



Employer Support of the Guard and Reserve (ESGR)



What is ESGR?

- **Employer Support of the Guard and Reserve (ESGR) is a volunteer based, Department of Defense organization.**
- **Formed in 1972, concurrent with the All Volunteer military force.**

Why Does ESGR Exist?

- **1.2 million Americans serve in the Reserve Forces –**

Army Reserve, Army National Guard, Navy Reserve, Marine Corps Reserve, Coast Guard Reserve, Air Force Reserve, Air National Guard.

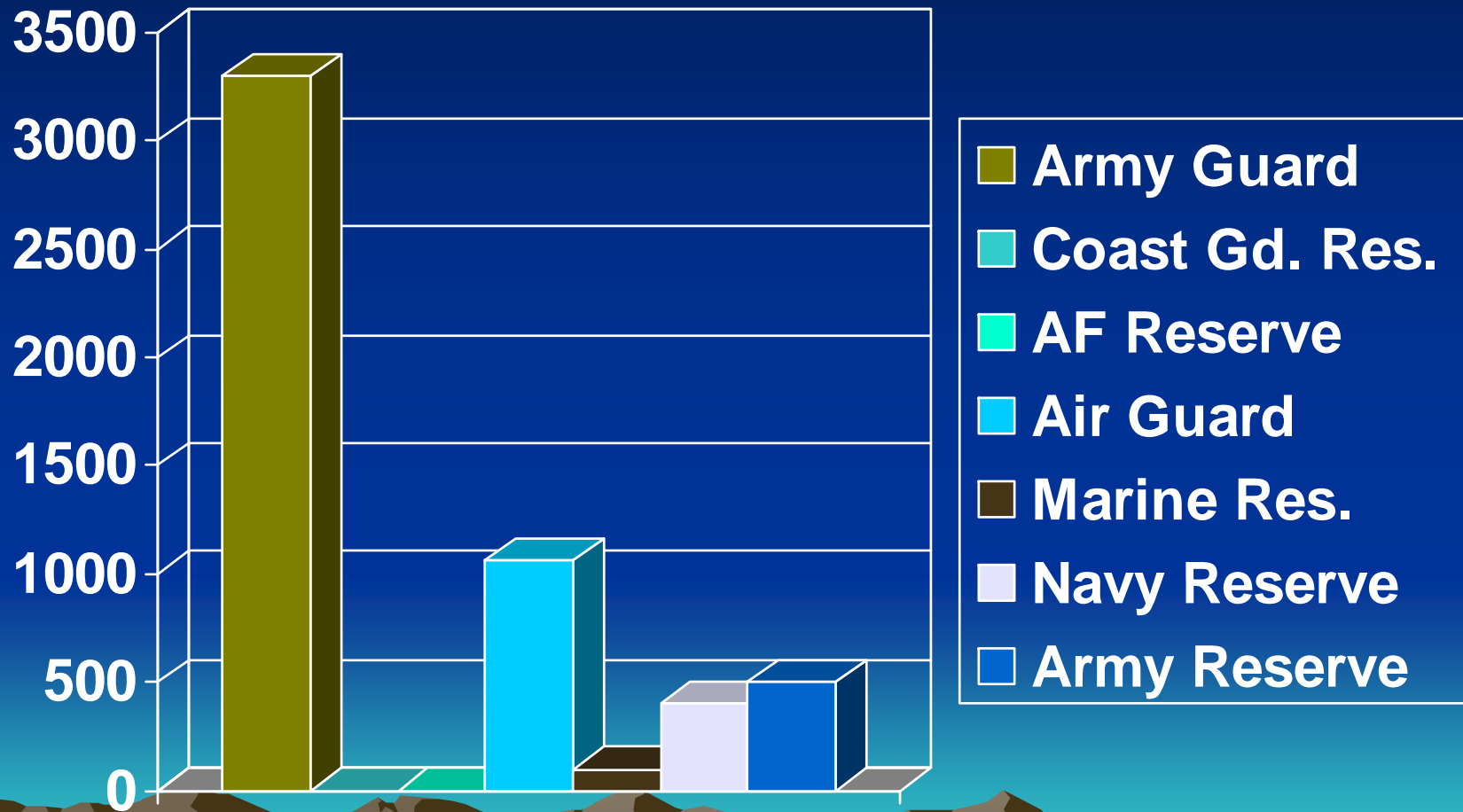
Why Does ESGR Exist?

- Reserve components make up 48 percent of the national defense strength

Why Does ESGR Exist?

- **North Dakota ESGR is dedicated to ensuring assistance to both employer and member of the Guard/Reserve.**
- **We serve the employers and the service members of the five branches of the Guard and Reserve in North Dakota.**

Current Reserve Force Strength in North Dakota



ESGR Mission

GAIN AND MAINTAIN active support from all public and private employers for the men and women of the National Guard and Reserve, as defined by demonstrated employer commitment to employee military service.

Value of Guard/Reserve Members?

As a taxpayer:

**Train/maintain 10 Reservists for cost of
one Active Duty member**

As an employer:

**Technical Training
Leadership skills
Professional development**

**Self Discipline
Physically Fit
Drug Free**

ESGR Activities

- **Education:**
 - **Service members – employment rights & obligation**
 - **Employers – employment responsibilities & military service**
- **Awards and Recognition Ceremonies**
- **Statement of Support Program**
- **Boss-lifts**
- **Ombudsman Services**

USERRA

- Uniformed Services Employment and Reemployment Rights Act (USERRA), enacted 1994
- Established rights & responsibilities of employees in military service (e.g., National Guard).

USERRA

- Forbids discrimination due to military service (hiring, employment, reemployment, promotion and benefits)
- Requires granting leave of absence
- Timely reinstatement of member on return from military leave
- Train or retaining of job skills

Statement of Support (SOS)



Briefings with the Boss



Bosslifts



11/5/2010

14

Ombudsman Services

- Trained ESGR members – operate as a “third party”
- Counseling and Informal mediation
- Cost free to parties involved

Ombudsman Services

- Ombudsman Process:
 - Servicemen contacts us with concern
 - Options defined (US Department of Labor, private attorney or third-party ESGR ombudsman)
 - Refer to ombudsman
 - Ombudsman meets with service members & employer seeks resolution – following rules of USERRA.

Success rate of +90 percent

Awards and Recognition



Patriot Award



Secretary of Defense Employer Support
Freedom Award

Represent Employers within the Military

- During significant impact of call ups.
- Excessive volunteering.
- Non-communicating employee/service member.



We All Serve...

Home About Us News USERRA Programs Resources Volunteer Contact

News



Presidential Proclamation--National Employer Support of the Guard and Reserve Week

Since our Nation's founding over 200 years ago, patriotic Americans have answered the call of duty when our country has needed it most. As family members, employees, and leaders in their communities, members of the National Guard and Reserve give of themselves at home and abroad to preserve the American way of life. These dedicated citizens leave the comfort of their civilian lives to wear the uniform of the United States, protect our freedoms around the world, and serve within our borders during times of peace as well as turmoil. As we celebrate National Employer Support of the Guard and Reserve Week, we honor those who serve in the National Guard and Reserve, and we give thanks to their employers, whose support and encouragement is critical to the strength of our Armed Forces.

Featured

USERRA Assistance Request
Fill out the USERRA Support Request form

2009 ESGR Annual Report
Year in Review

Employer Resource Guide
Information for Employers of Reserve component members

USERRA Poster Download
Required display of USERRA Law

Employers, Show Your Support
Sign and display a Statement of Support!

Servicemembers, Award Your Employer
Nominate your boss for a Patriot Award

News and Press Releases
Stay up-to-date on ESGR-related news and activities

Highlights

Site Search

SEARCH

Resources

Resources For
SERVICEMEMBERS

Resources For
EMPLOYERS

Resources For
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Questions?



“Thank You”