



# The DANG TRUTH

*Mission First, Safety Always — The Safe Way is the Delaware Way*

Volume 53, No. 4 — April 2013

166th Airlift Wing, Delaware Air National Guard  
New Castle ANG Base, Delaware

## Engineers renovate new shops before old hangars torn down

**By Tech. Sgt. Benjamin Matwey**  
*Wing Public Affairs*

Over 20 members of the 166th Civil Engineer Squadron started work in late winter on a project that will significantly transform the look of the base.

The Airmen are toiling on the far side of the base inside the Korean War-era alert hangars so HVAC and other valuable equipment can be removed before the buildings are torn down in June, fulfilling a modernization decision made by the National Guard Bureau.

The flight line maintenance and aircraft generation equipment shops now in the alert hangars must relocate to new work areas in the old main hangar and the old fabrication shop. But extensive renovations must first be made by the 166th CES team. Their skilled tradesmen are doing HVAC, electrical, dry-wall and other work to bring the new work spaces up to code and functional.

Initially the unit requested funds for a new facility, but that proposal, and a request for a \$590,000 renovation, were not funded due to federal budget constraints, according to Lt. Col. Elias



*Air National Guard photos/Tech. Sgt. Benjamin Matwey*

**Above: Korean War-era alert hangars will all be demolished this summer. Below: Senior Master Sgt. Lorne Peterson and Staff Sgt. Curt Bennett run electrical lines for power upgrades in the old main hangar while Master Sgt. Charles Spiering (in forklift cage), assisted by Master Sgt. Mike Caldwell, relocates a heater in the former fabrication shop on March 14, 2013.**

Danucalov, 166th CES base civil engineer. A scaled-down proposal using full- and part-time people in the squadron's Prime Base Engineer Emergency Force was then developed and accepted.

Squadron leadership expects that using unit manpower will result in over \$65,000 in savings. About 1,700 manpower hours have already been expended and the work is half-way finished, according to 166th CES superintendent Senior Master Sgt. Paul Duca.

Repair and preventative maintenance projects that the squadron normally tackles on base are being delayed to focus ef-

forts on vacating the alert hangars.

As the transformation proceeds, "it has been a huge coordination with all the shops involved," said Sgt. Duca, "with the engine shop and others doing their portion of the equipment moves."



# The DANG Truth

## 166th Airlift Wing Leadership

Colonel Mike Feeley.....Commander  
Colonel Dave Byerly.....Vice Commander  
Chief Master Sgt. Hank Rome.....  
.....Wing Command Chief

## DANG Truth Editorial Staff

### 166AW/Public Affairs (302) 323-3369

2nd Lt. Valerie Harwood, Public Affairs Officer  
Tech. Sgt. Benjamin Matwey, Editor  
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Staff Sgt. Nathan Bright, Multimedia Specialist

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Editor's note: Digital issues posted on our Air Force Public Web site, and on our Facebook page (editions not mailed).

# April UTA events

## April 5, Friday:

- **PT Testing:** 0730-0930, Wm. Penn H.S. (arrive at 0715; all participants must be in a military status approved by their unit; schedule prior to test date through Unit Fitness Monitor; must wear only the Air Force PT Uniform; no exceptions/waivers permitted.)

## April 6, Saturday:

- **PT Testing:** 0730-0930, Wm. Penn H.S.  
- **Promotion ceremony:** 1530, Maj. James Betancourt, 166th Medical Group, Loeffel Rm.

## April 7, Sunday:

- **PT Testing:** 0730-0930, Wm. Penn H.S.  
- **Protestant Services:** 0745-0800, Bldg. 2815, SAT (Small Air Terminal) Hangar  
- **Catholic Mass:** 0830-0930, Bldg. 2815, Small Air Terminal Hangar  
- **Change of command ceremonies:** 1530, 166th Communications Flight, 166th Force Support Squadron, Loeffel Rm., Bldg 2600

## UTA schedule FY2013

06-07 Apr 2013	13-14 Jul 2013
04-05 May 2013	03-04 Aug 2013
01-02 Jun 2013	07-08 Sep 2013

# Personnel actions March 2013

## Enlistments:

### AIRMAN FIRST CLASS:

Andrews, Aaliyah, 142nd AS  
Bailey, Trevor, 166th LRS  
Harris, Rashad, 166th MDG  
Irungu, Peter, 142nd AES  
Keefer, Matthew, 142nd AES  
Morris, Michael, 166th CFT  
Phang, Kahlil, 166th CFT  
Richardson, Kimya, 166th MDG

### SENIOR AIRMAN:

Napoli, James, 166th AW  
Trance, Douglas, 142nd AS  
Woods, Abreona, 166th LRS

### STAFF SERGEANT:

Anderson, Jessica, 166th MXS  
Hartshorn, Yvonne, 166th CPFT  
Scott, Jessica, 166th MDG  
Smith, Philip, 166th CFT

## Promotions:

(Effective dates Dec. 2012 to March 2013, with NGB approval of federal recognition)

### To LIEUTENANT COLONEL:

Beale, Christopher, 142 AES, 25 Jan 2013  
Betancourt, James, 166 MDG, 15 Feb 2013  
Chaikowsky, James, 142 AS, 26 Feb 2013  
Davis, John, 142 AS, 26 Jan 2013

### To MAJOR:

Longo, Gregory, 166 NWS, 02 Feb 2013  
Williston, Charles, 142 AES, 15 Feb 2013

### To CAPTAIN:

Kelley, Sean, 142 AES, 16 Dec 2012

### To 1ST LIEUTENANT:

Dean, Jonathan, 166 LRS, 02 Mar 2013  
Galvin, Timothy, 166 MDG, 26 Jan 2013

## Retirements:

Minzer, Albert, Lt. Col., 166 MDG  
Polenik, Mary Ann, Master Sgt., 166 LRS

## DE ANG Recruiting:

1-800-742-6713, 1-866-NOW-DANG,  
or Local (302) 323-3444

## DE ANG Retention:

(302) 323-3413

### 166AW Air Force Public Web site:

[www.166aw.ang.af.mil](http://www.166aw.ang.af.mil)

### 166AW Facebook page:

[www.facebook.com/166thAirliftWing](http://www.facebook.com/166thAirliftWing)

### DE Air Guard Recruiting Facebook page:

[www.facebook.com/DEAirGuardRecruiting](http://www.facebook.com/DEAirGuardRecruiting)

### DE National Guard web site:

[www.DelawareNationalGuard.com](http://www.DelawareNationalGuard.com)

### DE National Guard Facebook page:

[www.facebook.com/DelawareNationalGuard](http://www.facebook.com/DelawareNationalGuard)

## Medical openings

Hiring for officers in traditional positions; no closeout dates apply unless indicated: [www.delawarenationalguard.com/join/air/air\\_officer/](http://www.delawarenationalguard.com/join/air/air_officer/)

### 142nd Aeromedical Evacuation Squadron:

- Flight Nurse, Medical Service Corps Officer

### 142nd Airlift Squadron:

- GMO Flight Surgeon

### 166th Medical Group:

- Aerospace Medical Specialist, Dentist,  
Family Physician, Flight Surgeon,  
Internist, Medical Service Corps Officer,  
Physician Assistant, Surgeon

## Enlisted jobs

Visit: [www.delawarenationalguard.com/join/air/air\\_enlisted/](http://www.delawarenationalguard.com/join/air/air_enlisted/). Career descriptions: [www.goang.com](http://www.goang.com).

## Coming events

**Apr. 20:** Delaware National Guard "We Treasure our Youth" Children's Party & Month of the Military Child Celebration, 12:00-2:00pm, 1401 Newport Gap Pike Wilmington, DE. Ages: 12 and under - FREE. Register by April 16. Flyer: [http://www.delawarenationalguard.com/press/events/pdf/We\\_Treasure\\_Our\\_Youth\\_Celebration.pdf](http://www.delawarenationalguard.com/press/events/pdf/We_Treasure_Our_Youth_Celebration.pdf)

**Apr. 27:** DNG All-Ranks Military Ball, Dover Downs, RSVP NLT April 8. Event flyer: [http://www.delawarenationalguard.com/press/events/pdf/2013\\_Military\\_Ball.pdf](http://www.delawarenationalguard.com/press/events/pdf/2013_Military_Ball.pdf).

**May 4:** JEC 6th Annual Bowling Tournament, 6:00 p.m., Retirees welcome! Bowlerama, Rt. 9, New Castle, DE. Sign-up four members/team, cost \$40.00/team, \$3.25 for Shoes. POC Staff Sgt. Jeffrey Lee, 323-3559. Sign-up by May 1.

**June 3-5:** Leadership Challenge Program-1 course  
**June 5-7:** LCP-2 (both classes full; POC Wing Command Chief Master Sgt. Hank Rome)

# Airmen of the Quarter

**166th Airlift Wing - 1st Quarter FY 2013**

**Airman: Senior Airman Jason D. Ewing**

Fire protection journeyman, 166th Civil Engineer Squadron

**NCO: Staff Sgt. Sanford R. Fletcher**

Cyber transport craftsman, 166th Communications Flight

**Senior NCO: Master Sgt. Gregory J. Walsh**

Aircraft mechanic, 166th Aircraft Maintenance Squadron

## Air base goes tobacco-free

**Change for New Castle Air Guard Base, all Del. Guard facilities**

**By Tech. Sgt. Benjamin Matwey**  
*Wing Public Affairs*

You may have already seen the series of signs on Spruance Drive leading up to the New Castle Air National Guard Base reminding all members and visitors that we are now a tobacco-free installation. This change is the result of new policy by the Delaware National Guard.

The TAG Policy Memorandum No. 6 - Delaware National Guard Tobacco-Free Workplace Policy, effective March 1, 2013:

The use of tobacco products is prohibited within the boundaries of all federal and state workplaces, including all buildings, facilities, indoor and outdoor spaces and the surrounding

grounds owned, managed or inhabited by the Delaware National Guard. This policy applies to parking lots, walkways, vehicles, aircraft, and also to privately owned vehicles that are parked or operated on our properties. For illustrative purposes of this

**This is a tobacco free-installation and use of any tobacco product is prohibited**

policy, tobacco is defined as any type of tobacco product to include, but not limited to: cigarettes, cigars, cigarillos, electronic cigarettes, pipes, bides, hookahs, smokeless, spit tobacco or snuff.

The policy memorandum outlines three tobacco use cessation programs:

a. Delaware Quitline for tobacco cessation, <http://www/dhss.delaware.gov/dph/dpc/quitline.html>, or call the toll free number at 1-866-409-1858.

b. State Employees can also use the DelaWELL Health Management Program, <https://delawell.alerehealth.com>, or their toll-free number, 1-866-674-9103.

c. Tobacco Information and Prevention Sources (TIPS), sponsored by CDC's Office on Smoking and Health, provides a comprehensive array of information and resources, including publications on stopping the use of tobacco: <http://www.cdc.gov/tobacco>.

# Variety of positions open for those who desire to join the Delaware Air Guard in 2013

By Tech. Sgt. Benjamin Matwey  
Wing Public Affairs

Serving in the Delaware Air Guard and the 166th Airlift Wing at the New Castle Air National Guard Base, Delaware, is one of the best part-time jobs in America, and thousands of young men and women have joined the unit since our founding in 1946.

There are a variety of good careers available, each with varying lengths of technical school, paid training and generous educational and other benefits.

Recruiting was strong last fiscal year,

with 97 percent of assigned positions filled, but there are still numerous positions open to people who want to join.

“As our manning goes up, we have fewer positions, but in select areas we can recruit in larger numbers,” said Se-

**Current manning: 97.7 percent**  
**Manning Goal: Recruit to four people over 100 percent authorized positions in each AFSC**

nior Master Sgt. Mike Davis, recruiting manager, Delaware ANG. The base can recruit up to four people over the authorized manning level in each Air Force

Specialty Code. “I recommend to everyone interested in securing a position compatible with your skills and preferences to call our recruiting team at (302) 323-3444 or (800) 742-6713. The sooner you call, the more options we are able to discuss to satisfy your needs.”

For online job information and benefits gained while serving in the Delaware ANG, please visit: [www.goang.com/DE](http://www.goang.com/DE), [www.facebook.com/DEAirGuardRecruiting](http://www.facebook.com/DEAirGuardRecruiting), and [www.166aw.ang.af.mil](http://www.166aw.ang.af.mil).

Prospective members may find out more about the Delaware Air Guard in person during our *Bring a Friend to Drill Day* on Sunday, July 14, 2013.



(Air National Guard photo/Tech. Sgt. Benjamin Matwey)

The Delaware Air Guard recruiting team received the Chief's Choice award from the Chief's Council during the Delaware ANG Annual Enlisted Recognition Banquet held March 2, 2013 in Newark, Del. For FY2012 the Delaware ANG gained 168 people, and finished the year with a retention rate of 91 percent and a re-enlistment rate of 94 percent. Overall end strength rose from 89.5 to 96.4 percent in the fiscal year.

Left to right, front: Recruiting team members Senior Airman Desmond Overton, Tech. Sgt. Terrence Parker, Master Sgt. Tanya Harris, Tech. Sgt. Sam Lewis and Senior Master Sgt. Mike Davis. Standing at rear are Chief Master Sergeants Mike Forsyth and Patricia Ottinger (not present: recruiter Tech. Sgt. Kristin Favors).

DELAWARE  
**AIR NATIONAL  
GUARD**

## **BRING A FRIEND TO DRILL DAY**

**SUNDAY, 14 JULY 2013**

**0800 – 1200**

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**THIS EVENT IS DESIGNED TO INTRODUCE  
POTENTIAL RECRUITS TO THE ORGANIZATION.**

**AN OPPORTUNITY FOR YOU TO BRING A FRIEND  
OR RELATIVE WHO MAY BE INTERESTED IN  
JOINING THE GUARD OUT TO THE BASE.**

**ACTIVITIES WILL INCLUDE A BASE TOUR, A TOUR  
OF A C-130, AND A BARBEQUE AT PIGGY PARK.**

**POC FOR THIS EVENT IS SMSgt Mike Davis @ 323-3359**

**Please return this form on or before 2 June 2013**

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**Name & Rank** \_\_\_\_\_ **Unit** \_\_\_\_\_

**Your Cell#** \_\_\_\_\_

**Guest Name** \_\_\_\_\_ (you may bring more than one)

**Return this form to SMSgt Davis at DE ANG HQS in Bldg 2600**

# DoD reduces to 14 the number of possible furlough days

By Tech. Sgt. Benjamin Matwey  
Wing Public Affairs

On March 29 Secretary of Defense Chuck Hagel announced that if there were furloughs for civilian federal workers, the number of furlough days will be revised from 22 to 14 for this fiscal year. In addition, a senior DoD official told reporters the start of the furloughs will be delayed until mid-to-late June.

Wing Commander Col. Mike Feeley spoke with full-time members on March 15 to share what he knew about the federal budget, the sequestration process and the possibility of furloughs.

He said decisions by civilian leadership at the congressional and presidential level drives the process. "Everyone at the TAG [Adjutant General] and state level are doing everything they can to mitigate this," said Col. Feeley.

He said, "temporary technicians and indefinite employees would be treated just like permanent employees, and be furloughed one day a week, for a total of two days per pay period." He said



(Air National Guard photo/Tech. Sgt. Benjamin Matwey)

**Wing Commander Col. Mike Feeley shares information about federal budget topics to include possible furloughs and various other sequestration issues and timelines with full-time wing members March 15, 2013 during a commanders' call.**

that if furloughs occur the work schedule will be Monday-Friday, 7:00 a.m. to 3:30 p.m. each day.

"My big concern is that we stay focused on the good progress we're mak-

ing on recruiting and planning for an active-associate unit," said Col. Feeley.

For updates, visit The National Guard website, <http://www.nationalguard.mil/features/sequestration/default.aspx>.

## Nominations for 2014 Delaware ANG Annual Honoree Program requested

By Tech. Sgt. Benjamin Matwey  
Wing Public Affairs

Nominations are requested for the 2014 Delaware Air National Guard Honoree Program (Fiscal Year 2014 (October 1, 2013 through September 30, 2014).

The annual program recognizes an active, retired or past member, living or deceased, who has made significant contributions to the Delaware ANG. Recognition includes the presentation

of the Delaware National Guard Conspicuous Service Cross, the honoree's name placed on a unit C-130 aircraft and on the sign at the entrance of the base recognizing them as the unit's annual honoree.

Any active or retired member of the Delaware ANG may nominate any individual who they believe warrants consideration of this honor. Selection criteria will be based upon the following: Significant achievements (military, civilian, community, and heroism); High

moral standards; and Continuity of support/service to the Delaware ANG.

Nominations must be in letter format and addressed to Joint Force Headquarters, Delaware Air National Guard, 2600 Spruance Drive, Corporate Commons, New Castle, DE 19720-1615.

The nomination deadline is June 14, 2013. Nominations received after this date will be returned without action. Point of contact: Chief Master Sgt. Knotts, (302)-323-3419.



*(Air National Guard photos/Tech. Sgt. Benjamin Matwey)*

# Outstanding Airmen of the Year

Above: Outstanding Airmen of the Year for FY2012 and their guests at the March 2, 2013 Delaware Air National Guard Annual Enlisted Recognition Banquet held in Newark, Del. Left to right: Honor Guard Member of the Year Tech. Sgt. Bonifacio M. Tee, III and his wife Mary; First Sergeant of the Year Senior Master Sgt. Kathleen Walsh-Shell and her husband Mike; Airmen of the Year Airman 1st Class Joseph L. Gilford and girlfriend Alycia Ketter; Noncommissioned Officer of the Year Tech. Sgt. David S. Gazzara; Vanessa Kohr, wife of Senior NCO of the Year Master Sgt. Jamie D. Kohr (deployed), escorted by his colleague, Master Sgt. Tom Rutt. Below: Dinner attendees in the banquet room.



# Airmen coined by NGB vice chief

*Junior officer and Senior NCO singled out for exceptional work in FY2012*

**By Tech. Sgt. Benjamin Matwey**  
*Wing Public Affairs*

In recognition of their exceptional work in FY2012, 1st Lt. Jaymes K. Ellers and Senior Master Sgt. Mark W. Currier were coined by National Guard Bureau Vice Chief Lt. Gen. Joseph L. Lengyel during the Jan. 12, 2013 Delaware National Guard Senior Leaders' Conference in Dover, Del.

As the 166th Airlift Wing Base Environmental Manager, Lt. Ellers spearheaded efforts that directly resulted in reducing the number of environmental findings during the 2012 Environmental, Safety and Occupational Health Compliance Assessment Management Program by 30 percent, and his efforts were lauded by the assessment team. As a civil engineer officer, Lt. Ellers' keen technical ability contributed in saving the government \$1.5 million by realigning the installation's facility demolition path-forward. This achieve-

ment allows for current antiquated facilities to be demolished while improving the timeline for future construction.

As the NCOIC of the small air terminal, Sgt. Currier has surpassed all requirements and led his flight to accomplish every mission required of them.

While deployed to [Southwest Asia] as the prime Air Force validator for all cargo movement, he worked the planning for over 2,000 joint movement requests, moving more than 5,000 passengers and 16 million pounds of supplies to the fight.



*(Air National Guard photo/Tech. Sgt. Benjamin Matwey)*

**In recognition of their exceptional work in FY2012, Senior Master Sgt. Mark W. Currier and 1st Lt. Jaymes K. Ellers were coined by National Guard Bureau Vice Chief Lt. Gen. Joseph L. Lengyel during the Jan. 12, 2013 Delaware National Guard Senior Leaders' Conference in Dover, Del.**



*(Air National Guard photo/Tech. Sgt. Benjamin Matwey)*

**The 166th Logistics Readiness Squadron received the unit award for training excellence in the Delaware Air National Guard for FY2012 from Brig. Gen. Carol Timmons, Assistant Adjutant General for Air, Delaware National Guard during the Delaware National Guard Senior Leaders' Conference held Jan. 12, 2013 in Dover, Del. Left to right: Gen. Timmons, Delaware ANG State Command Chief Master Sgt. Steve Stinsky, 166th LRS Commander Maj. Robert Howard and 166th LRS First Sergeant Master Sgt. Thomas Dennis.**

**Training excellence by 166th Logistics Readiness Squadron in FY2012**



# Delaware National Guard members can get local employer support

By Tech. Sgt. Benjamin Matwey  
Wing Public Affairs

You might not be aware that there is a person in each state whose job is to work on behalf of all Airmen, Soldiers and Family Members of that state's National Guard to assist them with employer support issues.

In Delaware that person is Christine Kubik. Her job as an employer support specialist is funded through the National Guard Bureau, and she has worked in this role for over four years.

## Advice for job seekers and job changers

Christine emphasizes she can provide all Delaware National Guardsmen with employment assistance either directly or through her connections with other resources.

Christine spends a significant amount of her time providing advice for job seekers, and job changers.

“My office is all about employer support. We offer help if you want to change jobs, are under-employed or unemployed. I have worked with dozens of individuals who ask for help – I talk with people of all ages who have a wide range of education and skills, and help in a variety of situations,” said Christine.

She frequently engages with a number of employers in Delaware, directly contacting their personnel offices, informing people about jobs fairs, and following up with companies and individuals she consults with to see what works well, and what can be improved.



*(Air National Guard photo/Tech. Sgt. Benjamin Matwey)*

**Christine Kubik, employer support specialist for the Soldiers, Airmen and families of the Delaware National Guard, in Delaware Air National Guard HQ on March 13, 2013, where she works each Wednesday. Enter the main lobby, and her office door is just steps away to the right.**

“I help facilitate connections and referrals to potential employers, and in many ways I serve as an employment matchmaker.”

Christine says a good resource for veterans who reside in Delaware is our State of Delaware Division of Employment & Training (commonly called ‘DET’); <http://det.delawareworks.com/>.

The division offers a wide variety of one-stop integrated employment and training services that includes Veterans Services Assistance for anyone who has received a DD Form 214, Certificate of Release or Discharge from Active Duty. Veterans who register with DET obtain valuable guidance, plus the advantage

**See Support, page 10**

## Support, cont. from pg. 9

of having priority status as a veteran for state government jobs.

For residents of Pa., N.J., Md. or elsewhere, each state has a veterans' assistance website listed on <http://www.jointservices-support.org/ESGR/careers.aspx>.

A related and very helpful Delaware government website, according to Christine, is JOBLINK: [joblink.delaware.gov](http://joblink.delaware.gov)

### How to reach Christine Kubik:

- Main office: Normally Mon.-Tue. and Thur.-Fri., Smyrna Readiness Center; office (302) 326-7582; business cell (302) 354-4423.

- On Wednesdays she works 8:00 a.m. to 4:00 p.m. from an office in Delaware Air National Guard HQ, Building 2600, at the New Castle ANG Base. Enter the lobby, turn right, take a few steps and go through the first door.

- And you may email her: [christine.f.kubik.ctr@mail.mil](mailto:christine.f.kubik.ctr@mail.mil)

"I look forward to hearing any concerns you may have," said Christine.

## Job protection

Airmen and Soldiers can easily obtain guidance about job protections and obligations from Christine.

She represents the National Guard interest with ESGR Delaware, Delaware's Committee for Employer Support of the Guard & Reserve.

According to federal law, you have certain job protections and obligations as a member of the uniformed services.

USERRA - the Uniformed Services Employment and Reemployment Rights Act of 1994 - covers all reservists, to include all National Guardsmen.

This federal law establishes rights and responsibilities for uniformed service members and their civilian employers.

There are certain obligations you have as an employee. Among those obligations, Guard and reserve members are required to inform your employer in a timely manner of your military duty, and to return to work in a timely manner.

A good overview of USERRA is here: <http://www.dol.gov/elaws/vets/userra/userra.asp>.

Christine provides each service member with a wallet card as a handy guide when they join their unit, and often again when a member is faced with a possible deployment.

This card lists the specifics of the USERRA Reemployment Timetable, plus such topics as: military leave of absence, prompt reinstatement, accumulation of seniority, reinstatement of benefits, training or retraining of skills, and protection against discrimination. The timetable pertains to annual training, unit training assemblies (drills, or makeup drills), exercises, military education, and active duty call-ups, to include overseas deployments.

**See More Support, page 11**

**YOUR RIGHTS UNDER USERRA**  
**THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT**

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

REEMPLOYMENT RIGHTS	HEALTH INSURANCE PROTECTION
<p>You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and:</p> <ul style="list-style-type: none"><li>☆ you ensure that your employer receives advance written or verbal notice of your service;</li><li>☆ you have five years or less of cumulative service in the uniformed services while with that particular employer;</li><li>☆ you return to work or apply for reemployment in a timely manner after conclusion of service; and</li><li>☆ you have not been separated from service with a disqualifying discharge or under other than honorable conditions.</li></ul>	<ul style="list-style-type: none"><li>☆ If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the military.</li><li>☆ Even if you don't elect to continue coverage during your military service, you have the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries.</li></ul>
RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION	ENFORCEMENT
<p>If you:</p> <ul style="list-style-type: none"><li>☆ are a past or present member of the uniformed service;</li><li>☆ have applied for membership in the uniformed service; or</li><li>☆ are obligated to serve in the uniformed service;</li></ul> <p>then an employer may not deny you:</p> <ul style="list-style-type: none"><li>☆ initial employment;</li><li>☆ reemployment;</li><li>☆ retention in employment;</li><li>☆ promotion; or</li><li>☆ any benefit of employment</li></ul> <p>because of this status.</p> <p>In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service connection.</p>	<ul style="list-style-type: none"><li>☆ The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations.</li><li>☆ For assistance in filing a complaint, or for any other information on USERRA, contact VETS at <b>1-866-4-USA-DOL</b> or visit its <b>website at <a href="http://www.dol.gov/vets">http://www.dol.gov/vets</a></b>. An interactive online USERRA Advisor can be viewed at: <a href="http://www.dol.gov/elaws/userra.htm">http://www.dol.gov/elaws/userra.htm</a>.</li><li>☆ If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office of Special Counsel, as applicable, for representation.</li><li>☆ You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA.</li></ul>

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: <http://www.dol.gov/vets/programs/userra/poster.htm>. Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.

**U.S. Department of Labor**  
1-866-487-2365

**U.S. Department of Justice**

**Office of Special Counsel**

**ESGR**  
EMPLOYER SUPPORT OF THE GUARD AND RESERVE  
1-800-336-4590

Publication Date—July 2008

## More Support, cont. from pg. 10

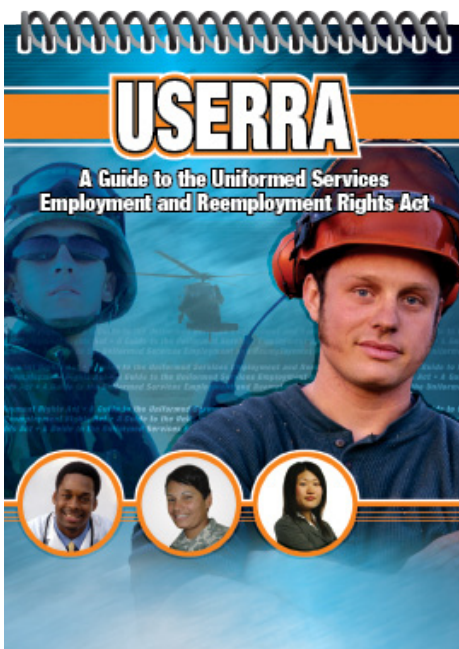
Christine also mails to every employer a booklet, titled 'A Guide to the Uniformed Services Employment and Reemployment Rights Act.' It provides robust information to civilian employers to help them in personnel decision-making when it comes to their part-time Citizen-Soldier or -Airman.

Christine states that resolving problems that may arise from time-to-time with employers can involve three steps.

"It starts with the employee communicating with their employer. Next, I may need to communicate with your employer. Third, an ESGR ombudsman may need to engage with your employer," said Christine.

"To the many employers who support their military employees who serve our state and nation, thank you," said Christine. "In Delaware and across the United States, we're all in this together."

For more information on civilian employment assistance provided to Delaware National Guard members, go to <http://www.delawarenationalguard.com/members/CEA/>.



# USERRA 101

USERRA, according to the website [www.esgr.mil](http://www.esgr.mil), is intended to ensure that persons who serve or have served in the Armed Forces, Reserves, National Guard or other uniformed services:

(1) are not disadvantaged in their civilian careers because of their service;

(2) are promptly reemployed in their civilian jobs upon their return from duty; and

(3) are not discriminated against in employment based on past, present, or future military service.

The law is intended to encourage uniformed service so that the United States can enjoy the protection of those services, while maintaining a balance with the needs of private and public employers who also depend on these same individuals.

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to perform service in the uniformed services to include certain types of service in the National Disaster Medical System and the Commissioned Corps of the Public Health Service.

USERRA affects employment, reemployment and retention in employment, when employees serve in the uniformed services.

USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

The role of ESGR is to inform and educate service members and their civilian employers regarding their rights and responsibilities governed by USERRA. ESGR does not enforce USERRA, but serves as a neutral, free resource for employers and service members.

ESGR's Ombudsman Services Program provides information and mediation on issues related to USERRA.

# How the Post 9-11 GI Bill can help a family

## Transferability of Benefits – A Brief Discussion

by The Post-9/11 GI Bill, U.S. Department of Veterans Affairs (Notes) on Thursday, February 14, 2013 at 3:54pm.

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Transferability is one of the most popular subjects on our Facebook page, especially transferring benefits after you retire (which you can't). Below are some tips to remember if you're in the Armed Forces and considering transferring benefits.

First, we don't determine eligibility to transfer benefits. Transferring education benefits is determined by the Department of Defense (DoD) and is typically used by the service branches to promote recruitment and retention. DoD guidance issued in 2009 established the criteria for eligibility and transfer of those education benefits.

The guidance states that an individual that is, or becomes, retirement eligible during the period from August 1, 2009 through August 1, 2013, may qualify to transfer benefits to his/her dependents if the individual agrees to the additional periods of service outlined. Specifically, the DoD provided the following requirements for retirement eligible individuals.

- For those individuals eligible for retirement on August 1, 2009, no additional service is required.
- For those individuals eligible for retirement after August 1, 2009, and before August 1, 2010, 1 year of additional service after approval of transfer is required.
- For those individuals eligible for retirement on or after August 1, 2010, and before August 1, 2011, 2 years of additional service after approval of transfer are required.
- For those individuals eligible for retirement on or after August 1, 2011, and before August 1, 2012, 3 years of additional service after approval of transfer required.

Note that the reduction in the additional service commitments to transfer benefits will end on August 1, 2013. Until that date, the service commitment to be approved to transfer benefits will be determined by the above sliding scale. So what happens if you're going to retire between now and August 1, 2013? If your retirement eligibility date falls into one of the ranges above, you will be allowed to transfer with the reduced commitment. If your retirement eligibility date is after August 1, 2012, you will be required to make a 4 year commitment. Additionally, all servicemembers requesting to transfer after August 1, 2013, will be required to make a 4 year commitment.

More information, as well as contact info to speak with someone in your branch of service can be found here: [http://gibill.va.gov/benefits/post\\_911\\_gibill/transfer\\_of\\_benefits.html](http://gibill.va.gov/benefits/post_911_gibill/transfer_of_benefits.html)