



## Missouri Highways and Transportation Commission Policies

**Category:** EMPLOYEES  
**Subcategory:** General  
**Sub-Subcategory:** Military Service

### MILITARY SERVICE

**Related Statutes:** USERRA  
Section 105.270, RSMo.  
1 CSR 20-5.010

The Missouri Highways and Transportation Commission continually recognizes and supports the country's service members and their families in peace, in crises, and in war. The Director is charged with the responsibility of enforcing the Uniformed Services Employment and Re-Employment Rights Act (USERRA) and ensuring our managers and supervisors will have the tools they need to effectively manage those employees who serve in the Guard and Reserve. State and federal laws and regulations regarding military absence will be administered without discrimination.

Effective Date: November 7, 2013  
Supersedes Policy Dated: Active Duty - September 11, 1950; Reserves – May 12-13, 1947  
Last Reaffirmed:  
Date of Origin: Active Duty- August 13, 1940; Reserves - July 9, 1940  
Related Commission Minutes: July 9, 1940; August 13, 1940; March 19, 1942; September 8, 1942; September 12, 1944; August 13, 1945; May 12-13, 1947; September 11, 1950; November 7, 2013 – Comprehensive Policy Review.