



DEPARTMENTS OF THE ARMY AND THE AIR FORCE
 NATIONAL GUARD BUREAU
 ADJUTANT GENERAL OF KANSAS
 2800 SW TOPEKA BOULEVARD
 TOPEKA KS 66611-1287



OFC SYMBOL

DATE

MEMORANDUM FOR RECORD

SUBJECT: **OPTIONAL** Supplemental Resignation and Waiver of Re-employment rights

I understand that under the Uniformed Services Employment and Re-employment Rights Act (USERRA) I have rights and benefits, including but not limited to, those listed below.

1. The right to be re-employed in the position in which I would have been if not for the interruption caused by my military service, or to be employed in a position of like seniority, status and pay, of which I am qualified to perform;
2. The right to be re-employed in a similar position for which I that I am qualified to perform, after reasonable efforts by the employer to accommodate any disability incurred in, or aggravated during, my military service;
3. The right to other benefits and entitlements determined by seniority that I would have attained had I remained continuously employed;
4. The right to be treated as not having incurred a break in service with my employer for the purpose of pension benefits, and the right to employer contributions in the same manner and to the same extent contributions were made for similarly-situated employees in my absence;
5. The right to assistance from the Veterans' Employment and Training Service in asserting and enforcing these rights;

I am entitled to these rights if my cumulative length of absence for military service does not exceed five years, or my length of absence for recovery for injury or illness during my period of military service does not exceed two years.

I UNDERSTAND THIS WAIVER IS **VOLUNTARY AND OPTIONAL** AND I CANNOT BE REQUIRED OR ENCOURAGED IN ANY WAY TO WAIVE THESE RIGHTS.

BY SIGNING, I AM GIVING UP MY MILITARY RE-EMPLOYMENT RIGHTS.

NAME (PRINT)

SIGNATURE/DATE

