EMPLOYER SUPPORT OF THE GUARD AND RESERVE

Why is employer support important? Almost half of our military force resides in the Reserve Component which is comprised of the Guard and Reserve. The men and women who serve in the Reserve Component are unique in that they also have civilian employers. Support of America's employers and the employees they share with the Nation ensures the viability of the all-volunteer force, and thus our national security.

EMPLOYER SUPPORT OF THE GUARD AND RESERVE (ESGR), a Department of Defense agency, seeks to develop and promote a culture in which all American employers support and value the military service of their employees with ESGR as the principal advocate within DoD. ESGR does this by advocating relevant initiatives, recognizing outstanding support, increasing awareness of applicable laws and resolving conflict between employers and service members. *Paramount to ESGR's mission is encouraging employment of Guardsmen and Reservists who bring integrity, global perspective and proven leadership to the civilian workforce.*

WHO WE HELP

ESGR works with all employers and all Guard and Reserve service members.

WHAT WE DO

More than 4,700 volunteers and support staff are located in all 50 U.S. states, Guam-CNMI, Puerto Rico, U.S. Virgin Islands and the District of Columbia to provide the following services:

ADVOCATE

ESGR advocates relevant initiatives on behalf of employers, service members and their families. We promote the importance of employer support through regular communications to military leadership, and serve as a communication link between employers and the DoD.

RECOGNIZE

ESGR recognizes employers who practice human resource personnel policies that support employee participation in the Guard and Reserve with a series of DoD employer awards.

INFORM

ESGR informs and educates service members and their civilian employers regarding their rights and responsibilities under the Uniformed Services Employment and Reemployment Rights Act (USERRA). Statutory authority for USERRA resides with the Department of Labor, and ESGR serves as a neutral, free resource to employers and service members. Information on the many resources is available at **www.ESGR.mil**.

MEDIATE

Trained ombudsmen provide information and mediation concerning the USERRA law. ESGR has hundreds of trained volunteer ombudsmen throughout the country ready to provide free mediation. Many conflicts arise due to a misunderstanding rather than a purposeful violation of the law, and ESGR can assist in resolving these issues and more.

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EMPLOYER SUPPORT OF THE GUARD AND RESERVE

ESGR PROVIDES EMPLOYERS:

REGULATIONS
ESGR provides copies of the USERRA Statute, law reviews, the Federal Code of Regulations for USERRA Implementation, and a non-technical guide to understanding the law.

POSTERS
Employers are required to provide a notice of rights to employees who are entitled to the rights and benefits under USERRA. To meet this requirement, you can download free USERRA notices for both federal and non-federal workplaces to display.

TRAINING
Links to free online USERRA training at **www.ESGR.mil** help employers to better understand the law.

BRIEFINGS
ESGR volunteers can visit your workplace and provide USERRA training.

Join thousands of American employers who visibly affirm their support for their Guard and Reserve employees by signing a Statement of Support. Visit www.ESGR.mil to request your Statement of Support.

ESGR PROVIDES SERVICE MEMBERS:

RESOURCES
ESGR provides samples of military leave of absence forms, sample letters, service policies, and tips to help you avoid employment challenges.

UNDERSTANDING OF THE LAW
Confused? *We can help!* ESGR provides wallet cards and other resources to help you understand your rights and responsibilities under USERRA.

ESGR volunteers attend mobilization/demobilization briefings to answer questions. Call ESGR toll-free at 1-800-336-4590 or contact your local Guard or Reserve unit for more information.

Show appreciation for supportive employers by nominating your supervisor for a PATRIOT AWARD. It's free, and an easy way to say thanks. Visit www.ESGR.mil to nominate your employer.

Our customer service center is operational from 8am to 6pm Eastern Time, Monday through Friday, to provide answers to USERRA questions, or to refer cases to a trained ombudsman.

Call our customer service center toll-free at 1-800-336-4590. Questions may also be asked at **www.ESGR.mil** by completing a USERRA Assistance Request Form.

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