

# TX-TF EMPLOYER FACT SHEET



## **WHY SUPPORT TEXAS A&M TASK FORCE?**

Supporting Texas A&M Task Force (TX-TF) with personnel can benefit your organization. Task Force members receive specialized training that can enhance your team's skills.

## **HOW DOES THE DEPLOYMENT CYCLE WORK?**

Task Force members do not deploy on all Task Force activations. Each Task Force member is assigned to one of three deployment teams which rotate monthly. If a member is unavailable or their employer cannot support deployment at any time, they may decline the mission before deployment.

## **WHO IS RESPONSIBLE FOR PAYING THE TASK FORCE MEMBER WHEN THEY ARE DEPLOYED?**

- The employer is initially responsible for paying the Task Force member their standard wage.
- Once the Task Force member returns from deployment (i.e. demobilizes), the employer submits necessary supporting documentation, including pay stubs, for reimbursement to TX-TF.
- Once the request has been reviewed and approved, reimbursement will be issued to the employer within 30 days.

## **EMPLOYEES ARE PAID FOR 24-HOUR SHIFTS AS SOON AS THEY ARE ACTIVATED.**

- As soon as the Task Force member is activated for deployment, the "clock" begins. Team members are on a 24-hour shift from the time they are deployed until they are demobilized.
- The employer's company policy should support paying a deployed Task Force member for a 24-hour shift for the duration of the deployment.

## **WHAT IF I NEED TO BACKFILL THE DEPLOYED EMPLOYEE'S POSITION?**

TX-TF will reimburse the additional amount along with the employee's cost for time that the Task Force member was scheduled to work.

## **HOW LONG CAN I EXPECT MY EMPLOYEE TO BE DEPLOYED?**

Deployments vary in length from a few days to a couple of weeks. Task Force members should prepare to deploy for up to 14 days.

## **WHAT IF MY EMPLOYEE GETS INJURED DURING TRAINING OR WHILE THEY ARE DEPLOYED?**

Task Force members are eligible for Texas Workman Compensation if injured during training or on deployment. If they are injured on a federal activation, they may be eligible for coverage under the Federal Employee's Compensation Act.

## **AM I REQUIRED TO GIVE TIME OFF FOR TASK FORCE TRAINING?**

No, the Task Force member is responsible for their own training and requesting time off from their employer. TX-TF does not offer payment reimbursement for training hours.

## **UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT (USERRA)**

All TX-TF members are protected by USERRA, which requires employers to put individuals back to work in their civilian jobs after service, regardless whether the deployment is state or federal.

## **FEDERAL TORT CLAIMS ACT**

On federal deployments, the Federal Tort Claims Act protects Task Force members who are assigned to medical or engineering teams from legal repercussion against their person for tasks undertaken as part of their deployment duties.