

**National Defense Authorization Act of 2016 (NDAA)**

**Questions and Answers: Federal Service for Individuals in Reserve Status**

- 1) **Question:** What is the effective date of the NDAA amendments?

**Answer:** The NDAA legislation was enacted on November 25, 2015, and the amendments became effective on November 25, 2015, except where a specific provision has its own effective date.

- 2) **Question:** What does the increase from 90 to 180 days of active duty for reservists mean with respect to their eligibility for UCX?

**Answer:** Before the NDAA amendments, a service member must have had 90 days of continuous service in active duty in a reserve status for the term of employment to be considered “Federal service.” The NDAA amended the definition of Federal service for UCX purposes and increased the number of days of continuous service in active duty in a reserve status from 90 days to 180 days.

The 180-day provision applies to individuals who began active service on or after November 25, 2015. Thus, if an individual began service on or before November 24, 2015, this individual would fall under the 90-day requirement.

- 3) **Question:** Are states required to redetermine UCX claims that were filed on or after November 25, 2015?

**Answer:** A redetermination would be required only if the period of service started after November 24, 2015, and UCX eligibility was determined under the old provision.

- 4) **Question:** Will the military change Form DD-214 to reflect the new 180-day requirement of continuous service for reservists?

**Answer:** No. The military will continue to provide the date enlisted and the date the individual separated from the military on the DD-214. States will continue to be responsible for calculating the number of days of continuous service and must ensure that the reservist has served 180 continuous days in order to meet the new requirement for UCX eligibility.