

Spring
2014

New Mexico



Employer Support of the Guard and Reserve

NM ESGR Continues Employment Initiative With Hiring of Chris Baca

Retired Albuquerque Police Department Sergeant Christopher Baca is now serving as the Employment Transition Coordinator working out of the New Mexico ESGR offices at the National Guard Armory in Albuquerque.

Baca coordinates employment-related resources and assists reserve component (RC) members who seek employment.

Baca worked for APD for nearly 20 years, starting as a police officer in June 1994. His last years he was

a sergeant and investigator.

His recent APD job included undercover operations, internal affairs investigation, and drafting and executing arrest and search warrants.

Baca served in the New Mexico National Guard from April 1991 to August 2013.

He commanded an Infantry Company overseas, qualified as an airborne infantry officer, and mentored other soldiers.

Baca has a Bachelor of Arts in

occupational education from Wayland Baptist University.

“As the newly assigned Employment Transition Coordinator (ETC) for New Mexico, I understand the importance of providing our service members and their families the available resources for their employment needs,” said Baca of his position.

“I’m eager to continue the remarkable and innovative work of our former ETC, Lloyd Calderon,

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WIPP Statement of Support Signed 2,150 Feet Underground

The signing of a Statement of Support for the Guard and Reserve at 2,150 feet below ground level was a first for New Mexico Employer Support of the Guard and Reserve.

The signing was held at the Waste Isolation Pilot Plant (WIPP), located near Carlsbad, New Mexico. The statement was signed by Jose Franco, manager of the Carlsbad Field Office of the U.S. Department of Energy, and Farok Sharif, president and project manager of Nuclear Waste Partnership (NWP).

The Department of Energy owns the 16-square-mile WIPP site and NWP is the management and operating contractor.

WIPP is the world’s third deep geological repository licensed to permanently dispose of transuranic radioactive waste for 10,000 years. The waste is left



Attending the Statement of Support signing 2,150 feet underground were, left to right, New Mexico Secretary of Veterans’ Affairs Tim Hale; Col Tim Paul, Joint Forces Headquarters, New Mexico National Guard; Farok Sharif, president and project manager of Nuclear Waste Partnership; New Mexico ESGR Chair Ray Battaglini; and Jose Franco, manager of the Carlsbad (New Mexico) Field Office of the U.S. Department of Energy.

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Meet New Mexico ESGR Volunteers

Roybal Heads Hobbs Committee

Paul “Phillip” Roybal is currently serving as chair of the Hobbs ESGR Committee.

Vice President for Student Services at New Mexico Junior College (NMJC) in Hobbs, Phillip is working on his Educational Doctorate degree through Capella University.



Roybal

He previously served as Director of Energy Programs at NMJC which included the nuclear, radiological, and alternative energy programs. He also oversaw the URENCO U.S.A. Scholarships and TAACCT and Perkins grants.

Roybal has served as

- Chairman of Southeastern Sub-Industry Council;
- Executive Board United Way of Lea County;
- President NMJC Booster Club; and
- Community Drug Coalition Board Member.

He has been or is a member of the Lions Club, Rotary Club, New Mexico High School Coaches Association, New Mexico Activities Association, Habitat for Humanity, Hispanic Chamber of Commerce, Hobbs Citizens Police Academy, NMJC Thunderbird Booster Club, Community Drug Coalition Advisory Board, Community Impact Grant Committee and various other organizations.

McKinley-Cibola Chair Has Varied Background

McKinley-Cibola County ESGR Chair Eliane Notah was born in Esch/Alzette, Grand-Duchy of Luxembourg, and graduated from Johannes Gutenberg University, Germany, as a Certified Translator/Interpreter.

She has been married 34 years this April to her husband Johnny who is retired from both the New Mexico Department of Corrections and the U.S. Army,

The couple has two daughters, Amilia Notah and Angela Notah-Chavez

Notah previously worked for seven and a half years with the New Mexico National Guard Family Program.

Swoboda Incoming Santa Fe Chair

Roseanne Swoboda, a Senior Professional in Human Resources (SPHR), is the 2014 incoming volunteer Santa Fe Committee Chair, collaborating in the ESGR network to assist Guard and Reserve returning to the civilian workforce.



Swoboda

Future Santa Fe Committee initiatives include resume writing and interviewing skills workshops with job connection events, and employer award/recognition celebrations.

Swoboda has over 20 years of human resource experience, most recently working with the State of New Mexico for ten years. Roseanne holds a Masters degree in human resource management, and a Bachelors degree in communications. She is certified by the Human Resource Certification Institute (HRCI) as a SPHR.

Roseanne is also a volunteer leader with Society for Human Resource Management (SHRM) New Mexico, as Membership and Retention Director, serving the membership growth and retention of five SHRM affiliate chapters across the State of New Mexico.

She has served in other leadership positions with SHRM NM since 2006, including HRCI Certification Director. Swoboda is a past president of the Northern New Mexico Human Resources Association.

She has been a volunteer with ESGR as Area Chair for McKinley and Cibola Counties since 2012

Notah welcomes the opportunity to continue to serve and assist New Mexico Guard, Reserve and Veterans through her work.

Volunteering is second nature for the entire Notah family. Among the organizations family members spend time working on are Animal Humane, a variety of Veterans' groups, and other organizations. Eliane also serves on the board of an area Community Center.

Six ESGR Team Members Presented New Mexico Medals of Merit

New Mexico The Adjutant General Brigadier General Andrew Salas and New Mexico Governor Susana Martinez presented the New Mexico Medal of Merit to six members of the New Mexico ESGR team in honor of their work for the cause.

The six are NM ESGR Chair Ray Battaglini, Deputy Chair and Public Information Officer Sandy Schauer, Ombudsman Charles Clark, Program Support Manager Gary Kaiser, Program Support Technician Ernest Rodriguez, and Employment Transition Coordinator Lloyd Calderon.

BG Salas presented the medals and commendations signed by Salas and Martinez at a breakfast at Sadie's Restaurant in Albuquerque in December 2013. Five of the six people receiving the awards were at the event. Lloyd Calderon has moved to Washington, D.C.

All six were commended for their leadership and dedication to the Guard and Reserve. Each one has helped increase the branding and fulfillment of the ESGR mission.

The time the team members put into working with other agencies, including the NM Department of Veterans' Services and Department of Public Safety, has made the organization more effective.

All six help with the set up and tear down necessary for functions sponsored by NM ESGR.

Ray Battaglini

The commendation for Ray Battaglini points out that he has been a great advocate and supporter of ESGR as a Hobbs Area Chair for many years and as the New Mexico State ESGR Chair for the last two years.

Battaglini serves as a key leader in the Employment Initiative Program (EIP), helping unemployed and underemployed Guard and Reserve members.

The commendation says that he has taken New Mexico ESGR to a level not seen in years.

In 2013 the Albuquerque Fire Department won a national Freedom Award. A New Mexico entity has not won a national award since 2001.

Sandy Schauer

Deputy State Chair and Public Information Officer Sandy Schauer has been a New Mexico ESGR volunteer, ESGR Public Affairs officer, and Deputy State Chair for over 12 years.

NM ESGR NEWSLETTER



TAG BG Andrew Salas pins the Medal of Merit on Ernest Rodriguez, NM ESGR Program Support Technician.

The commendation points out that Schauer creates and publishes a biannual ESGR newsletter sent to over 500 volunteers and government officials.

She has stepped in for the State Chair as necessary and serves as Master of Ceremonies for ESGR events.

She serves on the annual Freedom Award board which selected the Albuquerque Fire Department in 2013. The department won the national award.

Charles Clark

Charles Clark has been NM ESGR ombudsman director for more than four years. He assigns, tracks, and maintains the timeliness of Uniformed Services Employment and Reemployment Rights Act (USERRA) cases. He directed 152 cases or inquiries in 2012.

He is the most knowledgeable person in New Mexico on USERRA rights making him a tremendous asset to NM ESGR.

He has trained ombudsmen at multiple ESGR events. In 2013 he traveled to Washington, D.C., to attend critical ombudsman training. He also continues his education with case resolution.

New Mexico's USERRA cases have an 80 percent solution rate before going to the Department of Labor,

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Six ESGR Team Members *Continued from page 3*

above average compared to other states.

Clark keeps the New Mexico ESGR leadership updated on key cases. He and his team have exceeded the requirements of contacting Guard or Reserve within a 24-hour period by contacting most within eight hours of initial case entry.

Gary Kaiser

As the New Mexico Program Support Manager, Gary Kaiser, an ESGR advocate and supporter for over 36 years, works closely with the state chair to accomplish the New Mexico ESGR mission.

He has been a key leader helping unemployed and underemployed Guard and Reserve.

He has helped increase awareness of ESGR by ensuring ESGR volunteers are part of the reintegration briefing when Guard and Reserve deployments return home.

He has also helped increase awareness of ESGR and USERRA laws in the community and among employers by participating in human resource events.

Kaiser is responsible for all orders as well as tracking volunteer travel. He makes sure vouchers are paid promptly and properly.

Kaiser started the ESGR state funding initiative that provides additional money to help with its programs.

Ernest Rodriguez

Ernest Rodriguez is the ESGR office manager responsible for keeping track of over 200 New Mexico

ESGR volunteers. He ensures rosters, equipment, flags, refreshments, and other items arrive at an event.

Rodriguez is detail orientated which allows other staff to worry about the big picture.

He has helped increase awareness of ESGR by ensuring Guard and Reserve attend reintegration briefings when deployments return home.

Rodriguez has presented the most patriot awards and encouraged the signing of many Statements of Supports in New Mexico.

He orders all employer awards, volunteer awards, and office supplies.

Lloyd Calderon

Lloyd Calderon served as the first employment transition coordinator. He helped execute multiple job fairs and hiring initiatives including networking dinners.

His connections and network skills helped remove barriers to employers, especially federal, state and city employers.

He was deeply involved with Operation Sound Stage, Governor Susana Martinez's initiative to hire veterans, Guard, and Reserve for television and movie productions.

Calderon helped hundreds of Guard and Reserve find work in the civilian workforce. He worked with the state human resources association to mentor Guard and Reserve on improving their resumes and interview skills.

He worked with hundreds of businesses promoting hiring Guard and Reserve.

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Doris Budris

Carlsbad Area Chair

Jose Antonio (Tony) Renteria

Cibola/McKinley Counties

Eliane Notah

Clovis Area Chair

John Montano

Farmington Area Chair

Tom Smith

Hobbs Area Chair

Paul P. Roybal (Phillip)

Las Vegas Area Chair

Karen Abeyta

Los Alamos Area Chair

Michael Wismer

Roswell Area Chair

Gary Smith

Santa Fe Area Chair

Roseanne Swoboda

Southwest Area Chair

Richard Lutz

Northeast Area Chair

Vacant

Valencia County Area Chair

Charles W. Clark

For contact information for the people who do not have phone numbers or emails listed, get in touch with NM ESGR Program Support Manager Gary D. Kaiser, Program Support Specialist Major Todd Kontny or Administrative Support Technician Ernest D. Rodriguez.

Hobbs Luncheon Draws Supporters

More than 60 people attended a January Lunch with the Boss at the New Mexico Junior College in Hobbs where people who supported their area Guard and Reserve were presented with awards.

Special guest speakers were Tim Hale, New Mexico Secretary of Veterans' Affairs, and Col Tim Paul, Joint Force Headquarters, New Mexico National Guard.

Hale said that those present were there because they have seen something that needs to be done and have done it. He thanked the audience for being active members of the community.

Paul discussed what the New Mexico National Guard does. He pointed out that employers can't do their jobs unless people work thus turning the engine of our economy.

Patriotic Employer Awards were presented to New Mexico Junior College, University of the Southwest, City of Eunice, Hobbs Police Dept, Hobbs Fire Department, URENCO USA, City of Lovington, Nor Lea Medical Center, DCP Midstream, and City of Hobbs.

Receiving Certificates of Appreciation were New Mexico State Senator Gay Kernan as well as State Representatives Don Bratton and David Gallegos.

New Mexico ESGR Outstanding Performance Awards were given to Paul "Phillip" Roybal, Winona Miller, Ila Sims, Gussie Black, and Les Spousta.



New Mexico ESGR presented Lea County legislators with Certificates of Appreciation at the January 2014 Lunch with the Boss. Honored beginning with the top were Senator Gay Kernan and Representatives David Gallegos and Don Bratton. Also pictured, left to right, are Col Tim Paul, Secretary of Veterans' Affairs Tim Hale, NM ESGR Chair Ray Battaglini, and Col Steve Verhelst.

At the left Robert Rhodes, New Mexico Junior College (NMJC) Vice President of Outreach and Training, and Phillip Roybal, NMJC Vice President for Student Services, hold the award presented to the college.

Governor Announces Initiatives to Help Veterans Get Jobs at ESGR Event

The announcement of two initiatives to quickly hire qualified veterans for certain New Mexico jobs and the presentation of a national award to the Albuquerque Fire Department by New Mexico Governor Susana Martinez plus honoring employers who hired underemployed and unemployed Guard and Reserve were the highlights of the New Mexico Employer Support of the Guard and Reserve (ESGR) Patriotic Employers Luncheon held October 25, 2013.

The New Mexico Troops to Truckers Program and the New Mexico Emergency Medical System Transition Program will help fill job openings in the truck industry and EMS field in New Mexico with qualified veterans as well as Guard and Reserve.

The Albuquerque Fire Department was the recipient of the National Freedom Award. At the luncheon Governor Martinez “officially” handed the award to then-AFD Chief James Breen and Chief Petty Officer Erik Rasmussen who nominated the Fire Department for the award because of the great job the department does for employees who are members of the Guard and Reserve. Also accepting the award was Rob Perry, City of Albuquerque chief administrative officer.

Special guest at the luncheon was Charles Cragin who served as Acting Under Secretary of Defense for Reserve Affairs and Readiness, Acting Assistant Secretary of Defense for Reserve Affairs, and Acting Assistant to the Secretary of Defense for Civil Support.

Cragin and The Adjutant General BG Andrew Salas assisted New Mexico Chair Ray Battaglini and Governor Martinez in presenting Patriotic Employer Awards for hiring underemployed or unemployed members of the Guard and Reserve.

Employers recognized included the City of Albuquerque, ACC Health, Adelante Corporation, Bernalillo Schools, Budagher Company, CEMCO, New Mexico Depart-



New Mexico Gov. Susana Martinez announces new job initiatives at the Patriotic Employers Luncheon with TAG BG Andrew Salas and NM Workforce Solutions Secretary Celine Bussey looking on.

ment of Public Safety.

Also Express Scripts, Insight Lighting, International Protective Services, Moving Solutions, New Mexico Film Industry, Paul’s Veterinary Supply; Pesco of Farmington, Sandia National Laboratory, Summit Electric, T-Mobile, and Verizon.

The employers ranged from the small to the large and came from all across New Mexico.



Neil R. Hise, president and owner of Cemco, located in Belen, stands with employees and family, after accepting a Patriotic Employer Award for support of Guard and Reserve. Also pictured are Charles Cragin, Gov. Susana Martinez, and Ray Battaglini.

More Patriotic Employers Luncheon Photos



Representatives of the Burgos Group accept a Patriotic Employer Award. Left to right are Charles Cragin, John Wooden, Governor Martinez, Mario Burgos, Steve Hogan, and Ray Battaglini. The Burgos Group is a contractor for the Kirtland Air Force Base Safety Center. Araceli Saunders, the daughter of TAG Andrew Salas, nominated the company for the award.



Nick Maniatis from the New Mexico Film Industry, right, accepts a Patriotic Employer Award from Governor Martinez at the October 2013 luncheon honoring employers who support Guard and Reserve. At left is Charles Cragin.



Melissa Del Ferraro, second from right, of the Budagher Company in Las Cruces holds the Patriotic Employer Award given to the company at the October 2013 luncheon honoring employers who support Guard and Reserve. Others, left to right, are Charles Cragin, Governor Martinez, and Ray Battaglini.



Networking at METT 101

Among the speakers at the February METT 101 were The Adjutant General BG Andrew Salas, left, and human resources specialist Tracey Fria, right.

METT 101 helps underemployed and unemployed Guard and Reserve find jobs. See more on page 14.



Governor Martinez “Officially” Presents Freedom Award to Albuquerque Fire Dept.

New Mexico Governor Susana Martinez holds the Freedom Award won by the Albuquerque Fire Department and presented in September 2013. Martinez “officially” presented the award at the NM ESGR Patriotic Employers Luncheon held in October, 2013. Also pictured, left to right, are former U.S. Department of Defense official Charles Cragin, former Albuquerque Fire Department Chief James Breen, Erik Rasmussen (who nominated the department), and NM ESGR Chair Ray Battaglini.



Col Paul, Jim Garcia, Volunteers Honored

Col Tim Paul, Joint Force Headquarters, New Mexico National Guard, was presented with the Spirit of Volunteerism Award from New Mexico ESGR for his support of ESGR programs at a breakfast held at Sadie’s Restaurant in December, 2013.

Jim Garcia of Sadie’s Restaurant received a picture of himself with Governor Susana Martinez taken at a previous New Mexico ESGR event.

Certificates of Appreciation for ESGR support were presented to Paula Aragon, Charles Clark, Rebecca Harris, Bernice McCormick, Dan McCormick, Tracy Fria, Francis McCalmont, Tom McCalmont, Vickie McCormick.

Certificates of Appreciation were also given to Col Al Pugh, Carmen Rodriguez, Hazel Rodriguez, Sister Therese Rodriguez, Martha Salas, Therese Sanchez, Sandy Schauer, Lt Col Bill Shuert, MGen (ret) Velton (Steve) Stevens, MGen (ret) Tom Taylor, and Roger Newall.

Brad Lakin from the University of Phoenix received a Seven Seals Award.

State Command Sergeant Major Kenneth Adair presented his challenge coin to NM ESGR Administrative Support Technician Ernest Rodriguez.



Above are New Mexico TAG BG Andrew Salas with Jim Garcia holding the picture of himself with Gov. Susana Martinez. At left Col Tim Paul holds the Spirit of Volunteerism Award presented to him.

New Mexico Aviation Aerospace Career Expo Draws Students from Across State

Hundreds of students explored careers in the Aviation Aerospace field at the first New Mexico Aviation Aerospace Career Expo held at the New Mexico Air National Guard Facility at Kirtland Air Force Base in Albuquerque.

The students journeyed by bus and other vehicles from all over the state so they could meet industry insiders and higher education representatives. In addition, the students had hands-on experiences with a wide variety of aviation and

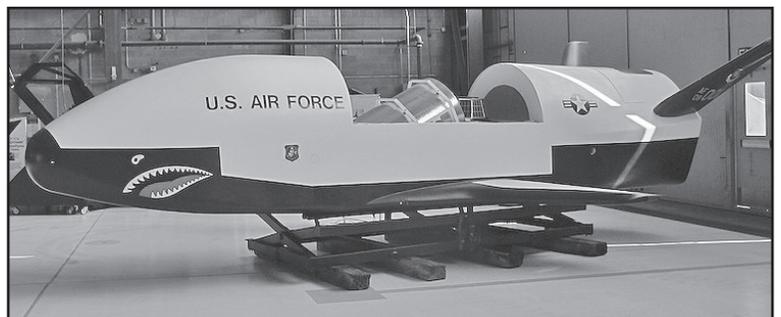
aerospace equipment.

The event was sponsored by the New Mexico Air National Guard in conjunction with the New Mexico Aviation Aerospace Association.

New Mexico ESGR was among the sponsors of the event. Other sponsors included the Air Force Research Lab, Titan Aerospace, Eastern New Mexico University, Aspen Avionics, Sandia National Labs, CNM, the Civil Air Patrol, Sandia Aerospace, Eclipse Aerospace, and Boeing Aircraft.



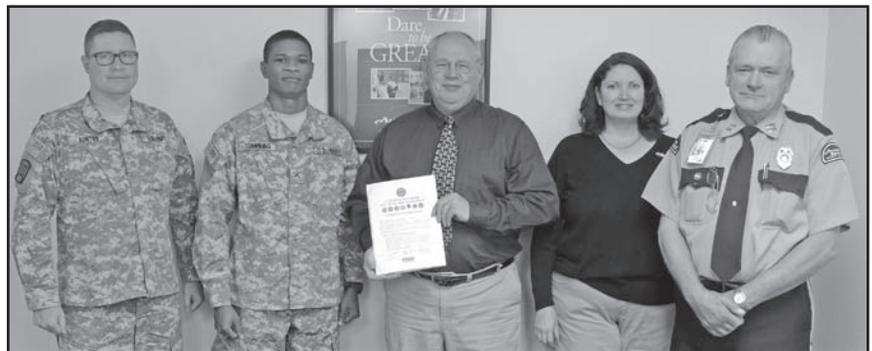
New Mexico ESGR and its partner program Hero 2 Hired were among the sponsors of the Aviation Aerospace Career Expo. Both organizations had displays explaining the program as shown above right. Miscellaneous aviation and aerospace equipment was on display and could even be touched or entered. An example is below right. Among those attending the event were students from the New Mexico Youth Challenge Academy in Roswell. These students stood in formation during the outdoor welcoming presentation as seen in the photo below left. The Federal Aviation Administration had a booth, shown above left, manned by personnel at the Aviation Aerospace Career Expo.



ESGR Supporters and Patriots



Sara Metheny from Presbyterian Hospital, Albuquerque, holds the Patriot Award presented to her for support of employee SPC Shelli Schimke, a member of the Army Reserve. On the left is Ernest Rodriguez of New Mexico ESGR and right is Schimke.



Michael Omtvedt, center, operations manager of AlliedBarton Security Services, Albuquerque, holds the Statement of Support he signed. AlliedBarton has hired several military members and appreciates their values, leadership, and unique skills. Pictured are, left to right, Major Todd Kontny of New Mexico ESGR, Lamarcus Tompkins, Omtvedt, Frances Richardson, and Mike Hatfield.



Ron Chaffins of Discount Tire Company, Menaul Blvd NE, Albuquerque, displays the Patriot Award given to him for his support of employee 2Lt Steven Hockett, a member of the Army National Guard. Left to right are Mitch Anderson, Joey Macphee, Velton Stevens of NM ESGR, Paul Witherspoon (assistant vice president), Ron Chaffins (manager) and Lisa Chaffins.



Francine Schroyer from the Sagebrush Community Church, Coors Boulevard NW, Albuquerque, displays the Patriot Award presented to her for supporting employee Senior Airman Peter J. Hinojos, a member of the Air National Guard, 150th Intelligence Squadron. On the right is Maj Todd Kontny of NM ESGR.

Steven C. Yarbrough from the United States Attorney's Office, District of New Mexico, pictured at right, signs a Statement of Support for the Guard and Reserve. The office has hired 17 military members. Staff appreciate the values, leadership, and unique skills that service members bring to the workforce.



Justin Grimm, Omega Electrical Contractors, Anaheim NE, Albuquerque, holds the Patriot Award given to him for supporting employee SSgt Robert C. Funicelli, a member of the Army National Guard, A-Company, 1/200th Infantry. Funicelli is at left and Grimm on the right.



ESGR Supporters and Patriots



John Wooden, right, from the Burgos Group, Kirtland Air Force Base Safety Center, holds the Patriot Award given to him for supporting employee Senior Airman (SrA) Araceli Saunders, a member of the Air National Guard 150th. Saunders says Wooden and the Burgos Group have been very supportive of her military training and commitments. At right is Victoria McCormick and in the middle is Ernest Rodriguez, both representing NM ESGR.



Captain Mike Traxler and Sheriff Douglas Wood from the Sandoval County Sheriff's office were given Patriot Awards for supporting employee Specialist (SPC) Dominic Anderson, a member of the United States Army Reserve, 302nd MP company. SPC Anderson was worried about leaving on his military deployment because he had just started his job, but Traxler assured him he would have his job waiting when he returned and had their full support. Pictured above, left to right, are Victoria McCormick, Captain Traxler, Sheriff Wood, and Ernest Rodriguez. McCormick and Rodriguez represent NM ESGR.



Joshua MacDonald of T-Mobile, on Jefferson Street NE in Albuquerque, signs a Statement of Support after receiving an ESGR Patriot Award for supporting employee Sergeant Christopher S. Fiorito, a member of the Army National Guard, 720th Transportation Company. T-Mobile has made Veterans Day a paid holiday and gives extra incentives for being a service member. Sergeant Fiorito says that he is very appreciative of the support he receives with his military training and commitments.



Rhonda Cabbage, right, from the Presbyterian Medical Group on San Mateo Boulevard NE in Albuquerque signs a Statement of Support after receiving a Patriot Award. At left employee Specialist Mariah Allen, a member of the Army National Guard, 717 FMS, B Company, holds the Patriot Award. Allen is very appreciative of Cabbage's support of her military training and commitments.

Governor Martinez Declares National Employer of the Guard and Reserve Week

New Mexico Governor Susana Martinez declared Sept. 22 through 28, 2013, as National Employer of the Guard and Reserve Week.

In announcing the proclamation to the New Mexico Guard and Reserve The Adjutant General BG Andrew Salas thanked the New Mexico ESGR staff and volunteers for their commitment to Guard and Reserve forces.

Salas also thanked all civilian employers for their commitment and support of the Guard and Reserve and for hiring unemployed or underemployed Guard and Reservists over the past year.

ESGR's 200 New Mexico volunteers from across the state are critical to the support of the Guard and Reserve, said Salas. The volunteers support a culture where all employers support and value the military service of those they hire.

TAG Salas encouraged Guard and Reserve members to show the Governor's ESGR proclamation to their employers. He also encouraged the Guard and Reserve members to submit employers for a Patriotic Employer award.

Salas pointed out the ESGR team visits businesses to present the award along with a Statement of Support. Here's part of the proclamation Gov. Martinez signed for the declaration:

"Whereas, National Guard and Reserve forces comprise nearly half of our nation's military strength, and are essential to America's national security; and

"Whereas, reserve component forces stand ready to answer the call to serve, whether serving alongside active duty counterparts all across the globe or responding to humanitarian crises at home and abroad; and

"Whereas, employers provide critical support to members of the National Guard and Reserve, allowing citizen warriors to serve whenever the nation calls, often foregoing financial gain and making sacrifices in the process; and

"Whereas, employer support is stronger than ever, more than 41 years after President Richard Nixon au-



Governor Susana Martinez signs a Statement of Support for the State of New Mexico at the luncheon where she announced two new initiatives for hiring Guard, Reserve and veterans. Watching the governor are, left to right, The Adjutant General Andrew Salas, Charles Cragin who served as Acting Under Secretary of Defense for Reserve Affairs and Readiness, Acting Assistant Secretary of Defense for Reserve Affairs and Acting Assistant to the Secretary of Defense for Civil Support, and ESGR Chair Ray Battaglini. Martinez declared National Employer of the Guard and Reserve Week in September 2013.

thorized the Secretary of Defense to establish the National Committee for Employer Support of the Guard and Reserve (ESGR); and

"Whereas, our nation is in debt to the citizen warriors departing the comforts of home to ensure our freedoms remain intact and likewise, America pays special tribute to the commitment of dedicated and supportive employers who continue to make service in the reserve components possible; and

"Now, therefore, I, Susana Martinez, governor of the State of New Mexico, do hereby proclaim September 22nd through the 28th, 2013 as 'National Employer Support of the Guard and Reserve Week' throughout the State of New Mexico."

A USERRA Primer You Should Read

By Charles W. Clark

New Mexico Ombudsman Coordinator

The Uniformed Services Employment and Reemployment Act of 1994 (USERRA) defines the relationships of service members and their employers. The major premise of USERRA is to inform both parties of their responsibilities and rights.

A primary responsibility of ESGR is to serve as a liaison between the two parties, service members and employers, to resolve problems.

All service members are briefed about USERRA. One of the most important briefing points is to provide an employer as much notice of military duty requirements as possible.



Charles W. Clark

The ombudsman group is an arm of ESGR that assists in resolving disputes. A major responsibility of an ombudsman is educating and assisting both parties in understanding the regulations of USERRA.

ESGR ombudsmen are “neutral” parties who represent neither USERRA, the service member, or the employer. All ombudsmen are extensively trained to adequately represent the law to both parties. Most ombudsmen are not attorneys.

If the ESGR ombudsman is unable to resolve a problem between the two parties within seven days in a termination case, or fourteen days in other issues, a service member can ask the Department of Labor (DOL) to investigate the case. DOL has the statute authority to investigate alleged USERRA violations.

Employers, as referred to in USERRA, include all public and private employers.

Employer responsibilities include:

- Allowing an employee to participate in military service;
- Giving a service member prompt reemployment following military service;
- Reinstating employee basic benefits on return;
- Providing training in job skills necessary to bring the service member back up to speed; and
- Protecting a service member from discrimination

A service member is responsible to:

- Give the employer advance notice of a service obligation;
- Return to work within USERRA guidelines; and
- Return to work without a separation from the military for a disqualifying discharge under less than honorable conditions.

Service members must return to duty within the defined timetable after their service obligations. An important USERRA concept is the term “reasonable.”

The ombudsman will help employers and service members work a mutually acceptable agreement to the concept of “reasonable”

New Mexico ESGR has a cadre of six ombudsmen with one serving as the Ombudsman Director for the state.

Each state, territory and Washington D.C. has its own group of ESGR ombudsmen.

Questions can be answered by calling 1-800-336-4590, Option 1. A USERRA complaint form can be obtained from www.esgr.mil. Questions can be answered via email at USERRA@osd.mil.



More METT 101

Brad Lakin of the University of Phoenix signs a Statement of Support during a METT 101 event. What is METT 101? Find out on page 14.

METT Helps Guard, Reserve Find Employment

Military Employer Transition Training, referred to as METT 101, brings together employers looking for reliable and experienced employees with Guard and Reserve members looking for employment.

During a METT 101 training event representatives from military branches provide basic information which includes rank structure, military skills, training, and benefits of hiring Guard and Reserve.

METT 101 events have resulted in employment for Guard and Reserve and companies hiring reliable and knowledgeable employees.

Among event speakers have been The Adjutant General BG Andrew Salas and his wife Martha Salas, an educator and a Socorro County Commissioner.

The University of Phoenix has hosted several METT 101 training events.

The events include refreshments and both employers and potential employees express appreciation for the training events.



Socorro County Commissioner and educator Martha Salas speaks at METT 101 training event.



Showing Support
Chris Kempfski, general manager of Southern Wine & Spirits of New Mexico, signs a Statement of Support for the Guard and Reserve on the left.



Employment Transition Coordinator Chris Baca discusses how to translate military jargon into civilian skills at a METT 101 event.

NM ESGR Represented at Sandia Labs' Veteran Day Observance

New Mexico ESGR was represented at the information fair which was part of Sandia National Laboratories' Veterans Day observance, held November 7, 2013, in the Steve Schiff Auditorium on Kirtland Air Force Base.

Guest speaker at the event was LTC Antoinette R. Gant, commander of the Albuquerque District U.S. Army Corps of Engineers. She spoke eloquently about our men and women in the Armed Forces.

Charles Clark, Ernie Rodriguez and Sandy Schauer represented ESGR answering questions or concerns the several hundred attendees had.

NM ESGR Continues Employment . . .

Continued from page 1

and I'm excited to maintain the partnerships with Gary Kaiser (ESGR Programs Support Manager) and Ernest Rodriguez (ESGR Administrative Support Technician)," said Baca. "I'm confident our service members and community will benefit from our combined efforts to help Guard, Reserve and veterans."

WIPP Statement of Support . . .

Continued from page 1

from the research and production of nuclear weapons in the United States.

Waste is placed in rooms 2,150 feet underground that have been excavated within a 3,000 foot thick salt formation where salt tectonics have been stable for more than 250 million years

Networking at Hero 2 Hired Luncheon Can Mean A Job

It's a concept whose time has come – bringing those having jobs and wanting to hire together with those who want to be hired and are members of the Guard, Reserve or are veterans on a one-on-one face-to-face basis.

That's how New Mexico ESGR and ESGR's partner, H2H or Hero 2 Hired, work to find jobs for underemployed or unemployed Guard and Reserve.

At a Lunch With the Boss held in November 2013 at the Sheraton Hotel in Albuquerque, employers who had job openings in the aerospace/aviation industry and members of the Guard and Reserve looking for a job sat together to enjoy lunch and then networked.

The Guard and Reserve members had the opportunity prior to the event to attend a New Mexico Workforce Connections employment workshop. Topics covered included resumes and interviewing skills; creating a 30-second commercial to sell oneself; dressing for success; and salary negotiation.

Eight employers showed up for the networking event and chatted with and interviewed the 23 Guard and Reserve searching for a job.

Prior to the networking the employers introduced their companies and the jobs available. Then the Guard and Reservists gave a one-minute "elevator speech" to sell themselves.

The November networking was a follow-up to a Sept. 23 event where underemployed or unemployed Guard or Reserve and veterans met employers interested in hiring.

The September event was held at and sponsored by the University of Phoenix-Military Division. The format was the same as the one at the Sheraton.



Pictures above are from the Hero 2 Hired event featuring aerospace/aviation industry jobs in November.



Elementary School Principal Patriot Award
At left Cynthia Challberg-Hale, principal of Lowell Elementary School in Albuquerque, stands with employee SSGT Elizabeth Ratliff, other employees and students in the cafeteria after receiving her Patriot Award. Ratliff, a member of the Army National Guard, 111th MEB, said, "Cynthia has repeatedly explained during my evaluations how she thinks my military training has improved me as a person and as a teacher. She also organized a cookie brigade within the school to send care packages to me and my unit during my deployment to Iraq."

*Look Inside To See What These Photos
Represent for New Mexico ESGR*



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