



EMPLOYER SUPPORT OF THE GUARD AND RESERVE (ESGR)





WELCOME HOME



YOUR COMMITMENT KNOWS NO BOUNDS NEITHER SHOULD OURS

The men and women of the Guard and Reserve depend on their military units, families, and employers for support. Whether serving our country or supporting those who do ...

We All Serve.

ESGR DEVELOPS AND PROMOTES A CULTURE IN WHICH ALL AMERICAN EMPLOYERS
SUPPORT AND VALUE
THE MILITARY SERVICE OF THEIR EMPLOYEES.



WWW.ESGR.MIL
1-800-336-4590

ESGR
1972-2012

SUPPORTING GUARD AND RESERVE SERVICE
MEMBERS AND THEIR EMPLOYERS FOR

40 YEARS



AGENDA



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- Overview
 - Vision/Mission
 - Main functions of ESGR
 - Military Outreach & Awards
 - Employer Support
 - USERRA
 - Ombudsman
 - Statement of Support for Employers
 - Public Affairs and ESGR
 - Employment Initiative Program, Hero2Hired
-



OVERVIEW



- **Established in 1972 - Presidential Proclamation**
 - **Guided by DoD Directive 1250.1**
 - **Lead DoD agency for information, education and mediation for RC members and their employers**
 - **Uniformed Services Employment and Reemployment Rights Act (USERRA) experts**
-



VISION



Develop and promote a culture in which all American employers support and value the employment and military service of their employees with ESGR as the principal advocate within DoD.





MISSION



ESGR facilitates and promotes a cooperative culture of employer support for National Guard and Reserve service by developing and **advocating** mutually beneficial initiatives; **recognizing** outstanding employer support; **increasing awareness** of applicable laws and policies; **resolving** potential conflicts between employers and their service members; and acting as the employers' principal advocate within DoD.



MAIN FUNCTIONS OF ESGR



- Three main responsibilities:
 - ✓ Military Outreach
 - ✓ Employer Outreach
 - ✓ USERRA
- The Employment Initiative Program (EIP)
 - Hero2Hired
 - H2H.jobs





MILITARY OUTREACH



- ✓ **Brief G/R Service members on USERRA & ESGR, particularly just prior to and just after deployment**
- ✓ **Gain & maintain relationships with area G/R leaders and units**
- ✓ **Send direct mail on USERRA/ESGR to G/R Service members**
- ✓ **Encourage SOS signings among military leadership**
- ✓ **Free USERRA training**
- ✓ **Work with public affairs to place information in military/civilian publications, web-sites and newsletters**
- ✓ **Patriot Awards**
- ✓ **The Secretary of Defense Employer Support Freedom Award**
- ✓ **Boss lifts**



FY 11, BY THE NUMBERS



Outreach Mission: Employer

	Statements of Support	Employers Influenced	Employers Direct Mail *	
FY 09	54,965	162,489	0	
FY 10	58,817	164,218	541,026	
FY 11	45,140	153,062	15,138	

Outreach Mission: Service Members

	Patriot Awards	Freedom Award Nominees	Service Members Briefed	Service Members Direct Mail *
FY 09	14,571	3,202	443,833	0
FY 10	22,236	2,470	495,774	880,042
FY 11	16,560	4,049	473,891	89,573

Ombudsmen Mission

	USERRA-related Contacts**	Cases Assigned	Cases Resolved/ % Resolved †	Average # of Days to Mediate (resolve) ‡
FY 09	15,870	2,475	1980/80%	9.83
FY 10	34,612	3,202	2703/84.4%	10.27
FY 11	29,727	2,884	2302/79.8%	8.77

Resources

	Volunteer Hours	Media Impressions	* No direct mail in FY 09; only targeted mailings in FY 11
FY 09	232,882	477.0M	** Inquiries generated from phone calls, emails or voicemail request specifically related to USERRA
FY 10	245,369	972.3M	† Cases Resolved include all cases brought to resolution and administrative closures
FY 11	236,725	976.6M	‡ Days reported as calendar days



EXAMPLES OF EMPLOYER SUPPORT



- **Inform employers about their rights and responsibilities under USERRA**
- **Encourage employers to develop HR policies that go above and beyond the law**
- **Contact employers for participation in the Statement of Support program**
- **Initiate and manage employer events**
- **Recognize employers who meet or go beyond the law through awards**





Uniformed Services Employment and Reemployment Rights Act (USERRA)





UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT OF 1994

Title 38 USC



- **Primary purpose: Protect the civilian employment rights of persons who also serve in the uniformed service**

That is:

Protect employees who engage in military service to the same level of seniority, status, pay and benefits that would have accrued if the service member did not deploy.



SERVICE MEMBER RESPONSIBILITIES



- ✓ **Have left a civilian job for military obligations**
- ✓ **Provide advance notice to employer of military service (preferably in writing)**
- ✓ **If on extended active duty, received a qualifying military separation (served honorably)**
- ✓ **Timely notice to return to work accordance with USERRA guidelines:**

<u>Service</u>	<u>Return to Work Within</u>
✓ 1-30 days	next shift after 8 hours of rest
✓ 31-180 days	14 days
✓ 181 + days	90 days



EMPLOYER REQUIREMENTS



- **Military obligations cannot be used as a motivating factor not to hire, promote or deny a pay raise**
 - Grant military leave of absence
 - Prompt reinstatement of employee
 - Restore seniority
 - Reinstatement of employment benefits
 - Training or refreshing of skills
 - No discrimination or retaliation



USERRA: WHO IS COVERED?



Applies to

- Full-time or part-time employees
- Applicants for employment
- Employers with even one part-time employee
- Guard & Reserve and active military

Does not apply to

- State Militia on state active duty (floods, fires, hurricanes, security, etc.)
- Students*

(*Students: Effective 1 July 2010, now covered under Department of Education with USERRA like coverage – POC: Ms. Gail Mclarnon, Phone: (202) 219-7048; Email: gail.mclarnon@ed.gov)



FREQUENTLY ASKED QUESTIONS



- **Does USERRA protect a G/R Service member if service was voluntary or for weekend drills?**
- **Is a G/R Service member required to provide written orders for military duty?**
- **Does the G/R Service member have to find a replacement for their absence on military duty?**
- **Does the G/R Service member have to use vacation for military service?**



TOP USERRA VIOLATIONS



- **Termination**
- **Discrimination**
- **Job Placement**
- **Pay Rate**
- **Work Schedule**





OMBUDSMAN



- **Trained ESGR team assists service members and employers to resolve USERRA employment related issues through neutral mediation**
 - ✓ **Are confidential, **neutral** participants in all efforts**
 - ✓ **Provide information and answer questions**
 - ✓ **Serve as a mediator on USERRA issues between service members & employers, not the law**
 - ✓ **Resolve 80% of cases received, most within 14 days**
 - ✓ **Are qualified by ESGR, HQs after intensive training**



DOING YOUR PART!



- **Know the law – your part and your employer's**
- **Communicate:**
 - ✓ **Notify supervisor and HR, in writing, on plans to leave and return**
 - ✓ **Keep in touch with employer while gone**
 - ✓ **Check in when you return, letting them know how long you will be remaining on orders**
- **Appreciate:**
 - ✓ **Show appreciation for what they do for you, even if a behavior is required by law**
 - ✓ **If employer/manager is supportive, put them in for Patriot Award**
 - ✓ **Be flexible on things that don't matter when returning**
- **If you have questions about USERRA or employment rights, call ESGR or go to [www.ESGR.mil](http://www.esgr.mil)**



STATEMENT OF SUPPORT FOR EMPLOYERS:



- The employers are pledging their support of your service as a member of the Guard and Reserve.
- It states: they will continually recognize and support your country's service members and their families in peace, in crises, and in war.
- They recognize, honor and enforce USERRA.



STATEMENT OF SUPPORT FOR THE GUARD AND RESERVE



We recognize the Guard and Reserve are essential to the strength of our nation and the well-being of our communities.

In the highest American tradition, the patriotic men and women of the Guard and Reserve serve voluntarily in an honorable and vital profession. They train to respond to their community and their country in time of need. They deserve the support of every segment of our society.

If these volunteer forces are to continue to serve our nation, increased public understanding is required of the essential role of the Guard and Reserve in preserving our national security.

Therefore, we join other employers in pledging that:

- We fully recognize, honor and enforce the Uniformed Services Employment and Reemployment Rights Act (USERRA).
- Our managers and supervisors will have the tools they need to effectively manage those employees who serve in the Guard and Reserve.
- We appreciate the values, leadership and unique skills service members bring to the workforce and will encourage opportunities to hire Guardsmen, Reservists, and Veterans.
- We will continually recognize and support our country's service members and their families in peace, in crisis, and in war.

Employer

James G. Reboholz
James G. Reboholz
National Chair, ESGR

Leon E. Panetta
Leon E. Panetta
Secretary of Defense

Date


EMPLOYER SUPPORT OF
THE GUARD AND RESERVE



PUBLIC AFFAIRS AND ESGR



- Media Stories

- Newspapers
- Magazines
- Radio & TV

- Social Media

- ESGR and Freedom Award websites
- Twitter Facebook LinkedIn

- Weekly News Articles

- Quarterly internal newsletter

- Quarterly Talking Points





ESGR ON FACEBOOK



- ESGR has close to 3,000 followers
 - Employers
 - Guard & Reserve members
 - Guard & Reserve families
 - ESGR volunteers
 - Ages range from 14 – 82
- Way for us to link to our stories
- Reach a different audience
- Add content on other pages
- Reach is an average 15K per week
Also using: Twitter @ESGR
LinkedIn



www.facebook.com/GoESGR



Employment Initiative Hero2Hired Program



Mission



- The Assistant Secretary of Defense (Reserve Affairs) and the Reserve Component Chiefs are responsible for the readiness of their units and service members
 - Civilian employment is critical to Guard and Reserve Service members
 - Civilian employment is linked to well-being
 - The high unemployment rate within the Guard and Reserve is a Readiness issue



What is H2H?



- H2H is a top-tier career services program powered by an enhanced website and mobile application.
- H2H offers a myriad of tools including a military skills translator, resume assist, and boasts a direct line to jobs posted by military-friendly employers with a stated commitment to hiring veterans.
- Operating with the direct support of over 5000 volunteers and Employment Transition Coordinators, H2H is a leader in the field of career management and talent acquisition.



Job Search



MOS/MOC
Translator



Career
Exploration



Mobile App



Live & Virtual
Hiring Events



Social Media
Networks

And More...



High Touch Network



- 54 Employment Transition Coordinators (ETCs)
- More than 4,800 ESGR Volunteers
- 27 Yellow Ribbon Program Specialists
- 60 USAR Program Support Managers (PSMs)
- Other support opportunities:
 - NGB field support personnel
 - Family Programs
 - ACAP
 - DOL - LVERs and DVOPs
 - Non-profits





EIP Hero2Hired (H2H) Program Components



Mobile App



Job Fairs



Web Site



Mobile Job Store



Facebook



Virtual Career Fairs



Media Plan



Kiosks

Search for Jobs

Explore your career options and find a job today.

Job Title, Keywords, or Company Name

City, State, or Postal Code



Search for Careers

Enter a keyword or military occupation code and explore your options.

Keyword or Military Occupation (e.g. '11B')



(e.g., MOS, MOC, NEC, AFSC, Rating)

Ready to find your next job?

Get started right now!

SIGN UP
It's free for all

Browse by Industry

Learn about different occupational areas



Career Assessment Test

Take a brief survey to find a great career



ABOUT



MOBILE APP



HIRING EVENTS



SOCIAL



FOR EMPLOYERS

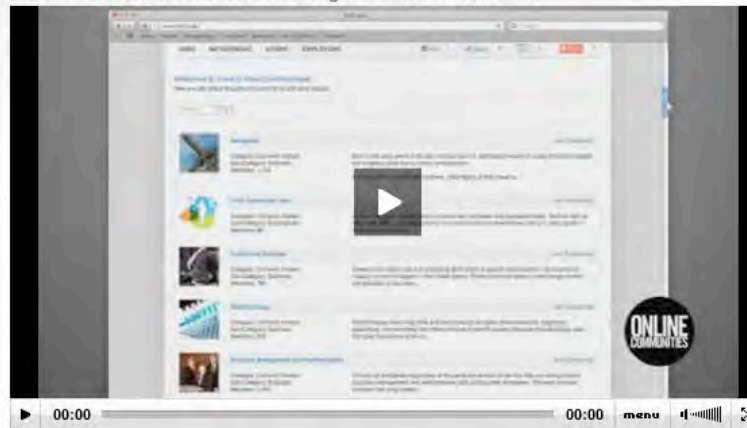
Everything you need to find a job. All free.

H2H isn't just another job site. We are a Yellow Ribbon-funded project with a special mission: to THANK YOU for your service by helping you find your perfect career.

We know that searching for a new job is a big undertaking. H2H was created to make it easy for Reserve Component service members to connect to and find jobs with military-friendly companies who are looking for employees with your training and skills.

Sign Up - It's easy and free!

Watch this short video to learn how to get the most out of H2H.



H2H offers the following valuable job search tools:

Search for Jobs

Search for Careers

Your Assessment Results

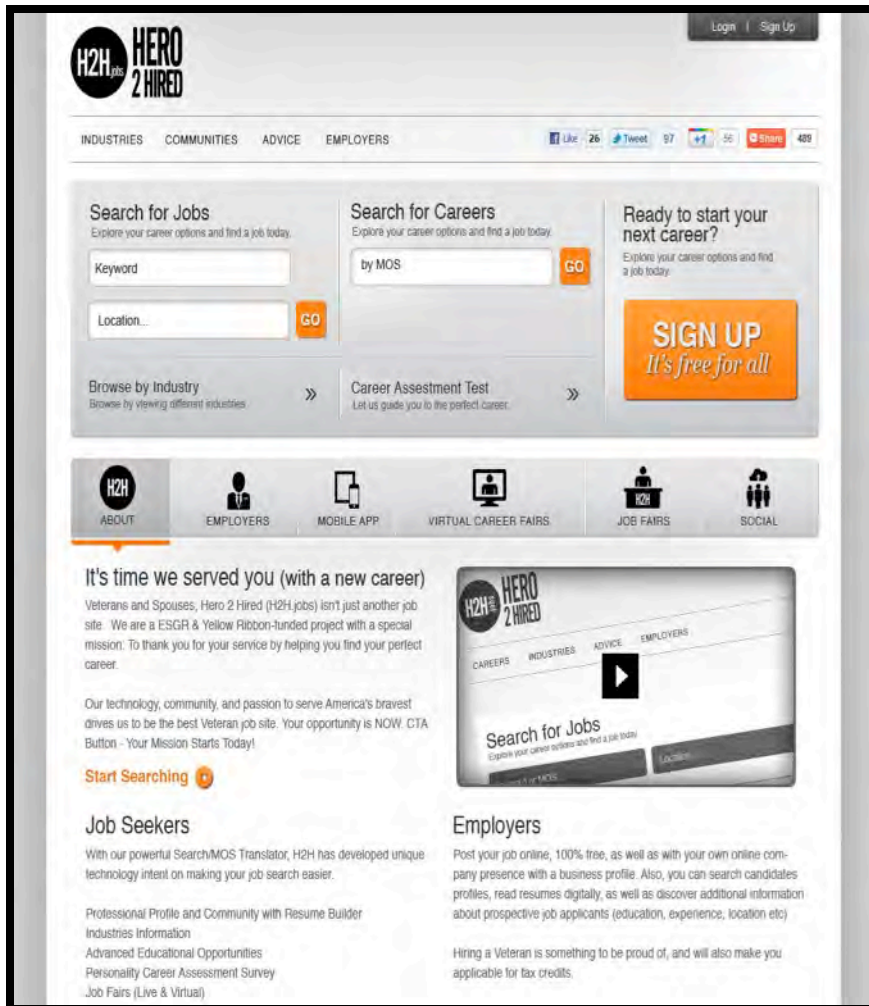
Simple is better!

H2H.jobs is designed to be a useful, fast loading, results oriented web application

Our mission is to connect RC Service members with career opportunities and jobs through engagement with employers



H2H.JOBS WEBSITE



← Core features to connect to employers, create a profile and immediately start applying for jobs

← Key tools that provide service member and employer connectivity

← Features Video helps service member engage with site and employers quickly

← Key tools that provide service member and employer connectivity

← Quick navigation links to go anywhere in site with one click



WHAT IF YOU HAVE A QUESTION?



➤ ESGR

- ✓ www.ESGR.mil or to contact ESGR:
(800) 336-4590 option #1
- ✓ ESGR via Email: USERRA@osd.mil for
any USERRA questions

➤ Hero2Hired

- ✓ www.H2H.jobs





ESGR

-WE ALL SERVE-

