

## Supporting National Guard Deployments in the Workplace • No. 148 • 11/04

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### Effects on the Workplace

Nakaso, Dan. **Reserve call-up could remove 9,000 from jobs.** *Honolulu Advertiser*, p. 1A, February 5, 2003.

“From the Honolulu police and fire departments to the U.S. Postal Service to Pearl Harbor Naval Shipyard, some of Hawai’i’s major employers could lose up to 10 percent of their citizen-soldier workers if troops from the Hawai’i National Guard and military Reserves are needed for a war with Iraq.”

Howlett, Debbie. **Troop call-ups leave shortages at home.** *USA Today*, p. 3A, January 29, 2003.

“The Texas state Department of Criminal Justice has lost more than 400 corrections officers to Guard and Reserve call-ups during parts of the past 18 months, according to spokesman Larry Todd. The department has drafted a contingency plan that includes more prison lockdowns and less inmate movement to deal with the shortage of prison guards.”

Gadd, Brian. **National Guard and reserve call ups affect Ohio police agencies.** *Zanesville Times-Recorder*, p. 1A, January 13, 2003.

“While the Zanesville Police and Muskingum County Sheriff’s Office don’t have any members involved in guard or Army reserve activities, there are two state troopers at the Zanesville Post of the Ohio State Highway Patrol who could be activated, and the Perry County Sheriff’s Office has one officer.”

Sullivan, John. **Workers become soldiers.** *Daily Advertiser*, March 7, 2004.

“Revell, a Tsunami Sushi employee and the single mother of Gabrielle, 6, is one of 4,200 members of the Louisiana National Guard’s 256th Infantry Brigade who were placed on alert Monday for possible duty in Iraq. About three-quarters of those men and women are from Acadiana.”

DeMoss, Jeff. **Ogden, Utah, firms cope with voids left by those called up to military service.** *Standard-Examiner*, July 25, 2004.

“In times of conflict, many Top of Utah employers lose some of their most skilled workers to active service. Federal law ensures that servicemen and women still have a job when they get home, but their absence can cause logistical headaches, especially for employers as small as ARW.”

Payne, Melanie. **Careers on hold Reserve call-up means job upheaval.** *Sacramento Bee*, p. D1, March 21, 2003.

“Many employers are supportive and proud of their workers’ military service, but the loss of employees can be costly. The reservist’s civilian duties will fall to either replacement workers or co-workers. Employers continue to pay some benefits but are not required to do so for extended periods.”

General Accounting Office. **DOD actions needed to better manage relations between reservists and their employers.** June 2002.

“We found that both reservists and employers are experiencing a variety of problems, yet DoD may be unaware of the

full extent of problems because reservists and employers do not always contact the ESGR for help, and volunteer ombudsmen in the field do not always report contacts that are made.”

## Problems for the Worker

Fang, Bay. **Off to war.** *US News and World Report*, v. 133, no. 18, p. 22, November 11, 2002.

“He will be taking a 60 percent pay cut from his regular civilian job as a project manager at a construction company. She just took a leave of absence from her career as a flight attendant with American Airlines so she can look after the kids. They are struggling to put together what they call a “family care plan,” a road map for how she can hold things together until he gets back. One part of the plan is to sell one of their two cars; another is to delay principal payments on their mortgage, if the bank will let them.”

**Lawyer now wears fatigues to work.** *Eastern Pennsylvania Business Journal*, v. 14, no. 14, p. 1, April 7, 2003.

“Platte B. Moring’s chair sits empty at the head of the conference room table at White and Williams LLP. The 45-year old lawyer won’t be attending the upcoming Friday morning weekly meeting at the Allentown firm. A lieutenant colonel with the Pennsylvania Army National Guard, the attorney was activated to military service as the U.S. war against Iraq began.”

Camire, Dennis. **GNS Spotlight.** *Gannet News Service*, November 30, 2001.

“But the additional 15,100 National Guard members called to duty by governors to provide security at airports, nuclear plants, bridges and tunnels don’t gain all the benefits provided to those mobilized by the president. For example, they aren’t eligible for VA benefits ranging from health care to disability compensation to burial benefits.”

Hornbeck, Mark. **State denies staffer military duty pay.** *Detroit News*, p. 1A, July 30, 2004.

“During his year of service, Thom tried to collect the paid military leave and supplemental pay the state customarily offers to make up the difference between a soldier’s state wages and National Guard salary, about \$30,000 in this instance. The request was denied by his boss, Attorney General Mike Cox, based on his interpretation of the letter of the state’s pay policy.”

Borchmann, Phil. **Departing Guardsmen leave void in workplace.** *Rockford Register Star*, p. 1B, May 15, 2000.

“In some cases around the country, bosses have retaliated against Guard or Reserve members through firings,

shoddy treatment or missed promotions. But all that is illegal. Federal law protects jobs of Guard members when they perform military service.”

Marchel, Melissa. **Reservists serving in Middle East sacrifice businesses back home in Oklahoma.** *Daily Oklahoman*, July 6, 2004.

“For reservists who own a business -- such as Ron Page, a commander in the U.S. Naval Reserve -- being deployed to the conflicts in the Middle East can put tremendous strain on his small operation. Page’s store had only been open for six months when he got orders to Iraq, leaving his wife, young son and fledgling business behind.”

Margasak, Larry. **Many reservists losing civilian jobs.** *Government CustomWire*, August 16, 2004.

“Increasing numbers of National Guard and Reserve troops who have returned from war in Iraq and Afghanistan are encountering new battles with their civilian employers at home. Jobs were eliminated, benefits reduced and promotions forgotten.”

General Accounting Office. **Most reservists have civilian health coverage but more assistance is needed when TRICARE is used.** September 2002.

“While most of the reservists we interviewed continued to receive assistance from their employers for their premiums, out-of-pocket costs for a few were increased because they not only continued to pay their employee contribution but also paid the employer contribution.”

Senate Committee on Health, Education, Labor, and Pensions. **Understanding the needs of children and families especially during times of military deployment.** June 2, 2003.

“Upon deployment there is a critical and almost unending need for childcare. First and foremost, the soldier needs to get his/her unit ready to deploy so they cannot be released from work at the usual time and need expanded child care. They often need weekend and holiday child care as well.”

## What Employers are Doing to Help

Lipp, Linda. **Laws protect those who serve.** *Fort Wayne News Sentinel*, p. 1B, October 8, 2001.

“But many employers are going above and beyond the call as the U.S. prepares for a new war on terrorism, offering to make up pay differences and continue benefits at company expense. By virtue of an ordinance passed during the Persian Gulf War in 1991, the city of Fort Wayne continues to pay employees called to active duty the difference between their military pay and their city wage.”

**Soldiers won't have to fight for jobs.** *Des Moines*

*Business Record*, v. 19, no. 6, p. 3, February 10, 2003.

"Natalie Bachman, a benefits officer in the human resources department at Principal Financial Group Inc., said 63 Principal employees serve in the Guard or Reserve and eight have already been activated to duty. She said Principal "goes above and beyond the call of duty," when supporting its soldier-employees. In addition to meeting the federal requirements, Principal pays its employees the difference between their military and Principal salaries for six months. The company is currently considering extending that benefit to one year."

Hughes, Jay. **Military pushing education on job protection for Guard, Reserve troops.** *Associated Press State & Local Wire*, March 27, 2003.

"Hollingsworth's committee works with employers, volunteers in each state and the military to work out solutions to problems. He urged the recruitment-retention trainees to work with individual soldiers and their employers to head off any conflict before it occurs."

Monies, Paul. **Employers support Guard, reserves.**

*Daily Oklahoman*, p. 6B, April 2, 2004.

"Marian Moon, senior vice president for administration at Devon Energy Corp., said it's important to offer called-up employees a way to stay in the loop on work issues while they are deployed. She said employees keep access to Devon's intranet and e-mail accounts, which allows them to get the latest company memos and information, she said."

Kottke, Colleen. **Nurse, National Guard member grateful for employer's support.** *Reporter*, p. 5A, August 5, 2004.

"As a 13-year member of the Wisconsin Air National Guard, Jessica Sullivan knows she could be activated for deployment at any given moment. As stressful as that thought might be for a young mother of two, Sullivan derives a sense of peace knowing that her employer, Waupun Memorial Hospital, stands behind her military obligations."

Hudson, Repps. **Returning to work can be a difficult transition for Iraq War veterans.** *St. Louis Post-Dispatch*, May 28, 2004.

"He's so important to the organization of my company. (Paying his salary) was the right thing to do," Bierman said. However, she added, she also wanted to ensure that Mixco returned to his job when he was released from active duty."

Mendels, Pamela. **Helping out America's Civilian-Soldiers.** *Business Week Online*, October 10, 2001.

"American Standard makes up the difference between its employees' regular and military pay for six months, during which it maintains their benefits. It has also set up a service to help family members on the home-front manage financial matters that are normally handled by the employee, says spokeswoman Lisa Glover."

Flynn, Gillian. **What employers must do when duty calls.** *Workforce*, v. 80, no. 12, p. 78, December 2001.

"Basically, this law protects employees from discrimination or reprisal for military service. Questions relating to the USERRA--and many other aspects of employees in military service--are bound to keep cropping up. Susan Potter Norton, a senior partner in the Miami office of Allen, Norton & Blue, offers advice."

Lathrop, Steven J. **Supporting Employees in the military.** *Reeves Journal: Plumbing, Heating, Cooling*, v. 83, no. 9, p. 24, September 2003.

"ESGR is a tremendous resource for employers who want to know what their legal obligations are with respect to employees who are reservists, and what the employee's responsibilities are to the employer."

## How Governments are Helping

Government Accountability Office. **US Office of Special Counsel's role in enforcing law to protect reemployment rights of veterans and reservists in federal employment.** October 6, 2004.

This twelve-page report discuss the role of the Office of Special Counsel to secure the rights of reservists employed by the federal government.

Roberts, Deon. **War veterans return home to claim jobs.** *New Orleans City Business*, v. 23, no. 45, p. 1, May 5, 2003.

"To provide further protection for the 22,201 National Guard and Reserve members in Louisiana, the state passed the Military Service Relief Act in 1991. It extends protection to Louisiana students in the National Guard and Reserve."

Lansing, Amy Lane. **State clarifies law on employee rights when called to service.** *Crain's Detroit Business*, p. 6, April 8, 2002.

"Public Act 121, one of more than 30 bills in an anti-terrorism package signed March 31 by Gov. John Engler, is designed to reflect the federal Uniformed Services Employment and Re-Employment Rights Act."

Brokaw, Chet. **Head of National Guard urges soldiers to use services.** *Associated Press State & Local Wire*, July 16, 2004.

“The state [South Dakota] has printed booklets explaining the available services, and the information is available on a web site run by the state Department of Military and Veterans Affairs. Returned soldiers can call a toll-free number to get information, and county and tribal veterans services offices can help returned soldiers.”

Billington, Mike. **Health care smoother for Guard Soldiers.** *News Journal*, p. 3B, September 2, 2004.

“Earlier this week, Minner [Delaware] signed into law a bill allowing state employees on active military duty to continue to receive their state health insurance benefits for up to two years. Employees continue paying their previous share of the insurance premiums under terms of this legislation.”



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## Suggested Internet Resources (Accessed November 2, 2004)

### ESGR: Employer Support of the Guard and Reserve

<<http://esgr.org/>>

One stop shopping for laws relating to treatment of reservist employees in the workplace, plus stories of how employers have successfully supported deploying personnel.

### Military Reservist Economic Injury Disaster Loan Program

<[http://www.sbaonline.sba.gov/disaster\\_recov/loaninfo/militaryreservist.html](http://www.sbaonline.sba.gov/disaster_recov/loaninfo/militaryreservist.html)>

“The purpose of the Military Reservist Economic Injury Disaster Loan program (MREIDL) is to provide funds to eligible small businesses to meet its ordinary and necessary operating expenses that it could have met, but is unable to meet, because an essential employee was “called-up” to active duty in their role as a military reservist.”

### Alaska National Guard: Family Programs

<<http://www.ak-prepared.com/dmva/familyprograms/family-programs-home.htm>>

Source of news, resources and benefit notices for families of deployed Alaska National Guard personnel.

### Operation Home Front

<<http://www.operationhomefront.org/>>

Information about benefits and support resources for Illinois National Guard members and their families.

Name: \_\_\_\_\_

Agency: \_\_\_\_\_

Mail Stop: \_\_\_\_\_

info