



**DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
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MCO 5420R.15B
RAP
29 Jan 96

MARINE CORPS ORDER 5420R.15B

From: Commandant of the Marine Corps
To: Distribution List

Subj: NATIONAL COMMITTEE FOR EMPLOYER SUPPORT OF THE GUARD AND
RESERVE (NCESGR)

Ref: (a) DoD Directive 1250.1 of 13 April 95

1. Purpose. To publish information on the subject program.
2. Cancellation. MCO 5420R.15A.
3. Background

a. The National Committee for Employer Support of the Guard and Reserve (NCESGR) was formed in 1972 as part of the Office of the Secretary of Defense. Its mission is to promote both public and private understanding of the National Guard and the Reserve in order to gain employer and community support through programs, personnel policies, and practices that encourage employee and citizen participation in National Guard and Reserve programs. The NCESGR has a full-time staff composed of civilians and selected officers and enlisted personnel nominated by the Military Services and their Reserve components.

b. The NCESGR established fifty-five state and territorial committees for employer support to broaden the effort at the community level. Located in each state and the District of Columbia, the Commonwealth of Puerto Rico, the Virgin Islands, Guam, and the Commonwealth of the Mariana Islands, the committees are made up of distinguished volunteer citizens and representatives of each of the Reserve components located in the state. Their mission is to support the Guard and Reserve units in their local communities by working with and encouraging the support of reservists' civilian employers.

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c. The NCESGR performs functions that consist of information, opinions, advice, or recommendations. In that capacity, they:

(1) Operate a proactive program directed at U.S. employers, employees, and communities that ensures understanding and appreciation of the role of the National Guard and Reserve in the context of the DoD Total Force Policy. They encourage and assist employee participation in National Guard and the Reserve training programs without job impediment of any kind, to include encouraging voluntary compliance with the employment and reemployment rights of non-career members of the Armed Forces.

(2) Promote and develop volunteer leadership at the national, state, and local levels to encourage the development of employer personnel policies and practices that endorse and facilitate employee participation in National Guard and Reserve activities.

(3) Encourage strong National Guard and Reserve unit bonds with the community and develop public understanding of the National Guard and the Reserve through actions that promote a partnership between civilian organizations and military units in the community.

(4) Assist in preventing and resolving employer and/or employee problems that result from National Guard or Reserve membership, training, or other requirements.

(5) Assist in educating National Guard and Reserve members on their obligations and responsibilities to employers.

(6) Use the military chain of command to promote the understanding of fair relationships between employers and Reservists to maximize National Guard and Reserve participation.

(7) Foster a relationship with military Agencies, military training schools and/or courses, and associations to enlist their assistance in educating the Reserve forces about their legal rights, obligations, and responsibilities.

(8) Promote and develop civilian and military management attitudes that encourage initial and/or continued membership in the National Guard or the Reserve.

4. Action. Commander, Marine Forces Reserve will ensure that commanders:

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a. Assign a member of the Reserve unit as representative to the local NCESGR committee.

b. Provide employers with schedules of weekend drills and annual training duty.

c. Maintain liaison with employers and advise them of schedule changes.

d. Familiarize themselves with the National Committee's Ombudsman Program. The National Ombudsman may be contacted at commercial (703)696-1400, DSN 426-1400, or toll-free (800) 336-4590 (except in Guam and the Commonwealth of the Mariana Islands).

e. Contact respective state committees to request assistance, acquire information on available programs, and provide necessary support. Information on the state committees may be obtained by calling the National Committee at commercial (703)696-1400, DSN 426-1400, or toll-free (800) 336-4590 (except in Guam and the Commonwealth of the Mariana Islands).

f. Request support of the Public Affairs Office, NCESGR, for assistance in developing and executing programs designed to increase employer understanding or for information regarding the awards program for employers of reservists.



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By direction

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