



Employer Support of the Guard and Reserve (ESGR)

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Why is employer support important? Almost half of our military force resides in the Reserve Component which is comprised of the National 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) is a Department of Defense agency that seeks to develop and promote a culture in which all American employers support and value the military service of their employees. It does so by *recognizing outstanding support, increasing awareness of the law, and resolving conflicts through mediation.*

Who we help: Employers and members of the National Guard and Reserve.

What we do: Staff and hundreds of volunteers within ESGR's 56 Field Committees throughout the U.S provide the following services:

Information: We inform and educate 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. Many of ESGR's resources are available at www.esgr.mil.

Employers:

Regulations: Find copies of the USERRA Statute, law reviews, the Federal Code of Regulations for USERRA Implementation, and even a non technical guide to understanding the law.

Posters: Employers are required to provide a notice of rights to persons 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: Free online training helps you better understand USERRA.

Briefs: An ESGR volunteer can visit your workplace and provide USERRA briefings.

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Service members:

Resources: ESGR provides military leave 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 National Guard or Reserve unit for more information.

Recognition: We applaud employers who practice personnel policies that support employee participation in the National Guard and Reserve.

Employers:

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

Service members:

Show appreciation for supportive employers by nominating your boss for a Patriot Award. It's free and an easy way to say thanks. Visit www.esgr.mil to nominate your employer.

Mediation: Trained ombudsmen provide information, consultation and mediation concerning USERRA compliance.

We have hundreds of trained volunteer ombudsmen throughout the country ready to provide free mediation. Our success rate is high and we usually resolve conflicts since most cases are due to a misunderstanding, rather than a violation of the law.

Our national customer service center is operational from 8 am to 8 pm Eastern Standard Time, Monday through Friday, to provide answers to USERRA questions or refer cases to a trained ombudsman. Call our customer service center toll-free at 1-800-336-4590. Questions may also be sent via email to USERRA@osd.mil.