



Welcome to Colorado ESGR. Our purpose is to have an informative newsletter that will educate, inform, and promote service by and to ESGR while fulfilling our mission of supporting Employers, Guard/Reserve members, and COESGR Volunteers.

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ESGR JOINS IN LEADING EFFORT TO HELP VETERANS WITH JOBS

The country is suffering. With national unemployment figures escalating to more than 9.5 percent, the financial repercussions have affected thousands in Colorado.

Military veterans, however, experience an unemployment rate almost twice as high.

Recognizing the need for intervention, leaders from the Colorado Employer Support for

meeting in strategizing how best to structure this effort,” Bill Belz, Director of Ombudsman for ESGR, reports. Various other groups have joined the Task Force, including representatives of the Veterans Administration, the South Metro Denver Chamber of Commerce, the Office of Program Management, and The Employer Partnership of the Armed Forces, Colorado



MOU signers are pictured L to R; Dick Young, Don Mares, Michael Edwards

the Guard and Reserve, Colorado Department of Labor and Employment, Colorado National Guard and the Veterans Employment and Training Service signed a Memorandum of Understanding in late spring of 2010 to collectively and cooperatively work to help Colorado veterans obtain jobs.

Technical University, Return 2 Work, Inc, Homeland Security Careers, Inc., and Convergys Corp.



“A Task Force to carry out this mission has been formed and

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ESGR JOINS IN LEADING EFFORT TO HELP VETERANS WITH JOBS

(Continued from Page 1)

The program, while still in the design stage, will potentially provide upfront guidance, counseling and advice to veterans, stated retired Rear Adm. Dick Young, chairman of the Colorado Employer Support for the Guard and Reserve. When the program launches, the veteran will register as a participant and attend three meetings where the individual will be given one-on-one help preparing them for their job search. Experts in numerous occupation fields will present the latest information and projections on job opportunities in those fields, and job placement counselors will work either one-on-one or with small groups of veterans in providing advice counseling and information about employment in those specific fields.

The last part of the program brings in companies and entities that have or may have job openings.

"Later this year, we will be launching a coordinated effort to connect Colorado employers that have job openings with National Guardsmen, Reservists and Veterans seeking employment," reports Patrick O'Flaherty, ESGR staff director.

The Task Force will start with one location. After close observation and corrections making the program more effective, it will then be replicated in other locations throughout the State.

"We hope in this way, we can make this program available to military Veterans where they don't have to travel long distances to take advantage of it, and yet at the same time, get a program where the bugs have been worked out and improved each time it is presented," said Don Mares, finishing up his tour as executive director of the Colorado Department of Labor and Employment, and one of the key drivers of this effort.

Col. Ken Lull, the program's key representative of the Colorado National Guard, wants Guardsmen to know that this program is aimed at and being structured for them in particular. "We certainly want to make sure this program is aimed at all of our Guard personnel, as we have major unemployment concerns as well" he stated.

What we hope to do, Young concluded, is to bring home the fact to Colorado employers that oftentimes your military Veteran, your Guard and Reserve member, may well be the best, most trained prospect for a job opening.

"I don't want to run down those who have not served in our military. They are fine individuals as well. I just want prospective employers to realize and appreciate all the training that military members have obtained while in the military service; that over 73% of all training that the Department of Defense, the largest training institution in the world, gives its members is directly attributable to civilian jobs, that they have already been screened, that they have gone through physical testing and training, as well as leadership training; they know what 24/7 means, they know about getting to their post on time, and besides, many bring their own health insurance coverage with them," Young added.

If any company or individual wishes to join this effort, please contact Colorado ESGR staff director at patrick.oflaherty2@us.army.mil

Uniformed Services and Reemployment Rights Act (USERRA)

The mission of the Employer Support of the Guard and Reserve is to "...develop and promote employer support for Guard and Reserve service by advocating relevant initiatives, recognizing outstanding support, increasing awareness of applicable laws, and resolving conflict between employers and service members."

With the mission of educating employers and service members in the forefront as our Soldiers, Sailors, Marines and Airmen continue to deploy, each month the newsletter will explore a different aspect of the Uniformed Services and Reemployment Rights Act.

Reemployment Rights

By Carolyn Gunther, Colorado ESGR Newsletter Editor

USERRA was enacted in 1994 as a Federal law establishing the rights and responsibilities for both service members and their employers. This covers a range of issues such as employment, discrimination, employment benefits and reemployment while the employee is either serving or had served in the military.

If an employee is activated for military duty, voluntarily or involuntarily, they have reemployment rights as long as that person meets certain criteria. This includes the following and pertains to all U. S. employers in the world, whether it's a government agency, small business or non-profit.

Prior Notice: The employee must provide their employer notification of their activation. While not required, it's recommended that the notice is provided in writing and a copy saved. Additionally, this is a burden to the employer; an employee should provide a notice as soon as possible so the employer has a chance to accommodate the absence.

Five Year Limit: The cumulative period of service must not exceed a total of five years while employed by one employer. There are, however, exceptions to these requirements. One exemption includes service that is required beyond five years to complete their military obligation. An example provided by CAPT Samuel F. Wright, a lawyer with the U. S. Navy Reserve and heavily involved with drafting the USERRA, in Law Review Number 6, details an individual that enlisted with the Navy in the nuclear power program. Due to the complexity and length of training, the individual was required to complete an initial obligation of six years of service.

Other exceptions include service performed in support of a war or national emergency declared by the President or Congress, in support of a critical mission as determined by the Secretary concerned, or an involuntary activation of a retiree. An in-depth discussion of exceptions will be conducted in a later article.

Honorable Discharge: The service member must be honorably discharged from their active duty service.

Reemployment Application: The service member, once discharged from duty, must make a timely application for reemployment with their employer. If performing one to thirty days of service, the individual is required to report the next scheduled work day, after eight hours of rest plus normal travel time from the where the military service was performed to the location of employment.

If 31 to 180 days of service, then the individual is required to report within fourteen days after completion of service.

If more than 180 days, then the individual is required to report within ninety days after completion of their service.

* Additional information is located at <http://www.esgr.org/site/USERRA.aspx>; once there, links for the law and Capt. Wright's law review can be found.

Statement of Support

The ESGR Statement of Support Program seeks to inform and educate employers about their rights and responsibilities towards their employees who serve in the National Guard and Reserve, and to also recognize and reward those employers who go “over and above” the requirements of the law.

A Statement of Support signing employer denotes the following:

- We fully recognize, honor and enforce the Uniformed Services Employment and Re-Employment Rights Act (USERRA).
- Our managers and supervisors will have the tools they need to effectively manage those employees who serve in the Guard and Reserve.
- We will continually recognize and support our country’s service members and their families in peace, in crises and in war.

Larimer County Sheriff's Dept.	Ft. Collins
Lehman Communications Corp	Loveland
City of Fort Collins	Ft. Collins
Larimer County Commissioner	Ft. Collins
Larimer County Commissioner-Dist 1	Ft. Collins,
Clear Channel Northern CO	Loveland
Larimer County Commissioner Dist 2	Ft. Collins
Larimer County Assessor	Ft. Collins
USDA-National Telecommunications Ser	Ft. Collins
Greening Up	Ft. Collins
8th Judicial District-	Ft. Collins
Park School District R3	Estes Park
Gracon Corp	Loveland
CBW Automation	Ft. Collins
Sprint	Lone Tree
ProLink Solutions	Englewood
Jefferson County Coroner's Office	Golden
Wagner Equipment Company	Aurora
Denver Public Schools	Denver
Exempla Saint Joseph Hospital	Denver
Rocky Mountain USO-Den. Intl. Airport	Denver
Denver Public Schools	Denver
Denver Public Schools	Denver
Principal Financial Group	Colorado Springs
Principal Financial Group	Denver
Fandies Candy Company	Canon City
Information Technology Experts	Ft. Collins
United States Postal Service	Denver
University of Colorado Denver	Denver
Colorado Department of Corrections	Colorado Springs
Black Forest Engineering	Colorado Springs
Owens-Illinois	Windsor

**Thank you to our
Colorado employers
who
signed a
Statement
of
Support in January**



Multiple listings of an employer indicate a signing at more than one location.

Patriot Awards

This month we honor the recipients of recent awards as well as recognize the nominators for recognizing their truly exceptional employers who support them. The following recipients are just a small sample of those exceptional employers:

YN1 Melissa Filter, USNR –Exempla Saint Joseph Hospital – Amy Brown

I began my civilian employment with Exempla Saint Joseph Hospital and my nursing career on the Cardiovascular Unit (5 CW) under Amy Brown. Amy was extremely supportive of my annual training (AT) though it meant covering almost three weeks of shifts. Just about six weeks later, I received mobilization orders. I was overwhelmed by Amy's encouragement and the entire organization's support. I am honored to work with such an amazing team. Many of my peers continue to wear yellow ribbons on their name badges until I return in December. The entire Exempla organization proudly recognizes its military family and I am extremely grateful!

SFC Brenda Teasley, USAR- Jefferson County Coroners Office - Katherine Loughrey-Stemp

Katherine has been outwardly supportive of the military, and my military service from my first interview through out my employment. Anytime I needed to take time to do anything regarding my military service she was supportive without question or hesitation. I am currently on Active Duty orders for one year, and she volunteered to check on my mother, who I support as a dependent, in my absence. The county supplements the salary difference, and continues certain benefits.

Maj Todd M. Fenner, ARNG - 5280 Solutions - Mark Voegele

5280 Solutions is very supportive of National Guard service members. For more than 12 years, they have provided endless support for my service in the Colorado Army National Guard (COARNG). I was mobilized in 2002 for 12 months and recently mobilized and deployed to Afghanistan for over 16 months. They have supported me both financially and emotionally. With this recent deployment they reached out and supported my family (Merrilee, Peyton and Paige) by touching base and providing a few gifts during the holiday season. 5280 employees sent care packages to me and other Soldiers in my unit. They have supported long weekend training commitments and annual training without question, regardless of the current work load at the time. They always find a way to make military training a priority. 5280 has a generous leave policy that provides mobilized service members the difference in their pay. All the leader at 5280 go above and beyond to make service members feel supported and they do it because they want to and not because they have to.

Staff Sergeant, Kenneth P. Zetye, USMCR - The Egan Printing Company – Howard Egan

Howard, and The Egan Printing Company are an essential part of my ability to perform my reserve obligation. As a Marine Staff NCO reservist, it requires a large amount of my own time to keep up on all of the work that is required of me. Howard has never uttered a complaint. He regularly introduces me as his Veteran employee and makes my service a point of pride within the business as well as to our vendors and customers. He has made sacrifices in hard times to accommodate my service. There is no better employer.

Other Patriot Award Links:

<http://www.esgr.org/newforms.asp?p=patriot>— Patriot Award Service Member Nominator Form

http://www.esgr.org/newforms.asp?p=patriot_spouse—Patriot Award Spouse Nominator Form

For additional information or questions contact the Colorado ESGR Staff, contact information is located on page 9 of this newsletter.

Colorado National Guard/Reserve Unit Highlight

This monthly feature of the newsletter will highlight a Colorado National Guard or Reserve unit.

High Altitude ARNG Aviation Training Site (HAATS)

Courtesy Colorado National Guard Public Affairs



The Colorado Army National Guard High-Altitude ARNG Aviation Training Site (HAATS) was established in 1985 to provide "graduate level" training to military helicopter pilots flying in mountainous terrain and/or high temperatures. The HAATS training program is unique, and attracts students from around the world for 1-2 week training sessions at the HAATS facility in Eagle/Gypsum, Colorado, a small town 126 miles West of Denver, Colorado and 31 miles West of Vail, Colorado. Like the HAATS program, the HAATS facility is a unique blend of an Army Aviation Support Facility (AASF), with training and billeting functions.

The school offers a unique training methodology based on aircraft power that is designed to dramatically increase individual and crew situational awareness. Known as Power Management, the training process requires power accountability of the pilots in all flight regimes. This accountability produces insight to every situation to include multi-ship operations. The mountainous training area enhances the Power Management process and also provides the additional benefit of high altitude/rough terrain training.

With recent military actions in mountainous regions such as Afghanistan and Northern Iraq, the demand for the HAATS training program has increased dramatically.

HAATS facility currently consists of a combined hangar/maintenance/administrative/classroom/billeting facility adjacent to the Eagle County Airport. The existing building, together with exterior aircraft parking apron, can accommodate four UH-60/AH-64 and four CH-47 aircraft based at HAATS. In addition to a small maintenance hangar, flight operations area, and administrative offices, the HAATS building has two classrooms and billets for seven student pilots. The single billeting floor includes a combination of private and dormitory style rooms with a shared men's bathroom/shower and a shared women's bathroom/shower. None of the existing rooms have private baths. Hangar and storage space are at a premium at HAATS.



Join Us By Becoming a Volunteer

How to join:

In order to become a Volunteer, you will need to download and complete the following forms and send them to your state's ESGR Field Committee. Please visit our [Contact page](#) for your state's address and phone number:

[Privacy Act Statement Release Form](#) 

[Volunteer Application Form](#) 

[Volunteer Agreement Form \(DD2793\)](#) 

[Direct Deposit Authorization Form](#) 



Once completed, feel free to send the forms via regular mail to your state's ESGR Field Committee. We look forward to having you become part of our team!

Questions?

For questions or inquiries about volunteering, please **contact our Colorado ESGR Chairman, Richard E. Young** at dickyong123@gmail.com

Who we help:

Employers and members of the National Guard and Reserve.

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.

Become an ESGR volunteer!

Our dedicated volunteers come from all walks of life. We are business executives, civic leaders, and patriotic citizens. Some of our volunteer activities include the following:

Employer Outreach: Develop relationships with employers to promote advocacy for service in the National Guard and Reserve.

Ombudsman: Assist in preventing, reducing or resolving employer or service member misunderstandings regarding employment rights and responsibilities.

Public Affairs: ESGR Public Affairs volunteers work with military and civilian media organizations to promote public understanding of the ESGR mission.

Military Unit Representative: Inform and educate members of the National Guard and Reserve regarding their employment rights and responsibilities under USERRA.

Members of the National Guard and Reserve and their civilian employers form an alliance that is essential to our nation's national security. These brave men and women perform critical roles in disaster relief efforts at home and continue to serve around the world to ensure our freedom. They could not perform their critical mission without support from people just like you.

Your involvement, with as little as a few hours a month, can improve the employer relations of the brave men and women that place themselves in harms way, leave their families and put their careers on hold as they preserve our way of life.

As an ESGR volunteer you become a contributing citizen to our National Security. Besides helping your community, volunteer hours also count towards the President's Volunteer Service Award.

Letters to the Editor / News Events

Letters to the Editor

These are responses or special interest items from our newsletter readers. These are selected from letters, email, postings on Facebook or Twitter. If you wish to make comments or share an item of interest please send them by email to the newsletter editor—[James Garrett](#)

Reference to the Colorado Employer Support of the Guard and Reserve Newsletter -

Just wanted to say Thanks, I am a Ball Aerospace employee and also an Air Force Reservist. I have 45 people that are under my care as the Squadron Superintendent and many are confused about how they can effectively work both as a civilian and as a Reservist. I would like to continue to forward these message's to my unit and making the information available to my fellow Airman. Thanks for a great publication.

SMSgt Ken Trousdale USAFR, Program Manager, Ball Aerospace, Space Protection Group

Montrose, CO in support of the 928 ASMC, COARNG departing overseas to Southeast Asia. On Monday, January 10, 2011 a ceremony was held for 84 military personnel who were recognized and honored. The program also featured 15-16 WWII Veterans who were present and spoke to the Guardsmen and women who are being deployed. Program speakers also included MG Mike Edwards, TAG CONG, MG Ed McLean, BG Capazelli, 928th ASMC Commander, Gary Ellis, County Commissioner, Kathy Ellis, Montrose Mayor, Montrose H.S. Band, JROTC Honor Guard. The program was put together by SGT Bershett. Following the program the unit, boarded busses, and was escorted by flag waiving citizens along the route out of Montrose. Very Patriotic and heart warming to witness. The ceremony was also very well attended by Montrose residents, family members, and guests from out of town. Lou Brackett, Employer Outreach Area Coordinator and Western Slope Military Outreach Volunteer

DENVER — Gov.-elect John Hickenlooper announced on December 31, 2010 that Maj. Gen. Michael Edwards will be Executive Director of the Department of Military and Veterans Affairs. Edwards currently serves in this role in Gov. Bill Ritter's cabinet. He is also the Adjutant General for Colorado and is responsible for the command administration of more than 5,500 Colorado Army and Air National Guard members. "Gen. Edwards will continue to be a strong voice for veterans in Colorado who have proudly served our country," Hickenlooper said. "He is an experienced leader and Colorado is fortunate to have him in command of the Colorado Army and Air National Guard." Edwards oversees the Colorado National Guard's primary missions of national defense and state emergency response. In addition, he is responsible for supporting the missions of the Civil Air Patrol's Colorado Wing, consisting of more than 2,500 volunteers.

"It is truly an honor and a privilege to be offered the opportunity of continued service to our state's Veterans and our Colorado National Guard as a member of Gov.-elect Hickenlooper's team," Edwards said.

For bio of Major General Edwards click on his photo.





About ESGR

Employer Support of the Guard and Reserve (ESGR) is a Department of Defense (DoD) organization. It is a staff group within the Office of the Assistant Secretary of Defense for Reserve Affairs (OASD/RA), which is in itself a part of the Office of the Secretary of Defense (OSD).

The nation's Reserve components (referring to the total of all National Guard members and Reserve forces from all branches of the military) comprise approximately 48 percent of our total available military manpower. The current National Defense Strategy indicates that the National Guard and Reserve will be full partners in the fully integrated Total Force. Our Reserve forces will spend more time away from the workplace defending the nation, supporting a demanding operations tempo and training to maintain their mission readiness.

In this environment, civilian employers play a critical role in the defense of the nation by complying with existing employment laws protecting the rights of workers who serve in the Reserve component.

ESGR was established in 1972 to promote cooperation and understanding between Reserve component members and their civilian employers and to assist in the resolution of conflicts arising from an employee's military commitment. It is the lead DoD organization for this mission under DoD Directive 1250.1.

Today, ESGR operates through a network of thousands of volunteers throughout the nation and Guam, Puerto Rico and the Virgin Islands.

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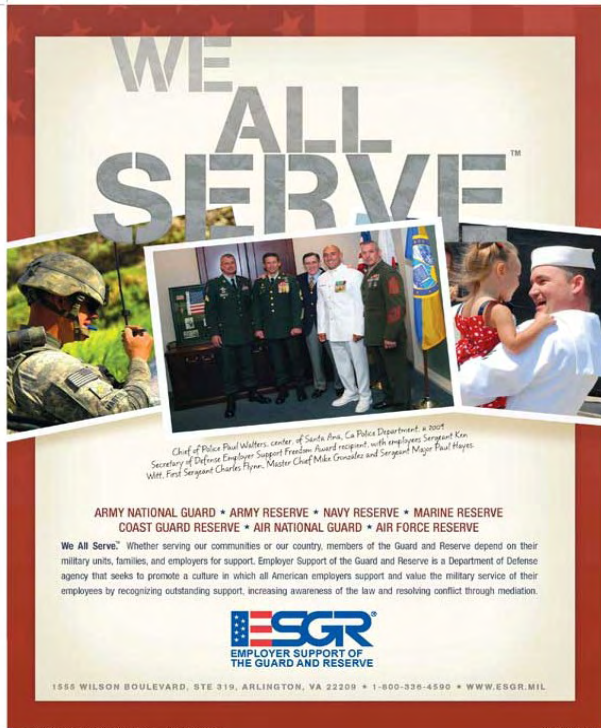
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Colorado's ESGR Electronic Newsletter is published not only for the information and benefit of the members of the Colorado ESGR but most importantly to our Guard and Reserve members and their employers.

The contents of this newsletter highlight activities and events conducted by Colorado ESGR.

Send comments regarding this publication to the Newsletter Editor: James Garrett at esgrcolorado@yahoo.com



Your Job Is Protected



Service members— Make sure you obtain a “Your Job Is Protected” wallet information card from a Colorado ESGR Military Outreach Volunteer.

EVENTS CALENDAR

FEBRUARY

- 10-11 Basic Ombudsman Course (Miami FL)
- 10-13 HQ ESGR Emerging Leader Course (Phoenix, AZ)
- 12-13 88 RSC Yellow Ribbon, Denver Hyatt Regency
- 23 Public Affairs Directorate Presentation

MARCH

- 3-6 HQ ESGR Advanced Ombudsman Course, New Orleans, LA
- 7-9 302nd Airlift Wing Enlisted Development Workshop, Peterson AFB
- 10-13 HQ ESGR Emerging Leader Training, San Antonio, TX
- 28-31 HQ ESGR West Region Conf. Las Vegas, NM
- 30-31 Bosslift, Keesler AFB. Biloxi, MS

APRIL

- 1 Bosslift, Keesler AFB. Biloxi, MS
- 14 Western Slope Employers Conference
- 16-17 88 RSC Yellow Ribbon, Denver Hyatt Regency

MAY

- 12-15 HQ EGR Advanced Ombudsman Course, Chicago, IL
- 21 COESGR Volunteer Training
- 23-25 Military Veterans Employment Initiative, Jefferson County Fairgrounds (Tentative)

JUNE

- 11 Employer Awards Banquet

Click On These Important USERRA Links

- Tips for Employers- <http://www.esgr.org/site/Resources/TipsforEmployers.aspx>
- Employer Resource Guide— <http://www.esgr.org/site/Resources/EmployerResourceGuide.aspx>
- Employer FAQ - <http://www.esgr.org/site/Resources/FAQforEmployers.aspx>
- Employer Factsheet - <http://www.esgr.org/site/Resources/EmployerFactsheet.aspx>
- USERRA Training 101 - <http://www.nvti.ucdenver.edu/Userra101/login.aspx?ReturnUrl=/userra101/default.aspx>
- USERRA Training 102 - <http://www.nvti.ucdenver.edu/Userra102/login.aspx?>
- USERRA Assistance Request Online - <http://www.esgr.org/site/Contact/CustomerServiceCenter.aspx>
- Other Useful links available on USERRA site - <http://www.esgr.org/site/USERRA.aspx>
- DOL/VETS - <http://www.dol.gov/vets/>