

Larkin	Federal - Leave Highlights
What is the Update?	<p>The Uniformed Services Employment and Reemployment Rights Act (USERRA) is a federal leave law, which provides unpaid job protected leave for employees to serve in the US uniformed services (for up to 5 cumulative years of leave).</p> <p>USERRA has been amended by the Civilian Reservist Emergency Workforce (CREW) Act, signed by President Biden in September 2022. This Act will affect USERRA to now include Federal Emergency Management Agency (FEMA) reservists to be afforded rights under USERRA, when these reservists may be deployed to disasters or emergencies on behalf of FEMA. Previously, USERRA had covered employees participating in the US uniformed services, such as the Army or Air Force, so the CREW Act essentially expands the definition of covered employees.</p> <p>Update (05/08/23): There is a new version of the "Employee Rights and Responsibilities Under the Family Medical Leave Act" poster. Please locate our "Notice Requirements" section below to find the updated poster.</p>
Handbook/Policy Updates	N/A
Notice Requirements	Download the revised "Employee Rights and Responsibilities Under the Family Medical Leave Act" poster . As a note, the April 2016 and February 2013 versions of this poster still fulfill the posting requirement.
Larkin Action	The Larkin Company will consider any law changes carefully, and update our internal resources and processes, as well as our employee leave information packets, if necessary.
Further Company Considerations	N/A
Resources	U.S. DOL Website - USERRA Reservists Employment and Reemployment FAQs

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