all CIS processing of your petitions to a halt. The bottom line is that you should discuss naturalization with stateside legal assistance personnel prior to deploying.

Voting. Unlawful voting, or even unlawfully registering to vote, can jeopardize an immigrant's chances of attaining U.S. citizenship. Most U.S. elections at the federal, state

and local level require citizenship-not just legal permanent resident status-to vote. Unlawful voting may render an immigrant inadmissible and deportable. Thus, if you are not a U.S. citizen, do not register or vote unless you are certain that the election in which you are voting in is one that authorizes non-citizens to vote. Military leaders often encourage service members to vote, which is right and proper. But leaders should take care not to inadvertently encourage non-citizens to vote unlawfully. Those who, through ignorance of the requirements, have already registered unlawfully or voted unlawfully should contact the legal assistance immigration officer or immigration law professional for assistance. Do not wait until your citizenship interview to be confronted by evidence of unlawful voting; it may well be too late by then to take any corrective action. The naturalization application asks whether the applicant has ever voted or registered to vote in a federal, state, or local election. Responding to this question falsely is not the answer. Doing so is not only a crime; it places the applicant's chances of naturalization in doubt.

SERVICE MEMBER CIVIL RELIEF ACT The Servicemember Civil Relief Act (SCRA) [50 USC 3901 et seq] is a Federal law that provides a potpourri of protections for service members. Those protections that come up the most and have particular relevance for deploying service members are listed below.

Early lease termination. Ordinarily, tenants are obligated to pay rent through the entire residential lease term, whether they decide to leave before then or not. The landlord is required to take reasonable steps to re-rent the residence to another tenant, and is not entitled to double rent; i.e., payments from both the original and replacement tenant covering the same period. However, the landlord may not be able to re-rent the premises quickly, or at all. The SCRA [50 USC 3955] changes this situation by allowing service members the opportunity to terminate residential leases early without the requirement to pay through the entire lease term in any of the following situations:

- The lease was entered into prior to the service member's period of active duty service; or
- The lease was entered into after commencement of active duty service and the service member thereafter received permanent change of station (PCS) orders; or
- The lease was entered into after the commencement of active duty service and the service member thereafter received orders to deploy in excess of ninety days; or
- The service member tenant died while on active duty or National Guard Service and the decedent's spouse requests lease termination within one year of the death (SCRA 2018 amendment); or
- The tenant suffered a catastrophic injury or illness during a period of military service, while performing full time National Guard, active Guard and Reserve duty, or inactive duty training and the spouse of the ill or injured person makes a request for lease termination within one year of the illness or injury (SCRA 2019 amendment)

Qualifying for early lease termination also requires that you provide written notice to the landlord. This notice must contain a letter indicating your intention to terminate the lease on a particular date as well as a copy of your deployment or PCS orders. The SCRA

specifically says that a letter from your commanding officer attesting to your PCS or deployment is a sufficient substitute for the orders themselves.

Under the SCRA, the termination date—the date beyond which you have no obligation to pay rent—is thirty days after the date on which the next rental payment after notice is due. Example: Let’s say that your rent is due on the first of every month. If you give written notice on April 25th, then your obligation to pay rent continues through May 1st, (the date that rent is due), plus thirty days. Or, given another example, if you give notice on April 2nd, then your obligation to pay rent extends through May 1st (the date the next rent is due) plus 30 days. Thus, as you can see, the timing of the notice is critical; in the first example you are stuck with paying 31 days rent, in the second, nearly two months.

Most residential leases do not inform the tenant about military termination rights. Some leases contain so called “military clauses,” that misstate state law, misstate federal law, or neglect any mention of the SCRA, or both.

Your legal assistance officer can provide information, as well as sample termination letters for you and your commanding officer.

Stay of Civil Suits. [50 USC 3931 / 3932] People are sued all the time: for divorce, for child support, for damages caused in a traffic accident, for failing to pay a debt, for many different reasons. Ordinarily, if you do not show up in court for your hearing you lose, regardless of whether the case against you had any merit at all. The SCRA is designed to ensure that you don’t lose your case simply because your military duties prevent you from showing up for your civil case. However, you can’t just ignore your civil case; you must take certain actions to invoke the protections of the SCRA. Your legal assistance officer or deployed judge advocate can help. Upon receipt of a proper request, the court must “stay,” or delay, your case at least ninety days, with the discretion to grant lengthier days if the court determines that your military service materially affects your ability to appear and defend. A proper stay request includes the required letter from your commanding officer. This delay provision applies to all civil cases and even to agency hearings, but it does not apply to any criminal cases, including criminal traffic cases.

Interest Rate Caps. [50 USC 3937] Service members can reduce the interest on most pre-service debts, including student loans, to six percent if military service materially affects the debtor’s ability to pay. Thus, the interest on that car loan or credit card that you obtained prior to military service may be reduced. The SCRA provides that the rate reduction is effective not when you make the request; but retroactively to the date you entered military service. Further, you are not required to prove that military service adversely affects your ability to pay; the creditor is required either to reduce the rate or prove that military service has no adverse affect on ability to pay. Further, the SCRA provides that the excess interest is forgiven, not merely deferred. The creditor can not sock you with extra charges are make you may stored up interest when you leave military service. The interest rate cap provision is may be particularly important to those who just entered military service, such as you service members at initial training or mobilized

reservists. Your legal assistance officer can provide additional information and sample interest rate reduction letters.

Student Loans It used to be that government guaranteed student loans were not covered under the interest rate limitations of the SCRA; they were exempted from coverage by a different law. However, that exemption disappeared with the Higher Education Opportunity Act of 2008. Since then, student loans, including government guaranteed student loans, are covered under the SCRA.

Your request for interest rate reduction should tell the creditor what debt you wish to reduce, including the account number. You should also attach proof of your military service and the date you came on active duty, such as a copy of your enlistment contract. Significantly different rules apply concerning a federal student loan serviced by a private company, or a Federal Family Education Loans (FFEL), a type of loan issued by a private lender but guaranteed by the U.S. Department of Education. In these cases, the loan servicer's contract with the Department of Education requires the servicer to check the Department of Defense Manpower Database on a monthly basis to determine borrower eligibility for SCRA rate reduction. This automatic eligibility check does not apply to private student loans.

Repossession. The vast majority of repossessions of vehicles or other property occur without a court order. Typically, the consumer signs a contract agreeing to make monthly payments, and the contract says that the creditor can repossess the property if the payments are not made or the contract is otherwise violated. No courts or judges are involved. However, the SCRA [50 USC 3952] prohibits enforcement of pre-service contracts through non-judicial repossession. Thus, if you purchased a car prior to entering the armed forces, the creditor is required to obtain a court order before repossessing that car. This provision may be particularly important for new service members or reservists, those most likely to have purchased a vehicle prior to military service. Additionally, repossession of property located aboard an installation must comply with any applicable installation rules. For example, repossession of property aboard Camp Lejeune can only be effected with the debtor's written consent or, absent consent, pursuant to court order. See BO 5370.4H for details.

Mortgage. The vast majority of foreclosure actions are heard by a court clerk rather than a judge. Typically, the proceedings will be fairly quick, with the clerk going down a short checklist to ensure that the plaintiff/ lender has met all the requirements, e.g., (a) has the defendant received proper notice of the hearing? (b) do the mortgage documents list a power of sale; i.e., a right to foreclose? (c) Is the borrower in default? However, the SCRA [50 USC 3953] prohibits non-judicial repossession to enforce a pre-service mortgage. In such cases, repossession must go through a court and be heard by a judge. This provision may be particularly important for junior troops or reservists, those most likely to have purchased a home prior to military service.

Cell Phone, Cable TV, and Internet Service Suspension The Service Member Civil Relief Act (SCRA), at section 50 USC 3956, enacted 10 October 2008, and then amended

in 2010 and 2018, *requires* providers of cell phone service, “multichannel video programming.” i.e., cable TV, and internet service to terminate the service contract, without any early termination charge, on demand by any service member who receives orders to relocate for 90 days or more to a location “that does not support the contract.” That term is not specifically defined in the statute. Presumably, the term encompasses locations at which the service is not available, or for which the costs is significantly increased. The contracts of family members who also relocate can be terminated. Termination of the contract is effected by delivery of written or electronic notice to the service provider together with a copy of military orders. Any service provider owned equipment, for example, internet modems, must be returned to the provider within ten days of the date service is disconnected. A service member who terminates his contract in this manner has the option of resuming his service (and retaining the same phone number in the case of cell phone service) if he re-subscribes within 90 days after the relocation ends. If the service member re-subscribes, the wireless provider cannot charge any penalty, but may charge its normal fee for installation.

Even before the passage of this new section of the SCRA, many wireless providers were perfectly willing to suspend cell phone service during a deployment. Typically, the service member made the request by phone and the service was shut off within minutes of the call. However, there were recurring problems when the employees who turned off the service neglected to make the necessary changes to the billing codes. Thus, the wireless companies provided no service but continued to bill the customer. Service members found that, upon return from deployment, the wireless provider had referred the account to a collections agent who had no interest whatsoever in anything except collecting money from the service member and had no authority to make the necessary changes to your account. In other words, the left hand of the company (billing) didn't know what the right hand (suspending / terminating service) had done.

To prevent this problem, get the wireless provider's word in writing that the service and the billing will be terminated and that there will be no early termination charge. Have the wireless provider make a note in their electronic records as well. Call up the wireless provider a second time prior to deployment and ask the status of your account; make sure there is no billing. Have them read the notation to you. In addition, expect to pay promptly all existing charges on your account. Make sure to account for any partial months. For example, if you ask on April 10th the balance owed on your account, you may be provided with the balance as of the end of the last billing cycle March 31st. Make sure to pay off any amounts accruing during April as well.

ACTIVE DUTY FRAUD ALERTS

The Fair Credit Reporting Act (FCRA, 15 USC 1681, at 1681c-1) provides three circumstances under which a consumer can issue a fraud alert. Once an alert is initiated with a Credit Reporting Agency (CRA), that agency must notify the other CRAs of the alert. Further, the CRA must indicate to users of the credit report that a fraud alert has been made. Most importantly, the prospective lender or other user of the report must use “reasonable policies and procedures” to verify the identity of the borrower before issuing

a loan (with the exception of open ended credit such as credit cards). Consumers, upon providing appropriate verification of identity, can terminate the fraud alert early. Each of the three national CRAs authorizes the establishment of an active duty fraud alert on line, over the phone, or by mail. There is no cost to initiate or remove an active duty fraud alert.

An initial fraud alert can be initiated by any consumer with a good faith suspicion that he has been or is about to be the victim of some fraud related crime. In 2018, the FCRA was amended to expand the duration of the initial fraud alert from 90 days to one year. An extended, seven year, fraud alert may be initiated by submitting an identity theft report to the CRA. Finally, an active duty service member can initiate a 1 year fraud alert regardless of whether that SM has been victimized.

If the service member provides a telephone number for identity verification purposes, the lender must contact the consumer “using that telephone number or take reasonable steps to verify the consumer’s identity and confirm that the credit application for a new credit plan is not the result of identity theft.” The Consumer Finance Protection Bureau (CFPB) has received hundreds of complaints from deployed SMs of damage to their credit due to identity theft or other misuse of their accounts, but reports that few service members ever initiate a fraud alert.

DEPLOYED CREDIT MONITORING

Since October 31, 2019, active duty military service members serving away from their usual duty station, as well as members of the National Guard regardless of where they are serving, are eligible for *free* credit monitoring (not just free credit reports) from Experian, TransUnion, and Equifax.

In 2018, President Trump signed into law the Economic Growth, Regulatory Relief, and Consumer Protection Act. One of the provisions of this law amended the Fair Credit Reporting Act (15 U.S.C. 1681) by requiring national credit reporting agencies (NCRAs) to provide free credit monitoring to certain service members and to members of the National Guard. The Act directed the Federal Trade Commission (FTC) to enact a regulation defining certain terms, clarifying the requirement, and generally implementing the statute. On July 31, 2019, the FTC promulgated its final rule (16 C.F.R. 609), requiring compliance by October 31, 2019.

Once they sign up, a covered consumer gets two years of free credit monitoring, a service that otherwise cost around \$30 per month. After two years, the NCRA may require the consumer to recertify covered status. The NCRA is required to notify the covered consumer of “material additions or modifications” to the credit report, such as a notice of bankruptcy, foreclosure, or payment over 30 days late. The NCRA is also required to notify the covered consumer of new accounts opened in the consumer’s name. Thus, the credit monitoring service can help in the timely identification of problems, including identity theft. The NCRAs post instructions for signing up on their web sites.

ILLINOIS LINE OF DUTY COMPENSATION ACT

In accordance with the Illinois Line of Duty Compensation Act [820 ILCS 315/1 et seq] the state of Illinois may pay over three hundred thousand dollars to the survivors of an Illinois resident who dies in the line of duty, including military service members. The death benefit goes to the service member's designated beneficiary and the legal assistance office has the appropriate form to make such beneficiary election. If the service member fails to make an election or the designated beneficiary dies before the service member, the benefit will be paid to beneficiaries designated on the service member's most recent SGLI designation form. If there is no SGLI designation for some reason, then the benefit is paid in accordance with the will. If there is no Illinois LODCA beneficiary designated, there is no SGLI designation, and no will, then the benefit is paid to various relatives in accordance with the LODCA distributive scheme. Furthermore, any claim for benefits must be timely made. In order to ensure proper beneficiary election and prompt claims and payment, the legal assistance office urges Illinois service members are urged to use the appropriate forms to make the beneficiary designation and to provide those election forms, as well as the claim form, to the designated beneficiary.

LAST WILL AND TESTAMENT

Service members and their spouses are urged to have a will prepared and to do so well in advance of any deployment, before the rush. Wills are particularly important for those who are married, who are pending divorce, who have children, who desire to give specific bequests (specific items of property to go to specified beneficiaries), whose estate (including life insurance proceeds) is so large that the United States and / or the relevant state will impose a death tax, who desire to give life insurance or other property to a minor, or who desire a testamentary trust. A will is less important for those who are single, have no children, and who are content to have their estate divided equally between their parents, which is what the law will typically direct when such a person dies without a will.

ADVANCE MEDICAL DIRECTIVES.

Living Will. What happens if you are injured so badly that you are in a persistent vegetative state, with no reasonable possibility of ever recovering? In such circumstances, there may be squabbling among your loved ones, and among the doctors, about whether to continue extraordinary measures to keep you alive artificially. In some cases, these squabbles may even wind up in court; it is even possible that you will remain in this extraordinary condition for several years. Should you choose to do so, you can avoid needless litigation and save loved ones or others from having to make this agonizing life or death decision by providing written instructions ahead of time, through your living will. In addition, your living will can address such matters as organ donation, artificial feeding and hydration, and medical care for the purpose of avoiding pain and discomfort.

Health Care Power of Attorney. In your health care power of attorney, you designate a trusted agent to make health care decisions on your behalf if you become so injured or incapacitated that you can not make or communicate health care decisions yourself. This agent will have the authority to decide for you amongst different treatment options and is given access to your medical records. The agent can also be given authority to make end of life decisions in the event that you are rendered in a permanent vegetative state. The health care power of attorney can also address issues such as organ donation or a desire to die at home rather than at a medical facility.

POWERS OF ATTORNEY

General and Special POAs. A power of attorney (POA) is a document wherein you identify some other person to handle your personal and business affairs on your behalf in the event you can not do so. You may limit your agent's authority to execute only certain specified transactions, such as registering a vehicle, selling a house, accepting a shipment of household goods, or signing your tax return. These special POAs are more likely to be accepted by third parties because they specifically identify the transaction they are being used for and it is clear that the POA maker wanted it to be used for the designated purpose. Further the special POA has less potential for mischief; the agent can take only those actions listed and no others. The general POA provides a broad range of authority and can therefore better able address issues that might or might not arise. It is at once a more flexible and powerful document, and also more dangerous in the hands of an incompetent or untrustworthy agent. You have the option of obtaining a general POA that takes effect immediately when you sign it, or a "springing" POA, one that takes effect only if you become incapacitated.

Base Housing and POAs . Most of Camp Lejeune's family housing is run by a private corporation. If you anticipate dependents moving in to Base housing during your deployment, you should execute a power of attorney authorizing your spouse to sign the lease on your behalf and to take the necessary actions to ensure that rent is paid directly from your paycheck. If you obtain a general POA, make sure that it contains two paragraphs, in boldface print, concerning these items. Or, you can obtain a special POA for this purpose.

Guardianship POAs. A guardianship POA is typically executed by a parent to authorize some other person to take care of a child and obtain emergency medical treatment as necessary during the parent's temporary absence. For example, such a POA might be used when dropping off a child with grandparents for a weekend. With one parent deployed, the other remaining parent may wish to have such a document available in the event s/he can not care for a child temporarily.

POA Revocation. POAs, especially general POAs, are powerful, useful documents, and very dangerous in the hands of an unworthy agent. Further, effective revocation of a POA; that is, firing your agent, can be extremely difficult. Always give careful thought to

the decision about whether and what type of POA to obtain. Marines who want general POAs merely to allow some other person to “pay my bills” may wish to reconsider, or at least seek advice through legal counsel and/or the chain of command.

FAMILY CARE PLANS.

Per Department of Defense Instruction 1342.19 and Marine Corps Order 1740.13B, Marines with dependents must have a family care plan; a plan to take care of those dependents in absence of the service member. The above mentioned Marine Corps order provides a checklist of family care plan items; allowing the caregiver access to medical care, sufficient funds, records, day care, etc. A guardianship power of attorney to care for minor children is often an important part of a family care plan.

UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

USERRA, the Uniformed Services Employment and Reemployment Rights Act (38 USC 4301 et seq, implementing regulation 20 CFR 1002.1 et seq) is a Federal law protects the jobs and job related benefits of workers who leave their employment to serve in the armed forces. In general, service members who are absent from a civilian job for five years or less as a result of military service are entitled to reinstatement in his/her old job as well as many job related benefits to the same extent as if s/he had never left. In order to obtain USERRA benefits, the employee, before departing his old job, must give reasonable advance notice of intent to perform military service, unless military necessity prevents giving such notice. In addition, employees gone in excess of 180 days due to military service must report back and / or reapply with their old employer within 90 days of completing that military service. Employees with 31-180 days military service must reapply / report back within 14 days. Those employees absent for 30 days or less must report to the next work shift following safe travel time and eight hours of rest. Additional information concerning USERRA as well as contacts for assistance can be found on line at <http://www.esgr.org>

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