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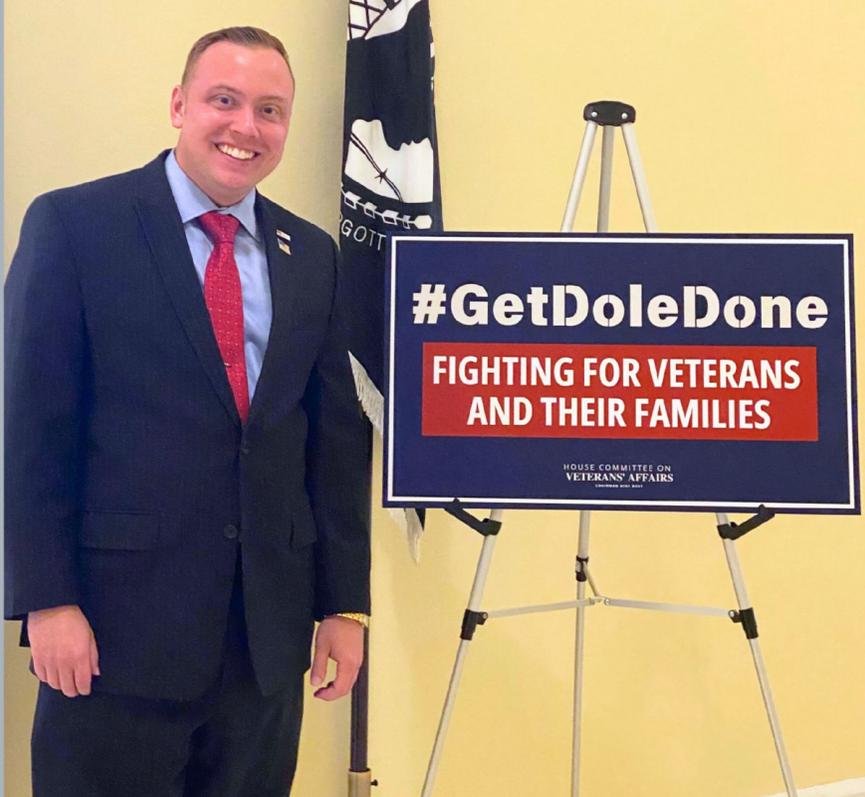
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ROA Headlines

ROA applauds House passage of Elizabeth Dole Act

Six improvements to USERRA spearheaded by ROA included in significant legislative package passed with bi-partisan support by the U.S. House of Representatives. [Read full release >>>](#)



Hawaii cleans memorial during 22 Days of Service

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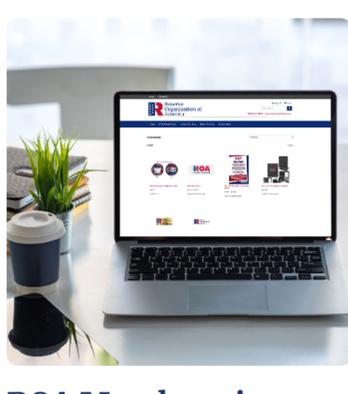
ROA presents awards at Coast Guard fall SLC

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Dept. of TN attends ETMAC 40th Annual Veterans Luncheon

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Legislative Update



November 18, 2024

To the members of our Minute Man Movement:

In a few moments, I will be heading to the Capitol building to watch the U.S. House of Representatives vote on the Elizabeth Dole 21st Century Veterans Healthcare and Benefits Improvement Act.

Since the start of the 118th Congress, ROA has worked closely with the House and Senate Committees on Veterans Affairs to modernize the Uniformed Services Employment and Reemployment Rights Act.

One key outcome of these efforts was the introduction of H.R. 3943, the Servicemember Employment Protection Act, which was inspired by law review articles written by ROA life member Sam Wright.

ROA has testified before Congress twice on this legislation in the last year.

I am pleased to report that many provisions of H.R. 3943 have been included in the Elizabeth Dole 21st Century Veterans Healthcare and Benefits Improvement Act, which is set for a vote in the House of Representatives tonight.

The bill includes several provisions that enhance USERRA, including:

- Encouraging service in the uniformed services.
- Expanding access to injunctive relief, ensuring courts cannot deny motions for injunctive relief on the grounds that an employee may receive "wages unearned" following unlawful termination.
- Increasing liquidated damages, allowing courts to award plaintiffs the greater of \$50,000 or the actual damages incurred.
- Incentivizing legitimate legal representation by awarding attorney fees for USERRA cases heard by the U.S. Court of Appeals for the Federal Circuit.
- Requiring the Secretary of Labor to review and revise, as necessary, the Department of Labor's Veterans' Employment and Training Service Investigation Manual.
- Authorizing the Government Accountability Office to report on how the intelligence community implements USERRA protections for uniformed service members.

November Update and Urgent Call to Action

Learn what ROA's Director of Legislation and staff members have been doing on Capitol Hill.

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Law Center

Legal analysis on the issues impacting your life in and out of uniform. Visit [ROA's Law Center](#) to access more than 2,000 law reviews focused solely on our nation's National Guard and Reserve components.

This month's Law Reviews are linked below:

- [No. 24054](#) - Enforcing USERRA against a State Government Employer
- [No. 24053](#) - Yes, USERRA Applies to the Judicial Branch and the Legislative Branch of the Federal Government
- [No. 24052](#) - Enforcing USERRA against a Federal Employer
- [No. 24051](#) - Corner Post: SCOTUS Reopens Challenges to Longstanding Federal Regulations



Honoring our fallen.

During September 2024, ROA was notified of 54 of our ROA comrades passing from our ranks. On behalf of our membership, we honor these brave men and women for their many years of service and wish their families peace. [Click here for the full list of names.](#)



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