



MARFORRES COMMUNICATOR

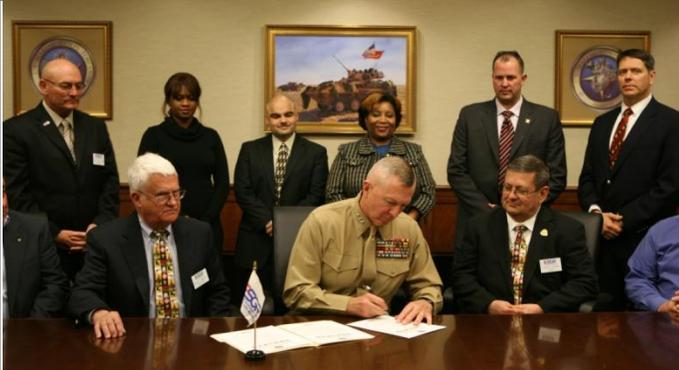
Marine Forces Reserve EMPLOYER SUPPORT

December 2011

Marine Forces Reserve: Ready, Relevant, Responsive

"We rely on a Triangle of Success: Marine, family, employer. If any side of that triangle is missing, we cannot successfully support the Total Force mission. It is one team, one fight; therefore, we must always be engaged to ensure those at home who rely on our Marine Reservists fully support them when duty calls."

– Lt. Gen. Steven A. Hummer, Commander, Marine Forces Reserve



NEW ORLEANS – Lt. Gen. Steven A. Hummer, commander, Marine Forces Reserve and Marine Forces North, signs a Statement of Support of civilian employees who are Guard and Reserve service members (standing) in the commander's conference room at Marine Corps Support Facility New Orleans here Dec. 19. For more information [click here](#).

LEADERSHIP (with links to commands and biographies)

- Secretary of the Navy [Honorable Ray Mabus](#)
- Commandant of the Marine Corps [Gen. James F. Amos](#)
- Assistant Commandant [Gen. Joseph F. Dunford Jr.](#)
- Sgt Major of the Marine Corps [Sgt. Maj. Micheal P. Barrett](#)
- Commander, MARFORRES [Lt. Gen. Steven A. Hummer](#)
- Executive Director, MARFORRES [Mr. Robert Braithwaite](#)
- Sgt Major of MARFORRES [Sgt. Maj. James E. Booker](#)
- CMD Master Chief, MARFORRES [CMDCM Eric E. Cousin](#)

Commanding Generals (with links to biographies):

- [4th Marine Division](#) [Brig. Gen. James M. Lariviere](#)
- [4th Marine Aircraft Wing](#) [Maj. Gen. Rex C. McMillian](#)
- [4th Marine Logistics Group](#) [Brig. Gen. Roger R. Machut](#)

AN INTEGRAL ELEMENT OF THE TOTAL FORCE

Marine Forces Reserve By The Numbers (as of 12 DEC 2011)

SELECTED MARINE CORPS RESERVE (SELRES)

* Authorized End strength	<u>39,600</u>
* Inventory	
Members of Reserve Units	31,647
Active Reserve	2,162
- Officer	332
- Enlisted	1,830
Individual Mobilization Augmentees	2,990
Trainees	<u>3,158</u>
Total SELRES on hand	39,957
INDIVIDUAL READY RESERVE	<u>57,352</u>
TOTAL MARINE CORPS RESERVE	97,309
U.S. NAVY SERVING WITH MARFORRES	2,423
- Reserve	2,204
- Active	219

CURRENTLY DEPLOYED	2,513
Theater Security Cooperation	39
OEF	1,755
OIF	0
HOA	4
Other	715
Percentage of Units Deployed for OEF/OIF	100%

OCO CONTRIBUTION

SINCE 11 SEP 01 **75,700**
(64% of current USMCR personnel have activated at least once)

AVERAGE AGE OF FORCE **25.3 years**

RESERVE SITES

Located in 48 States, the District of Columbia and Puerto Rico	183
Owned Sites	32
Tenant Locations	151
Family Housing Sites	3
Marine Barracks	1



MARINE FORCES RESERVE: Ready, Relevant, Responsive

Monthly Communication Priority:
EMPLOYER SUPPORT and USERRA



EMPLOYER SUPPORT

Marine Forces Reserve is successful as an operational Force because of employer support. Success depends on a strong employer/employee relationship.

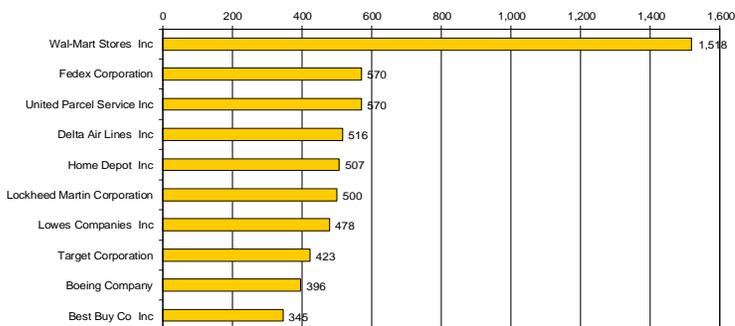
Tips for success:

- Let your boss know about your military commitment and training.
- Know your USERRA rights.
- Keep boss apprised of your annual training and drill schedule.
- Give plenty of notification if you are to be mobilized.
- Know your employer's policy on pay while away on orders.
- Reward your employer. Nominate them for one of the ESGR Awards.

Nominate employers for Freedom Award

- The Secretary of Defense Employer Support Freedom Award is the highest recognition given by the U.S. Government to employers for their support of their employees who serve in the Guard and Reserve.
- Nominations must come from a Guard or Reserve member who is employed by the organization they are nominating, or from a family member.
- Nominations are being accepted by the Employer Support of the Guard and Reserve through January 16, 2012, at www.freedomaward.mil.

TOP LARGE EMPLOYERS OF RESERVISTS



SOURCE: Employer Support of the Guard and Reserve

For more information, visit www.esgr.mil

THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT OF 1994 (USERRA):

USERRA is the Federal law that establishes rights and responsibilities for members of the National Guard and Reserve and their civilian employers.

The law applies to all public and private employers in the U.S., including federal, state and local governments, regardless of size.

When service members meet all criteria, USERRA requires employers to:

- Allow employees to participate in military services
- Prompt reinstatement back into job following service
- Accumulation of seniority, including pension plan benefits
- Reinstatement of health insurance
- Training or retraining of job skills, including accommodations for disabled
- Protection against discrimination

In general, if an employee is on military service, he or she is eligible for reemployment by meeting the following criteria:

- The employer has advance notice of employee's service
- The employee returns to work in accordance with USERRA
- The employee has not been given a disqualifying discharge or under other than honorable conditions

Reemployment timetable:

- 1-30 days: Next day*
- 31-180 days: Apply within 14 days
- 181+ days: Apply within 90 days

*After 8 hours rest plus normal travel time from military training site to place of civilian employment

For more information, visit www.esgr.mil/site/USERRA.aspx

