

ESGR

*“Building Relationships Between
Employers and Today’s Military”*



Employer Support Program

1972 — Secretary of Defense creates ESGR by Presidential proclamation

1973 — Advent of All-Volunteer Force (end of draft)

Today — Over 4,200 Citizen-Volunteers

ESGR Mission:

“We will gain and maintain employer support for Guard and Reserve service by recognizing outstanding support, increasing awareness of the law, and resolving conflicts through mediation.”

WHY ESGR?

- Guard/Reserve about 46% of today's military.
- ESGR promotes **RETENTION**.
- Increase public's **KNOWLEDGE** of Guard and Reserve role.
 - National Defense
 - Community Emergencies
- Litigation avoidance
- ESGR VOLUNTEERS = \$\$\$\$ Savings.



An example of future Mobilizations

Unit	PAX	TY 2009				TY 2010				TY 2011				TY 2012			
		1st QTR	2nd QTR	3rd QTR	4th QTR	1st QTR	2nd QTR	3rd QTR	4th QTR	1st QTR	2nd QTR	3rd QTR	4th QTR	1st QTR	2nd QTR	3rd QTR	4th QTR
162 EN	105					NOV 09 - NOV 10											
TF-ODIN	6		FEB 09 - FEB 10														
C/7-158 AV	113	JAN 09 - JAN 10															
41 IBCT	3145		MAY 09 - MAY 10														
B/1-168 AV	72							JUN 10 - JUN 11									
3-116 CAV	706								JUL 10 - JUL 11								
A/2-641 AV	8								AUG 10 - AUG 11								
1249 EN & FSC*	176								OCT 10 - OCT 11								
1186 MP*	159											JUL 11 - JUL 12					
* = unit of interest																	

The Law: 38 USC Section 43

Uniformed Services Employment and Reemployment Rights Act (USERRA):

Reservists

ENTITLED TO:

- Leave of absence – voluntary/involuntary duty
- Return to job - seniority; same pay; benefits
- Non-discrimination in hiring

Employer

ENTITLED TO:

- Advance notice of military duty
- Proof of military duty (e.g. copy of orders...)
- Timely return to work after reservist's duty ends



OREGON HB3256

Supports the tenants of USERRA and includes additional provisions:

- Goes into effect 1 January, 2010;**
- Allows cases to be tried in State Court**
- Has 2 year statute of limitations. (*USERRA has no statute of limitations; to be tried in State Court violation must have occurred within a 2 year period from time of incident under HB3256.*)**

Department of Defense Trends



Force Requirements:

- Guard and Reserve now an “Operational Reserve” vs. “Strategic Reserve”

Military Requirements:

- Fight and win our nation’s conflicts
- Deploy trained units anywhere in the world
- Full spectrum of military operations including peacekeeping, homeland security, domestic disaster response

New Reality:

- Reservists a critical component of U.S. Armed Forces.
- **Demands on employers have increased**

Reservist's "Critical Balance"

Military Requirements

- Weekend Drills
- Annual Training
- Development Training
- Mobilization

Civilian and Other Requirements

- Family
- Work
- School
- Recreation

Value of...Guard/Reserve Members?

To the Taxpayer:

- Train/maintain 10 Reservists for cost of a single Active Duty member



To the Employer:

- Technical training
- Organizational skills
- Leadership experience
- Professional development
- Self discipline
- Physically fit
- Drug free

How can the member help?

- ★ **Inform the employer**

- pending duty requirements/schedule
- expected date to return to work

(NLT 90 days for service of 181 days or more)

- ★ **Don't abuse protections**

- ★ **Seek immediate resolution**

- ★ **THANK THE EMPLOYER!!**

What can the Employer do?

- ★ **Promote an understanding of Guard and Reserve Service**
- ★ **Develop human resource policies and practices that support the Guard & Reserve**
- ★ **Provide information to improve knowledge of, and voluntary compliance with USERRA**
- ★ **Continually recognize and support our country's service members and their families in peace, in crises and in war**
- ★ **Sign a Statement of Support!!**

What can you do for us?

- Volunteer and join the ESGR committee in your local community as an Employer Outreach Rep or Local Unit Rep.
- Invite our committee to brief any employer group or HR organization that you know of.
- If you hear of reservist with an employer issue tell them to contact the State ESGR Committee to assist them.
- Obtain Statement of Supports from employers.

Ombudsman Services

An *information* and *informal mediation* service

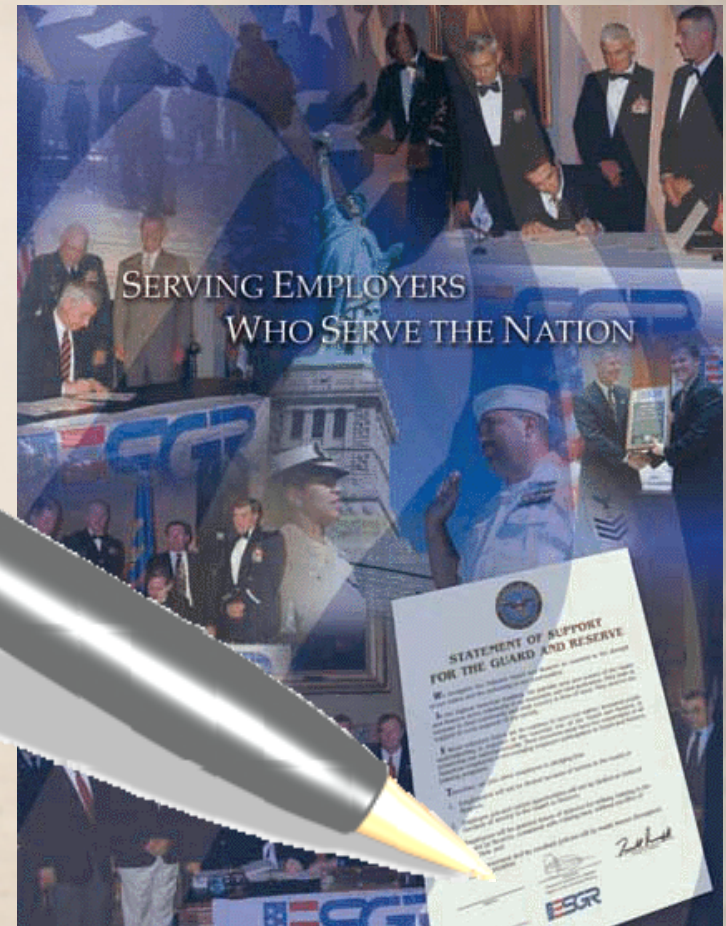
Available to *Employers and Reservists*

Contacts at *national & local levels: esgr.mil*



Statement of Support

***An opportunity for
community leaders and
employers to show their
support of the National
Guard and Reserve.***



Web resources....



ABOUT ESGR

USERRA

RESOURCES

VOLUNTEER

CONTACT



NOMINATION SEASON FOR 2008 SECRETARY OF DEFENSE FREEDOM AWARD IS OPEN

To nominate your employer for the 2008 Secretary of Defense Freedom Award . <[Click Here.](#)>

IOWA ARMY NATIONAL GUARDSMAN HAS A LOT TO BE THANKFUL FOR

Deployed Guardsman Thanks His Employer This Holiday Season.< [read more](#)>

Search ESGR Information

ESGR Calendar:

List of ESGR Events and Activities



Volunteer Resources:

ESGRNET Committee Resources & Tools



Employer Resource Guide:

Information for Employers of Reserve component members



USERRA Posters:

Required display of the Law

[Federal](#) | [Private](#)



Show Your Support:

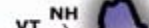
Sign and display a Statement of Support!



SUPPORTIVE EMPLOYERS

Select a State or click on the state (below) and see those employers who have signed Statement of Support for their Guard and Reserve employees.

Select Committee



Thank you for your time.

- Do you have any questions?

