



OCT 19 2016

Jeffrey E. Phillips  
Executive Director  
Reserve Officers Association  
One Constitution Ave, NW  
Washington, DC 20002

Dear Mr. Phillips:

Thank you for your letter of September 20, 2016 regarding the role Department of Labor Veterans' Employment and Training Service plays in enforcing the Uniformed Services Employment and Reemployment Rights Act of 1994. During my time on the House Veterans Affairs Committee I knew that I could always count on ROA's leadership in general and your expertise in particular as HVAC worked to support our uniformed service members and veterans.

I take VETS' responsibilities under USERRA most seriously. Nothing is more important to me in VETS' mission to help veterans find meaningful civilian employment than preserving the rights of our uniformed service members and veterans under USERRA. Equally important is the responsibility of VETS' staff to be diligent investigators in USERRA cases.

While I was unfamiliar with the specifics of the case you referenced in your letter I would like to take you up on your invitation to come by my office. I will bring my USERRA staff to this meeting and we can discuss process reforms, including those improvements that have been instituted during my watch here at VETS with which you might not yet be familiar.

Please contact Ms. Linda Powe in my office to schedule a meeting at my office at DOL. Linda can be reached at 202-693-4700 and [Powe.Linda.R@dol.gov](mailto:Powe.Linda.R@dol.gov).

Sincerely,

A handwritten signature in black ink that reads "Mike".

Michael H. Michaud  
Assistant Secretary

*Thank you for all that  
you are doing to help our veterans!*