

LAW REVIEW¹ 26068

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Attorneys and Judge Advocates! The Definitive Reference on USERRA.

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1.0—USERRA generally

The USERRA Manual: Uniformed Services Employment and Reemployment Rights.

By Kathryn Piscitelli and Edward Still, published by Thomson Reuters.

¹ I invite the reader's attention to [Law Center | ROA](#). You will find more than 2,300 "Law Review" articles about the Uniformed Services Employment and Reemployment Rights Act (USERRA), the Servicemembers Civil Relief Act (SCRA), the Uniformed and Overseas Citizens Absentee Voting Act (UOCAVA), the Uniformed Services Former Spouses' Protection Act (USFSPA), the title 38 chapters that provide for veterans' benefits administered by the Department of Veterans Affairs (VA), and other laws that are especially pertinent to those who serve our country in uniform. You will also find a detailed Subject Index, to facilitate finding articles about specific topics. The Reserve Officers Association, now doing business as the Reserve Organization of America (ROA), initiated this column in 1997. I am the author of more than 90% of the articles, but we are always looking for "other than Sam" articles by other lawyers.

² BA 1973 Northwestern University, JD (law degree) 1976 University of Houston, LLM (advanced law degree) 1980 Georgetown University. I served in the Navy and Navy Reserve as a Judge Advocate General's Corps officer and retired in 2007. I am a life member of ROA. I have dealt with USERRA and the Veterans' Reemployment Rights Act (VRRRA—the 1940 version of the federal reemployment statute) for 44 years. I developed the interest and expertise in this law during the decade (1982-92) that I worked for the United States Department of Labor (DOL) as an attorney. Together with one other DOL attorney (Susan M. Webman), I largely drafted the proposed VRRRA rewrite that President George H.W. Bush presented to Congress, as his proposal, in February 1991. On 10/13/1994, President Bill Clinton signed into law USERRA, Public Law 103-353, 108 Stat. 3162. The version of USERRA that President Clinton signed in 1994 was 85% the same as the Webman-Wright draft. USERRA is codified in title 38 of the United States Code at sections 4301 through 4335 (38 U.S.C. §§ 4301-35). I have also dealt with the VRRRA and USERRA as a judge advocate in the Navy and Navy Reserve, as an attorney for the Department of Defense (DOD) organization called Employer Support of the Guard and Reserve (ESGR), as an attorney for the United States Office of Special Counsel (OSC), as an attorney in private practice, and as the Director of the Service Members Law Center (SMLC), as a full-time employee of ROA, for six years (2009-15). Please see Law Review 15052 (June 2015), concerning the accomplishments of the SMLC. My paid employment with ROA ended 5/31/2015, but I have continued the work of the SMLC as a volunteer. As of 5/1/2026, I have come out of retirement and have affiliated with Maher Legal Services in an "of counsel" role. You can reach me by e-mail at samuel@maherlegalservices.com or by telephone at (708) 468-8155.

This is the definitive reference book on the Uniformed Services Employment and Reemployment Rights Act (USERRA). The authors are Kathryn Piscitelli and Edward Still, two distinguished attorneys with considerable experience representing service members and veterans in employment cases.

The 2026 edition was published recently, and this is the 19th annual edition—the book was first published in 2008. The book is updated annually with a replacement volume, rather than a “pocket part” supplement. While somewhat wasteful of paper, this practice makes the book much easier to use.

Each year, the book gets thicker. The 2026 edition has 1635 pages, plus another 103 pages of indexes, tables, a preface, and a dedication. The 2025 edition had 1597 pages plus another 98 pages of indexes, tables, etc. The book includes a detailed and well-conceived Table of Contents, facilitating the finding of discussion and authority on very specific legal topics. The most helpful Appendices include the text and legislative history of USERRA and the antecedent reemployment statutes, the USERRA regulations adopted by the Department of Labor and other agencies, the text of related federal and state laws and regulations, sample complaints, answers, discovery, voir dire, jury instructions, verdict forms, post-trial motions, and other useful information.

If you are an attorney advising and representing service members and veterans concerning their USERRA rights, or advising and representing employers about their USERRA responsibilities, you need to obtain and use this most valuable book. It is not cheap, but it is definitely worth the price.

To order the book, please use this link:

<https://bit.ly/4huNZzi>.

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Our roots run deep. On October 2, 1922, veterans of the Great War gathered at Washington's historic Willard Hotel — at the invitation of General of the Armies John J. Pershing — to build something lasting. One of the junior officers in that room was Captain Harry S. Truman, who, as President, signed ROA's congressional charter in 1950. That charter gives us a clear mission: advocate for policies that ensure adequate national security. For more than a century, we've made the case that America's Reserve Components and National Guard are among the most cost-effective pillars of our national defense.

Beyond this library of legal resources, ROA files amicus curiae ("friend of the court") briefs in the Supreme Court and other courts and actively educates service members, military spouses, attorneys, employers, legislators, and others about the legal rights of those who serve — and how to enforce them. We provide this information to all service members, regardless of membership. But it's ROA members — through their dues and contributions — who make it possible.

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If you are not eligible for membership but believe in this mission, your financial contribution directly funds this resource and the advocacy work that protects those who serve. Donations may be mailed to:

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