

REVENUE: No revenue impact

FISCAL: No fiscal impact

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<b>Action:</b>	Do Pass
<b>Vote:</b>	6 - 0 - 0
<b>Yeas:</b>	Boone, Huffman, Matthews, Parrish, Esquivel, Witt
<b>Nays:</b>	0
<b>Exc.:</b>	0
<b>Prepared By:</b>	Jill Petty, Administrator
<b>Meeting Dates:</b>	2/15, 3/1

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**WHAT THE MEASURE DOES:** Broadens definition of “uniformed service” for employment protection to match the federal definition. Adds initial active duty for training as type of military leave for which public employee may take leave of absence. Declares emergency, effective on passage.

**ISSUES DISCUSSED:**

- Aligning state law definition of uniformed service with federal law
- Allows state law employee two weeks paid leave for initial active duty training

**EFFECT OF COMMITTEE AMENDMENT:** No amendment.

**BACKGROUND:** The 2009 Legislature passed House Bill 3256 to provide a state law prohibiting employment discrimination against a service member for fulfilling their service obligation. House Bill 3256 gave service members the option to pursue a state court remedy for employment discrimination instead of the federal remedy provided for by the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA). This measure is intended to clarify and broaden the definition of “uniformed service” under House Bill 3256 to include all service members covered by USERRA.