



# ESGR Overview VAAMS Conference

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[www.ESGR.mil](http://www.ESGR.mil)

# Mission and End State

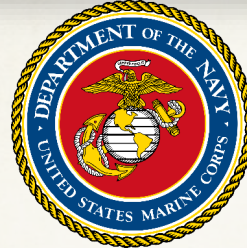
- **Mission**

- Employer Support of the Guard and Reserve (ESGR) is a Department of Defense (DoD) office that develops and promotes **supportive work environments** for Service members in the Reserve Component through outreach, recognition, and educational opportunities that **increase awareness** of applicable laws. It also provides assistance **in resolving conflicts** between the Service members and their employers.

- **End State**

- All **employers support and value** the employment of members of the **Reserve Components** in the United States and Territories, thereby **increasing the readiness** of the Reserve Component.





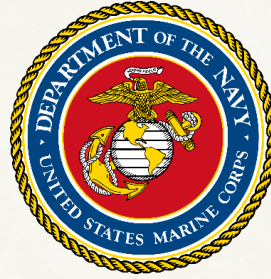
## The Federal Components Of The United States Armed Forces



## The State Components Of The United States Armed Forces



# ACTIVE DUTY



A person who is active duty is in the military full time. They work for the military full time, may live on a military base, stationed most anywhere in the United States or overseas, and can be deployed at any time. Family they have with them live the life as well. Simply put, active duty is 24/7, 365 days a year.





# RESERVES



Each branch of the military has a Reserve component, and the Reserve are under the command of their respective military branch (e.g., Army Reserve are under the command of the Army). The purpose of the Reserve is to provide and maintain trained units and qualified persons to be available for active duty in the armed forces when needed. This may be in times of war, in a national emergency, or as the need occurs based on threats to national security. Their presence can be called upon to serve either stateside or overseas. The primary job of the Reserve is to fill the gaps in stateside service positions when the active-duty forces ship overseas. Members of the Reserve are required to participate in training drills one weekend a month and two weeks per year. Members of a unit can actually be from all over the United States.





# GUARD



The National Guard consists of the Army National Guard and the Air Force's Air National Guard. While federally funded, the National Guard is organized and controlled by state. However, in times of war, the National Guard can become federalized and deployed. The National Guard engages in a number of activities. During local emergencies, National Guard units assist communities endangered by storms, floods, fires, and other disasters. National Guard companies deployed overseas may see combat, but are more often building schools and hospitals, training local peacekeepers, or teaching local farmers more efficient farming techniques and better ways to use of their land. As with the Reserve, the National Guard requires training drills one weekend a month and two weeks per year. Guard members generally are from within the same communities or counties within the state.





## **Common Reasons Why Members Join**

- Defined in Terms of Values with Both Personal and Social Significance
- Challenge
- Service/Sacrifice
- Education/Training Opportunities
- Economic Issues—Bonus
- Sense of Adventure/Escape Life Situation



## The “Birth” of ESGR

- In the 1968 presidential campaign, Nixon had promised to end the draft
- President Nixon realized support from employers was needed for an All-Volunteer Reserve Force. As a result, he created the National Committee for Employer Support of the Guard and Reserve (NCESGR) in June 1972.
  - Mission was to inform and encourage the public and employers to support employees who were active members of the National Guard or Reserve components
- In 1973, the draft ended



# The Guard/Reserve Employee

## What was happening to these workers?

- Often being viewed as second-class workers
- Some employers were opposed to having Guard/Reserve employees or were indifferent toward service which also had an affect on enlistment/retention numbers
- Guard/Reserve members compelled to use vacation to meet military commitments
- Other forms of discrimination impaired civilian career and professional advancement opportunities

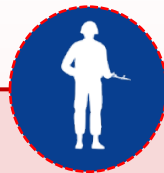


# Key Components



## EMPLOYER OUTREACH

Promote a culture where all employers support and value military service through education, recognition, and mediation



## MILITARY OUTREACH

Make Service members aware of their rights and responsibilities under the law and the value of employer support and recognition



## OMBUDSMAN SERVICES

Provide information and informal, neutral mediation for issues or conflicts between employers and Service members

• **State/Territory Committees & Volunteers**



# Statement of Support



## STATEMENT OF SUPPORT FOR THE GUARD AND RESERVE



### Veterans Affairs Administrators of Mississippi

We recognize the Guard and Reserve are essential to the strength of our Nation and the well-being of our communities.

In the highest American tradition, the patriotic men and women of the Guard and Reserve serve voluntarily in an honorable and vital profession. They train to respond to their community and their country in time of need. They deserve the support of every segment of our society.

If these volunteer forces are to continue to serve our Nation, increased public understanding is required of the essential role of the Guard and Reserve in preserving our national security.

Therefore, we join other employers in pledging that:

- We fully recognize, honor and comply with the Uniformed Services Employment and Reemployment Rights Act (USERRA).
- We will provide our managers and supervisors with the tools they need to effectively manage those employees who serve in the Guard and Reserve.
- We appreciate the values, leadership and unique skills Service members bring to the workforce and will encourage opportunities to employ Guardsmen, Reservists, transitioning Service members and Veterans.
- We will continually recognize and support our country's Service members and their families in peace, in crisis, and in war.

Employer

Ronald E. Begle  
National Chair, ESGR

Lloyd J. Austin III  
Secretary of Defense

Date



- Cornerstone of ESGR's effort to gain and maintain employer support for the Guard and Reserve
- Intent is to increase employer support by encouraging employers to act as advocates for employee participation in the military
- The first Statement of Support was signed December 13, 1972, in the Office of the Secretary of Defense by the Chairman of the Board of General Motors
- VAAMS will participate this afternoon as a group, but each can get their own



## WHAT IS ESGR TODAY?

- Department of Defense program
- Promote cooperation and understanding between Guard/Reserve Component Service members and their civilian employers and to assist in the resolution of conflicts arising from an employee's military commitment
- A network of more than 3,750 volunteers in 54 committees located across all 50 states, the District of Columbia, Guam-CNMI (Commonwealth of the Northern Mariana Islands), Puerto Rico, and the U.S. Virgin Islands
- Volunteers hail from small business and industry, government, education, and prior military service



<https://esgr.mil/>

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**WE ALL SERVE.**

**50 YEARS**  
1972-2022  
**ESGR**  
EMPLOYER SUPPORT OF  
THE GUARD AND RESERVE

Celebrating 50 years serving those who serve

Learn More >

How can ESGR help?

How can ESGR help

ESGR understands the unique talents and skill set Guard and Reserve Service members can bring to the civilian workforce. To make this arrangement work, both parties must be aware of their rights and responsibilities under the Uniformed Services Employment and Reemployment Rights Act (USERRA). Learn more.

Who is ESGR? USERRA

**QUICK LINKS**

**NOMINATE YOUR EMPLOYER FOR A PATRIOT AWARD**

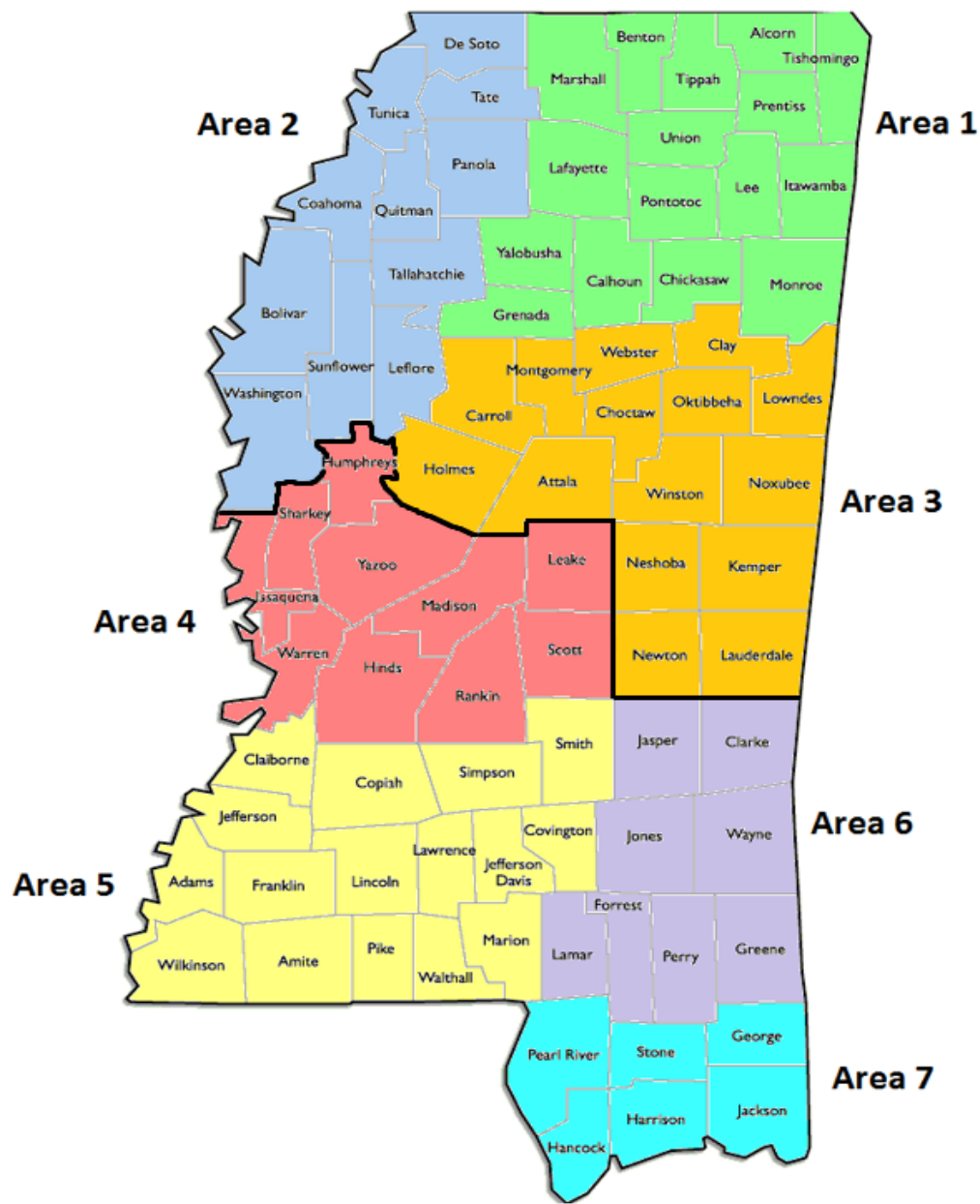
**REQUEST USERRA ASSISTANCE**

**SUPPORT YOUR EMPLOYEE**



## Committee Leadership

<b>Ms. Margaret Barnes</b>	State Chair
<b>Mr. W.O. Jones</b>	Vice Chair
<b>Ms. Connie Myers</b>	Employer Outreach Director
<b>Mr. Dan Johnson</b>	Military Outreach Director
<b>Ms. Lisa Ponder</b>	Public Affairs Director
<b>Mr. Tim Lea</b>	Training Director
<b>Vacant</b>	Ombudsman Director
<b>Mr. W.O. Jones</b>	Assistant Ombudsman Director
<b>Mr. William Allen</b>	Assistant Ombudsman Director
<b>Mr. David Alexander</b>	Awards Director
<b>Mr. Ricky Myers</b>	Bosslift Coordinator
<b>Mr. WO Jones (Interim)</b>	Area 1 Chair
<b>Mr. Leroy Matthews</b>	Area 2 Chair
<b>Mr. Jimmy Vaughan</b>	Area 3 Chair
<b>Ms. Joyce Robinson</b>	Area 4 Chair
<b>Ms. Lynn Holloway</b>	Area 5 Chair
<b>Ms. September Wallace</b>	Area 6 Chair
<b>Mr. Glenn Bremenkamp</b>	Area 7 Chair
<b>Mr. Aubrey Ray</b>	Chair Emeritus







**CELEBRATING 50 YEARS SERVING THOSE WHO SERVE.**

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