

## **USERRA CLE ON 10 NOVEMBER**

### **Discussion Points**

- 1. What is the escalator principle? How does the escalator principle apply in a non-union situation?**
- 2. What if there is no vacant position available when the returning veteran is ready to return to work?**
- 3. What are the obligations of the employer to the veteran returning with a serious service-connected disability?**
- 4. How does USERRA apply to the “hiring hall” situation?**
- 5. How does USERRA apply to the “joint employer” situation?**
- 6. What are the obligations of the employer and the pension plan administrator with respect to pension credit for military service time? Defined benefit plan—defined contribution plan.**
- 7. What is the difference between a section 4311 case (discrimination) and a section 4312 case (reinstatement)?**