



Morgan Zantua

Employer & Military Outreach



www.ESGR.mil



Agenda



- Who is ESGR?
- Mission Statement
- Goal/End State
- Our 4 Core Focus of Outreach
- Uniformed Services Employment & Re-employment Rights Act (*USERRA*)
- Employer Awards and Recognition
- Questions and Answers





Who is ESGR?



- ❑ A DoD Office, established in 1972 to promote cooperation and understanding between Reserve Component Service members and their Civilian Employers
- ❑ Provides neutral informal mediation for USERRA conflicts between Service member employees and employers
- ❑ Encourage employment of Guardsmen and Reservists
- ❑ Made up of more than 4,600 volunteers in 54 committees in all 50 states, the District of Columbia, Guam, Puerto Rico and the U.S. Virgin Islands.
- ❑ Volunteers are from:
 - Small Business
 - Industry
 - Government and Prior Military Service
 - Education Field

***We Are:
Volunteer Led,
Mission Driven***





Mission Statement



ESGR is a Department of Defense office that develops and **promotes supportive work environments** for Service members in the Reserve Components **through outreach recognition**, and **educational opportunities** that **increase awareness** of applicable **laws**, and **mediates** employer **conflicts** between the Service members and their employers



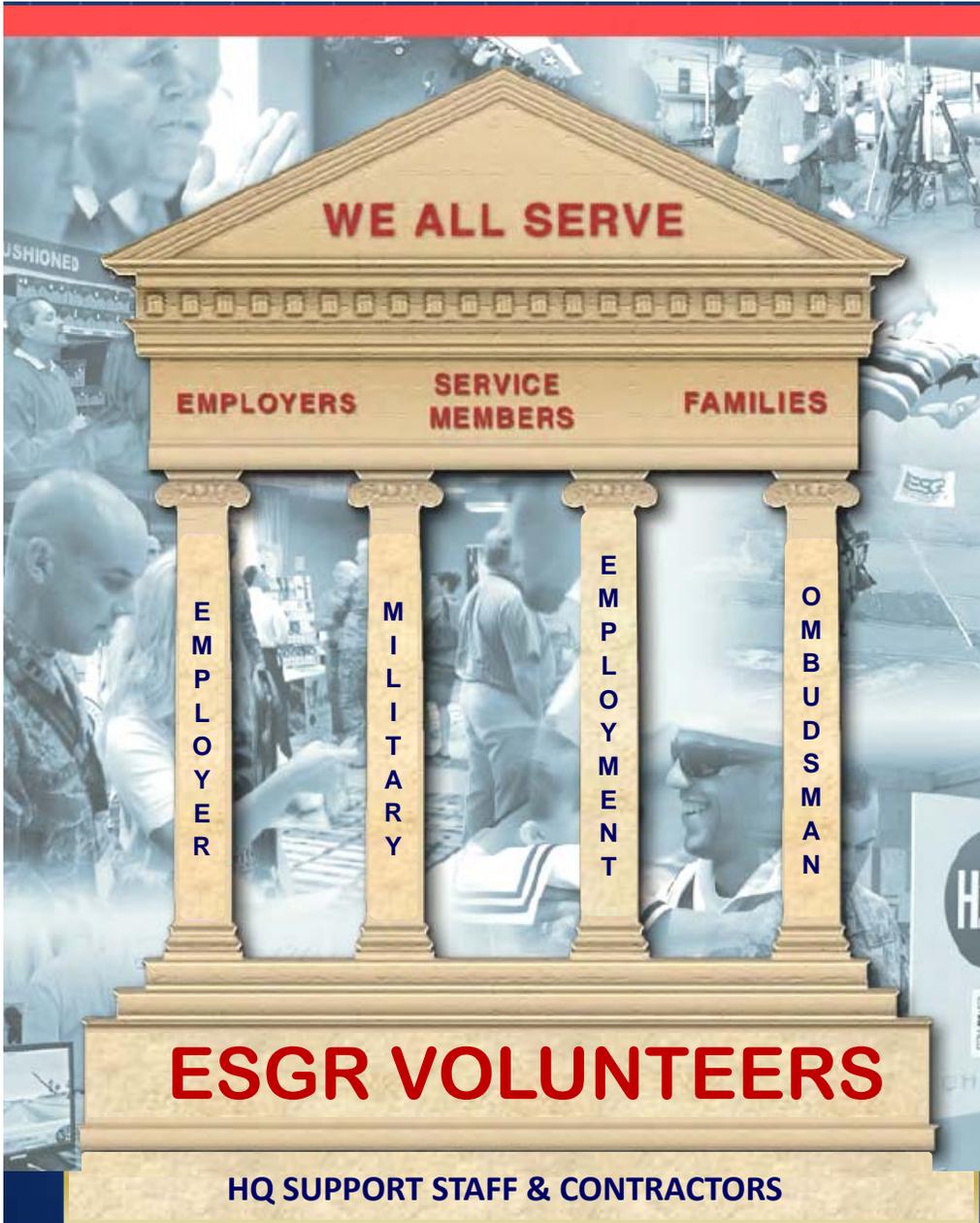


Goal/End State



All employers **support and value** the employment of members of the National Guard and Reserve in the United States and Territories, thereby **enhancing the unit readiness** of the Guard and Reserve.





Our Core Focus of Outreach

EMPLOYER OUTREACH

Promote a culture where employers support and value military service

MILITARY OUTREACH

Ensure Service members are aware of their rights and responsibilities under the law as well as recognize outstanding employer support for Service members

EMPLOYMENT

Increase career opportunities

OMBUDSMAN

Mediate issues or conflicts between employers and Service members before they escalate

WE ARE: "Volunteer Led, Mission Driven."

Family & Employer Programs & Policy (FEPP)

11/12/2015

(Version 1)



Department of Defense Partnership of Programs



Supporting Reserve Component Members, Families, and Employers



Uniformed Services Employment & Reemployment Rights Act of 1994



*** USERRA generally protects reemployment rights and benefits of all employees who engage in military service as if he or she had been continuously employed during a period of military service. This includes having the **same level of seniority, status, pay and benefits** they would have accrued, if they were not called up for military service.*





Uniformed Services Employment & Reemployment Rights Act of 1994



Who is covered under USERRA?

YES:

- Past and current employees with uniformed service
- Applicants for employment with uniformed service
- Witnesses to USERRA right infractions or violations
- Employers with even one employee
- Active Duty, Reserves, National Guard, National Disaster Medical System

NO:

- Guard members on State Active Duty for Floods, Fires, etc. (*Will be protected under the Governor's state protection laws*)
- Non-recurrent or Brief Employees, Clergy, Students, Independent-Contractors

*** Non-recurrent employment meaning that the period of hire was not reasonable expected to continue indefinitely or for a significant period.*





Uniformed Services Employment & Reemployment Rights Act of 1994



Military Responsibilities

- Provide prior or advanced notice to employer (verbal or written)
- Serve for no more than 5 cumulative years away from the workplace. However, there are 8 exception categories.

(see the notes)

- Serve under honorable conditions
- Return to work in accordance with USERRA guidelines

Employer Responsibilities

- Allow Military leave of absence
- Prompt reinstatement of employee
- Maintain employee seniority
- Reinstatement of employment benefits
- Training or refreshing of skills
- No discrimination or retaliation

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Who is eligible for protection under *USERRA*, Service members
must report back to work or apply for reemployment within the
following guidelines:

30 days of service: REPORT to work on the next scheduled work day
after 8 hours of rest and adequate travel time.

31-180 days of service: APPLY for reemployment within 14 calendar
days following the completion of service.

181+ days of service: APPLY for reemployment within 90 calendar days
following completion of service



FREQUENTLY ASKED QUESTIONS



USERRA protect Service member if service was voluntary?

Yes, *USERRA protects voluntary and involuntary service*

Service member required to provide written orders for active duty?

No, *advanced notice can be verbal or written in no particular format*

the Service member have to find a replacement for their absence?

No, *the Service member does not need to find a replacement or rearrange his/her schedule to accommodate his/her military leave*

a Service member have to use vacation for military service?

No, *but the Service member can choose to do so*

much time does an employer have to reemploy me upon my return?

Prompt reemployment is usually within 14 calendar days





ro2Hired (H2H) program transitioned online capabilities to support the ***Veterans Employment Center (VEC)***”, a federal web-based veteran hiring tool used at www.ebenefits.va.gov/ebenefits/jobs.

H.jobs is now connected with the VEC online systems to be under one federal government umbrella and is a one-stop-shop for job-seeking veterans.

H Employment Coordinators will assist job seekers and employers with VEC enrollment and continue to provide one-on-one resume development, interviewing skills and local employment resources.

The H2H.jobs website remains operational providing a link to the VEC and H2H Employment Coordinators (located in every state, the District of Columbia, Puerto Rico, the U.S. Virgin Islands and Guam).

For questions email: osd.h2h@mail.mil



Employer Awards and Recognition



Essential / Progressive Awards

Patriot Award

House Patriot Award

Seven Seals Award

Above and Beyond Award

Liberty and Justice Award

Freedom Award

Extraordinary Employer Support Award



Today's Take-Aways



USERRA generally provides for the employment and reemployment rights for all uniformed Service members after honorable service

Communicate with your employer as soon as you know:

your training schedule

Other demands that will take you away from work (schools, conferences, deployments)

Recognize your employer with an award for outstanding support

Go to: E-Benefits Veterans Employment Center (formerly H2H).

<https://www.ebenefits.va.gov/ebenefits/jobs>

or

Call the Employment Coordinator: XXX-XXX-XXXX





We All Serve!

www.ESGR.mil

[www.Facebook.com/GoESGR](https://www.facebook.com/GoESGR)

[www.Twitter.com/ESGR](https://www.twitter.com/ESGR)

www.YouTube.com/EmployerSupport

www.Linkedin.....ESGRGroup



Closing Comments



“Volunteer Led, Mission Driven”

Recognizes Employer (Military Outreach)

Communicate (USERRA Rights & Responsibilities)

Address Civilian Employment Concerns Ombudsman/USERRA)

Help Facilitate Employment (Employer Outreach)

100 volunteers, total of 242,848 hours equates to a \$5.47 million return on investment

27 USERRA cases resolved, resulted in a \$6.1 million cost avoidance to the federal government, for a total savings of \$11.6 million

These results are a testimony to our supportive employers, ESGR staff, and the men and women who proudly serve in the National Guard and Reserve.

In 2015, ESGR will continue to assist members of the Guard and Reserve and employers.



How to Get Help



- 1st Use your “chain of command” or your contact your local ESGR Volunteer
- 2nd Contact the State Committee for ESGR (*See your state page for telephone numbers & emails*)
- 3rd Contact Reserve Component Coordinator (RCC’s)
- 4th Contact ESGR National Headquarters at
1-800-336-4590; Webpage: www.esgr.mil

