



An employee publication of the
Texas Department of Criminal Justice

January/February 2016

Volume 23 Issue 3

Policies and Benefits

TDCJ reaffirms commitment to USERRA job protection for veterans

The Texas Department of Criminal Justice continued its long history of supporting U.S. service veterans by joining a proclamation in support of the Uniformed Services Employment and Re-employment Rights Act of 1994, commonly known as USERRA. USERRA protects the civilian employment of non-full-time U.S. military personnel who are called to active duty, and applies to all uniformed services and their reserve components.

USERRA guarantees that employees who leave their employer for military service can, if they resume employment within five years, return to their same career path as if they had continuously kept their job. For example, if a CO III leaves TDCJ and serves five years in the armed forces, they can return to work and be reinstated as if they never left. In this instance, the officer would be reinstated as a CO V credited with an additional five years of state service.

PD-76, Employment and Reemployment of Members of the Uniformed Services, describes in detail the rights employees and applicants who are or were members of the uniformed services are entitled to when employed with TDCJ, to include USERRA guarantees as well as the additional rights



TDCJ Human Resources Division Director Patty Garcia (left) and Ombudsman for Employer Support of the Guard and Reserve George Nami hold the signed proclamation reflecting TDCJ's continued commitment to employment rights for military veterans.

provided by state law or agency policy. For example, employees earn monthly vacation and sick leave for each calendar month of Military Emergency Leave or Military Leave. The leave is credited to leave balances when the employee returns to active state employment. An employee in a military leave status is also credited with the months of state service for the period of time he or she was in the leave status. Additionally, when an employee who is in a military leave status applies for another position within TDCJ, the leave period is counted as job-related experience for the purpose of conducting minimum

qualifications screening, document screening or selecting a final applicant.

In December, TDCJ Human Resources Director Patty Garcia joined the Ombudsman for Employer Support of The Guard and Reserve George Nami to sign a proclamation reaffirming TDCJ's commitment to protecting the employment rights of veterans and providing them the benefits they have earned by their service to our nation. A copy of this proclamation will be posted on your HR bulletin board. ●