

River Valley Child Development Services

Military Service Policy

Effective: September 1, 2013

River Valley Child Development Services, hereinafter referred to as RVCDS, complies with the Uniformed Services Employment and Reemployment Rights Act (USERRA) of 1994 (38USC) which prohibits employers from discriminating against any employee or prospective employee because of past, present or future application for, or membership in, a uniformed service.

Employees will be reemployed in their civilian job within RVCDS if they leave that job to perform service in the uniformed service as long as the following criteria are met:

- Employee ensures RVCDS receives advance written or verbal notice of service.
- Employee has five years or less of cumulative service in the uniformed services while with RVCDS.
- Employee returns to work or applies for reemployment in a timely manner after conclusion of uniformed service.
- Employee has not been separated from service with a disqualifying discharge or under other than honorable conditions.

If the above criteria are met, RVCDS will reinstate employee to the job, or comparable job and benefits he/she would have attained had he/she not been absent due to military service.

During his/her absence, employee may elect to continue existing employer-based health coverage for up to 24 months while in the military. If employee does not elect to continue coverage during absence, he/she has the right to be reinstated to health care plan upon returning to work.