

MAINE STATE LEGISLATURE

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126th MAINE LEGISLATURE

SECOND REGULAR SESSION-2014

Legislative Document

No. 1775

H.P. 1273

House of Representatives, February 13, 2014

**An Act To Assist Military Service Members with Access to the
Federal Uniformed Services Employment and Reemployment Rights
Act of 1994**

Approved for introduction by a majority of the Legislative Council pursuant to Joint Rule 203.

Reference to the Committee on Veterans and Legal Affairs suggested and ordered printed.

Millicent M. MacFarland
MILLICENT M. MacFARLAND
Clerk

Presented by Representative McCABE of Skowhegan.
Cosponsored by Senator TUTTLE of York and
Representatives: DEVIN of Newcastle, GATTINE of Westbrook, GILBERT of Jay,
GRAHAM of North Yarmouth, JONES of Freedom, KORNFIELD of Bangor, LONGSTAFF
of Waterville, LUCHINI of Ellsworth, NADEAU of Winslow, PEOPLES of Westbrook,
SAUCIER of Presque Isle, SCHNECK of Bangor, WERTS of Auburn, Senators: President
ALFOND of Cumberland, BOYLE of Cumberland, CAIN of Penobscot, CRAVEN of
Androscoggin, DUTREMBLE of York, GERZOFISKY of Cumberland, GRATWICK of
Penobscot, HILL of York, JACKSON of Aroostook, JOHNSON of Lincoln, LACHOWICZ of
Kennebec, MAZUREK of Knox, MILLETT of Cumberland, PATRICK of Oxford,
VALENTINO of York, VITELLI of Sagadahoc, WOODBURY of Cumberland.

1 **Be it enacted by the People of the State of Maine as follows:**

2 **Sec. 1. 37-B MRSA §515** is enacted to read:

3 **§515. Notification regarding department's federal Uniformed Services Employment**
4 **and Reemployment Rights Act of 1994 website**

5 The director shall notify military service members about the resources available on
6 the department's federal Uniformed Services Employment and Reemployment Rights Act
7 of 1994 website prior to their deployment and upon their return from deployment.

8 **Sec. 2. Creation of website.** The Department of Defense, Veterans and
9 Emergency Management, Bureau of Maine Veterans' Services shall create a website that
10 provides information to military service members about the federal Uniformed Services
11 Employment and Reemployment Rights Act of 1994, referred to in this Act as
12 "USERRA." The website must include, at a minimum, the following:

- 13 1. A list of the major protections provided by USERRA;
- 14 2. A link to the text of USERRA;
- 15 3. The requirements that a returning military service member must meet to be
16 eligible for reemployment protection pursuant to USERRA;
- 17 4. Links to websites from which military service members can get assistance for
18 potential employment discrimination claims;
- 19 5. Links to necessary forms and contact information for filing a complaint related to
20 employment discrimination;
- 21 6. Information about any state laws that are based on USERRA; and
- 22 7. Answers to frequently asked questions about USERRA and the process for filing a
23 complaint.

24 **SUMMARY**

25 This bill directs the Department of Defense, Veterans and Emergency Management,
26 Bureau of Maine Veterans' Services to establish a website that provides information to
27 military service members about the federal Uniformed Services Employment and
28 Reemployment Rights Act of 1994. The bill also requires the Director of the Bureau of
29 Maine Veterans' Services to inform military service members about the website prior to
30 and upon return from their deployment.