

OFFICE OF LEGISLATIVE RESEARCH
PUBLIC ACT SUMMARY



PA 13-49—SB 835

Veterans' Affairs Committee

Labor and Public Employees Committee

AN ACT CONCERNING MILITARY LEAVE FROM EMPLOYMENT

SUMMARY: This act (1) extends employment protections currently afforded to employees who are U.S. Armed Forces reservists or National Guard members to all members of the state's armed forces who take time off from their employment to perform ordered military duty and (2) expands the type of protected duty from meetings and drills to all ordered military duty. Workplace protections include (1) being permitted a leave of absence when the member is ordered to military duty, including meetings and drills, during regular working hours, and (2) protection from loss of vacation or holiday privileges, or prejudice in promotions, continuances, or reappointments due to absences. In general, federal law similarly protects U.S. military members performing federal duty (see BACKGROUND).

The act's protections cover employees serving in (1) Connecticut's organized militia, National Guard, naval militia, or Marine Corps branch of the naval militia or (2) any reserve component of the U.S. Army, Navy, Marine Corps, Coast Guard, or Air Force, including the Connecticut National Guard performing duty under U.S. Code Title 32 (e.g., certain Homeland Security missions). Under prior law, these protections covered only U.S. Armed Forces reservists and National Guard members.

EFFECTIVE DATE: October 1, 2013

BACKGROUND

Uniform Services Employment and Reemployment Rights Act (USERRA)

The federal USERRA bars employers from discriminating against employees who serve in the U.S. Armed Forces. Generally, it protects these employees' jobs and prevents absences from prejudicing an employee's workplace advancement.

OLR Tracking: DL:RP:PF:RO