

EEOC Provides Practical Information for Employers and Severely Injured Veterans

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– The U.S. Equal Employment Opportunity Commission (EEOC) issued two new guides on Tuesday that provide technical assistance for employers and veterans on workplace issues affecting veterans with service-connected disabilities. The new guide for employers explains how protections for veterans with service-connected disabilities differ under the American Disabilities Act (ADA) and the Uniformed Services Employment and Re-employment Rights Act (USERRA). The document further describes how the ADA in particular applies to recruiting, hiring, and accommodating veterans with service-connected disabilities. The second publication answers questions that veterans themselves may have about the protections they are entitled to when they seek to return to their former jobs or look to find their first civilian job after service. “As a service-disabled veteran myself, I understand the uncertainties that veterans face when they leave the service or come home from deployment. These guides offer a worthy resource for the best transition home possible,” said Greg T. Rinckey, a former Army JAG attorney and current Managing Partner of Tully Rinckey PLLC. “The guide for employers is even more crucial. Since 2003, countless companies have violated the rules laid out in USERRA. It is vital that employers and human resources officials understand how to handle leave time for the patriotic men and women deployed among their staff.” Rinckey is a leading attorney in the field of federal employment litigation. With two partners who are service-disabled veterans, Tully Rinckey PLLC has a strong connection to veterans’ rights. The firm is one of the few in the country dedicated to the protection and preservation of the rights of veterans and reservists. “With thousands of veterans returning home with disabilities as a result of their dedicated service in Iraq and Afghanistan, employers need to take notice of the workplace rights of our nation’s wounded warriors and respect their responsibilities under federal law,” said Rinckey.