



POLICIES THAT GO “ABOVE AND BEYOND” USERRA

The USERRA law establishes minimum requirements regarding the treatment of employees who are members of the Guard and Reserve, but many organizations go beyond the law in support of their employees.

Some examples of “Above and Beyond” policies are:

- Pay differential—difference between military pay and civilian pay
- Maintain benefits during military member’s deployment
- Contribute to employee’s 401K during military duty
- Involve employee’s family in company events
- Send care packages to military members
- Include articles and pictures of military member in company newsletter during deployment/military duty
- Additional time off to prepare for deployment or extended military duty
- Helping with household chores (lawn-mowing, snow-blowing, etc.)
- Maintaining vacation accrual while on military duty
- Willing to allow for extra time off prior to returning to work (aside from USERRA requirements)
- Maintained company raises and gave extra vacation
- Arranged special gatherings in recognition of military service: prior to departing for active duty, while home on R&R, and after returning to work
- Purchased laptop computer for military member to take with during military duty to correspond with family
- Kept gifts given for employee appreciation while member was deployed and gave upon return
- Recommended for promotion and held position until military member returned from deployment.

