

# EMPLOYER SUPPORT OF THE GUARD AND RESERVE TIPS FOR EMPLOYERS

**The Guard and Reserve are an integral part of our military.** Almost half of the men and women serving in our Armed Forces are members of the Guard and Reserve.

As an employer, you are vital in enabling your employees who are members of the Guard and Reserve to serve our country. Moreover, your active support and encouragement are critical to their success.

## **Here are some suggestions on how you can help:**

**Learn more about the role of the Guard and Reserve:** Attend open houses and public functions at local military units. Talk about the Guard and Reserve with military and civilian leaders in your community. Ask your employees what they do and how they fit into the “big picture” of national defense.

---

**Get to know your employees’ military commanders and supervisors:** Ask them to provide you with advance notice of your employee’s annual military duty schedule.

---

**Put your support in writing by signing a Statement of Support for the Guard and Reserve:** Display it prominently for all your employees and visitors to see. Request your Statement of Support online today at [www.ESGR.mil/SoS](http://www.ESGR.mil/SoS).

---

**Examine your personnel policies to see how they accommodate and support participation in the Guard or Reserve:** Do policies include provisions for military leaves of absence? Do policies ensure job opportunities and benefits equivalent to those of other employees? Your local ESGR State Committee is available to answer questions or offer suggestions.

---

**Encourage employee participation in the Guard and Reserve:** Recognize and publicize their dedication and commitment to your business and the Nation. Your employee’s service in the Guard or Reserve enhances their job performance and adds value to your organization.

---

**Seek assistance from ESGR:** Call 1-800-336-4590 to speak with an ombudsman. Ombudsmen serve as confidential, neutral liaisons for employers and employees who seek assistance or clarification regarding their rights and responsibilities as set forth in the Uniformed Services Employment and Reemployment Rights Act (USERRA).



# EMPLOYER SUPPORT OF THE GUARD AND RESERVE TIPS FOR EMPLOYERS

*Continued from page 1...*

**For detailed information about specific employment rights and responsibilities visit [www.ESGR.mil](http://www.ESGR.mil):**

Our website is a great resource for information on the Uniformed Services Employment and Reemployment Rights Act (USERRA).

---

**Don't hesitate to call your employee's military commander or supervisor if you have a question or concern:** Military leaders face some of the same challenges as employers and know that it is in everyone's best interest to work together. Frequently, they can offer alternatives to meet individual needs. By taking an active role in supporting your Guard and Reserve employees, you will improve the quality of life for all your employees, directly enhance the success of your organization and provide an invaluable service to the nation.

---

**Become an ESGR volunteer:** Many ESGR volunteers are employers just like you. Volunteering with ESGR is a great way to show support for your Guard and Reserve employees while assisting other employers. Visit [www.ESGR.mil](http://www.ESGR.mil) for more information.

## USERRA QUESTIONS?

Our customer service center is operational from 8am to 6pm Eastern 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 answered at [www.ESGR.mil](http://www.ESGR.mil).

ESGR DEVELOPS AND PROMOTES A CULTURE IN  
WHICH ALL AMERICAN EMPLOYERS  
**SUPPORT AND VALUE**  
THE MILITARY SERVICE OF THEIR EMPLOYEES.

