

# CELLY SERVICES, INC.

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Environmental, Health and Safety Services

## Veterans Benefits Improvement Act of 2004

**March 10, 2005**

President Bush signed Veterans Benefit Improvement Act of 2004 on December 10, 2004 that provides educational, housing and other benefits for veterans. The law amends Uniformed Services Employment & Reemployment Act (USERRA) of 1994. Also, this new law requires all employers to post on their notice board notice regarding their rights under USERRA. Briefly, the requirements are as follows:

- Poster on Employee Notice Board: Poster needs to be posted on the employee notice board as of March 10, 2005. This poster is enclosed and can be posted on your notice board where notices to employees are customarily posted. It is also available at [www.dol.gov/vets/programs/userra/poster.pdf](http://www.dol.gov/vets/programs/userra/poster.pdf) .
- Health Insurance Coverage: Employees and their dependents are eligible for COBRA like coverage when on a military service related leave of absence. The period of coverage, earlier was 18 months, has been extended to 24 months. Details of the premiums employers can charge employees during their leave of absence can be discussed with your labor law counsel.

The article was authored by Sam Celly of Celly Services, Inc. Sam has been helping automobile dealers comply with EPA & OSHA regulations in California, Nevada, Arizona, Hawaii & Idaho since 1987. Sam received his BS & MS in Chemical Engineering followed by a JD from Southwestern University. Sam is a Certified Safety Professional & a Registered Environmental Assessor (CA). Your comments/questions are always welcome. Please send them to [sam@cellyservices.com](mailto:sam@cellyservices.com).