



**STATE OF OKLAHOMA
OFFICE OF PERSONNEL MANAGEMENT**

"Serving Equal Opportunity Employers"

OPM 05-10

DATE: February 18, 2005

TO: All Appointing Authorities

FROM: Oscar B. Jackson, Jr., IPMA-CP
Administrator and Cabinet Secretary of Human Resources and Administration

A handwritten signature in black ink, appearing to read "Oscar B. Jackson, Jr.", positioned above the "FROM:" line.

RE: Employment Issues Concerning Members of the Uniformed Services

The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), (Title 38 U.S. Code, Chapter 43, Sections 4301-4333), together with Title 44, Section 209, and Title 72, Section 48 of the Oklahoma Statutes, significantly strengthen and expand the employment and reemployment rights of all uniformed service members. A recent audio conference sponsored by the International Public Management Association for Human Resources (IPMA-HR) and hosted by the Office of Personnel Management highlighted some resources for assisting employers in administering these laws, which we would like to pass on to you:

- The Employer Support of the Guard and Reserve (ESGR) is a national organization that has as one of its objectives the resolution of employer and employee problems associated with National Guard and Reserve membership, training or duty requirements. ESGR's website, www.esgr.org, is an excellent resource for questions and answers regarding USERRA and the employment and reemployment rights of Guard and Reserve members. The organization may be reached by telephone at **1-800-336-4590**.
- The Reserve Officers Association (ROA) website, www.roa.org, provides an archive of legal articles that cover specific situations. The archive is entitled **ROA Law Reviews** and can be accessed under the **Legislative Affairs** tab on the ROA website.
- In addition to these resources, you may wish to consult OPM All Appointing Authority Memorandum 03-17, dated April 23, 2003, which may be accessed on OPM's website, www.opm.state.ok.us. This memorandum provides information in a question-and-answer format relating to military leave and payment of the military pay differential (difference between an employee's state pay and military pay).

If you have additional questions about these issues, please feel free to contact Tom Patt, OPM Director of Compensation and Workforce Planning, at (405) 522-0422, or by e-mail at tom.patt@opm.state.ok.us.

"We serve the people of Oklahoma by delivering reliable and innovative human resource services to our partner agencies to achieve their missions."