

# **WHAT THE HECK HAPPENED!?!**

## **An Employment Law Update**

***Scott Warrick, JD, MLHR, SPHR***

*Human Resource Consulting, Employment Law & Training Services*

(614) 367-0842: Office

(614) 738-8317: Cell

[www.scottwarrick.com](http://www.scottwarrick.com)

## **NEW POSTING REQUIREMENT: Veterans Benefits Improvement Act (VBIA) of 2004**

U.S. Secretary of Labor Elaine L. Chao announced that a notice in poster format explaining the rights of employees under the Uniformed Services Employment and Reemployment Rights Act (USERRA) is now available for employers to download from the Department of Labor (DOL) Web site.

The USERRA/VBIA poster is now available at

[http://www.dol.gov/vets/programs/userra/USERRA\\_Private.pdf](http://www.dol.gov/vets/programs/userra/USERRA_Private.pdf)

Employers can obtain detailed information about USERRA by calling 1-866-4-USA-DOL or by visiting [www.dol.gov/vets/programs/userra/](http://www.dol.gov/vets/programs/userra/).

### **OTHER FEDERAL POSTINGS:**

<http://www.dol.gov/elaws/posters.htm>; <http://www.dol.gov/elaws/asp/posters/>

### **POSTINGS: STATE (OHIO)**

<http://www.ohio.gov/das/dhr/laborlawposters.html>