



Winter 2012

Utah



### Message from the State Chairman

The holidays are long behind us, and the excitement of the new year has faded into reality. We are two months into 2012, and already we have briefed more than 1,800 Servicemembers, awarded 30 Patriot Awards to employers, participated significantly in a very successful employment Fair in Southern Utah, and are planning three major events in the next 60 days.



Bart Davis

ESGR volunteers and staff are providing yeoman service not only to Veterans, Servicemembers, families, and their employers, but to the communities in which we all serve and work. As community leaders, patriot citizens and employers all endeavor to support the men and women in uniform, ESGR and its associates tend to be a clearinghouse and contact point.

As we have partnered with other entities such as the Utah Department of Veterans Affairs, local Chambers of Commerce, Department of Workforce Services, Department of Labor, and several other private organizations, the synergy has not only saved jobs for returning Servicemembers, but has developed many associations that have proven very beneficial for everyone involved.

We look forward to an extensive military culture and concerns educational program in conjunction with an employment Fair to be conducted at the Salt Palace

on March 30. We are encouraging everyone and anyone who is currently serving, who is a Veteran, who lives with a Veteran, who employs a Veteran, or has any contact with a Veteran to attend this first-ever Veterans and Families Summit/Employment Fair.

I encourage you to visit and get involved in this event. It is an extraordinary opportunity to get all of the information you have been seeking that relates to the great men and women who wear the uniform of our nation.

Please visit <http://bit.ly/y9I2UM> for additional information and FREE online event registration.

Warmest regards and best wishes,

### Event Calendar

- February 28 - March 1 - Boss Lift, I-211th Aviation
- March 7 - Executive Committee Meeting
- March 23-24 - Annual Planning/Awards Conference
- March 30 - Utah Veterans and Families Summit

### On the Web

- ESGR Utah Newsletters: <http://bit.ly/r46EvV>
- The Latest Photos: <http://bit.ly/eQooPP>
- Twitter @ UT\_ESGR

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ESGR is a Department of Defense agency established in 1972. Its mission is to gain and maintain employer support for Guard and Reserve service by recognizing outstanding support, increasing awareness of the law and resolving conflicts through mediation.

## ESGR Utah's Poulson Retires from Richfield Fire Department



*Photo by David Anderson  
Stan Poulson, of ESGR Utah's Region 3, retired recently  
as a volunteer firefighter with the Richfield Fire Department.*

**RICHFIELD** — The Richfield City Fire Department is set to undergo some changes at the dawn of 2012.

In addition to building a new fire station, the department will have a new chief and will say goodbye to one of its longest-tenured members.

Retiring member Stan Poulson will also be missed, said Fire Chief Bryan Burrows.

"He has provided a lot of service to this city," Burrows said. "He has been a good friend to me and the department." Burrows said Poulson has probably responded to more than 1,500 fire calls through the years.

Poulson's time with the fire department came as a result of him following in his father's footsteps.

"My dad was on the department for more than 30 years," Poulson said. "So, it's one of those things."

In more than four decades of service as a volunteer firefighter, Poulson has served in a variety of positions, including chief.

"It's time to stop," Poulson said. He said he plans to continue his work with the Employer Support of the Guard and Reserve organization, as well as his job with Magleby Mortuary.

"It's a good public service," Poulson said. He said he's going to miss the association with the other 24 members of the department, and he is proud of the work they do.

"It's one of the few departments the city never has to worry about," Poulson said.

— David Anderson, *Richfield Reaper*, Dec. 28, 2011

## Military Honors Lehi Police Chief Chad Smith with Patriot Award

**LEHI** — When Lehi Police Chief Chad Smith and his officers went out of their way to work around Staff Sgt. (Orlando) Brian Petersen's military training and deployment, the effort did not go unnoticed.

Monday afternoon at the police station, Veterans Affairs and National Guard representative Al Yardley presented Smith with the Patriot Award.

"He's been good to check up on our family and given us extra patrol in our neighborhood," said Heather Petersen, Brian's wife.

Her husband had been a Lehi police officer for more than four years when he deployed to the Middle East in July with the U.S. Army Reserve. Every week since then, Smith has kept in contact with the Petersen family.

She said the city has worked with her husband during his training as well as during deployment so the whole process would go smoothly.

"No questions asked, he has always been so supportive," she said of Smith.

So they said thanks by nominating the chief for the Patriot Award.

The National Committee for Employer Support of the Guard and Reserve conducts an awards program designed to recognize employers who support a strong National Guard and Reserve force. Employers qualify for recognition when they practice leadership and personnel policies that support employee participation in the Guard and Reserve.

Brian Petersen was the first Lehi employee to be deployed, and through Smith's direction the city established a published military mobilization policy and pay differential during mobilizations, and provides continuation of insurance and monetary benefits during mobilization.

## ESGR Utah In the News

Smith also has maintained contact with Brian Petersen, sending him emails while he has been mobilized.

Lehi Police Department employees gathered in the upstairs meeting room at the station to surprise the chief at the award presentation. In a meeting with Mayor Bert Wilson, Smith told staff to go ahead and start the meeting without him.

Instead, they waited. When Smith walked into the room one of his first comments was "What the heck?" and then more loudly, "What are you doing, Mom? How are you?" After hugging his mother, he found his wife, Carrie, in the crowd.

At that point, Yardley presented the award and read Smith's nomination, which Brian Peterson wrote.



Photo by Spenser Heaps

Lehi Police Chief Chad Smith receives the Patriot Award from ESGR Utah's AlYardley Nov. 7 for his support of deployed employee Brian Petersen.

"I am nominating Chief Smith for the Patriot Award because of his full support of my military career," he said. "I have always had comfort and peace of mind knowing that my job was secure and that my family is watched over. Chief Smith has gone above and beyond to make sure my family is taken care of while I am overseas. He has always taken a family first approach that makes you feel that you are not just part of a department but part of a police family. He is always there no matter what."

— Cathy Allred, *Provo Daily Herald*, Nov. 9, 2011

## Freedom Nominees Receive ESGR Certificate

RICHFIELD — Utah Department of Workforce Services supervisors Susan Munk and Lela King are presented with a nomination certificate by the Employer Support of the Guard and Reserve in Richfield Oct. 3.



Photo by Stan Poulson

Susan Munk, left, and Lela King receive a Freedom Award nomination certificate Oct. 3 for supporting their military employees.

King was nominated for the 2011 Freedom Award by Michael Mills, a member of the 2nd Battalion, 222nd Field Artillery, of the Utah Army National Guard, which at the time of the presentation was deployed in Iraq.

— *Richfield Reaper*, Oct. 26, 2011

## Job Fair for Guard and Reserve

SANDY — National Guardmembers, Reservists, Veterans and their spouses seeking employment were invited to a "Hiring Our Heroes" job fair Nov. 4 at the South Towne Expo Center in Sandy.

The Utah Employer Support of the Guard and Reserve Committee along with many other support organizations, and the U.S. Chamber of Commerce, participated in the event.

The five-hour fair had more than 100 employers represented. Representatives from the Utah's Department of Workforce Services, the Veterans Administration and Veterans service organizations were on hand to answer questions and provide assistance.

— *Deseret News*, Nov. 4, 2011

## Career Fair at Dixie Center

ST. GEORGE — The Utah Department of Workforce Services, in partnership with the Employer Support of the Guard and Reserve and the Utah Department of Veteran's Affairs, sponsored a job and career fair Jan. 28. The event was held at the Dixie Center in St. George.

The career fair targeted Guardsmen, Veterans, and spouse populations of the Utah National Guard's 2nd Battalion, 222nd Field Artillery, and the 213th Forward Support Company.

— *Deseret News*, Jan. 28, 2012

## Brigham City Police Officer Named a Patriot by Military Employee

BRIGHAM CITY — Sergeant James Crapse, of the Brigham City Police Department, received the Patriot Award Jan. 13.

ESGR Utah Region I volunteer Kay Hargis was on hand to present the certificate to Crapse as his employee and nominator, SGT Jon Sanford of the Utah Army National Guard looked on.



Photo courtesy of Kay Hargis

Sergeant James Crapse, left, receives the Patriot Award Jan. 13 from Kay Hargis, center, for his support of SGT Jon Sanford, right.

## Les Schwab Manager Honored by ESGR Utah

ROY — Army Specialist Kyson Walker nominated Jeremy Kaufman, manager of Les Schwab Tires in Roy, for the Employer Support of the Guard and Reserve Patriot Award.

On hand to present the award Jan. 26 to Kaufman was Kay Hargis (far left), of ESGR's Utah's Region I.



Photo courtesy of Kay Hargis

Specialist Kyson Walker, second from right, nominated his boss Jeremy Kaufman, second from left, for the Patriot Award.

## MetalsWest Receives ESGR Patriot Award

OGDEN — Calene Ingram, general manager of MetalsWest in Ogden, received the Patriot Award in a ceremony Jan. 12 from ESGR Utah's Kay Hargis.

Ingram was recommended for the award by her employee, SGT Daniel Salazar, a cadet in the Reserve Officer Training Corps program, for her support of his military commitments.



Photo courtesy of Kay Hargis

Calene Ingram, left, was nominated for the Patriot Award by SGT Daniel Salazar, right. Kay Hargis, center, presented the award.

## Mtn. America Manager a Patriot

SOUTH JORDAN — ESGR Utah's Jeff Tiede (right), presents the Patriot Award Jan. 26 to Bret Carter, manager of the Mountain American Credit Union South Jordan branch.

Carter received the award for his support of employee SGT Curtis Nance, a member of 1st Battalion, 211th Aviation, Utah Army National Guard.



Photo by Louisa Ingalls

Bret Carter, left, Mountain America branch manager in South Jordan, receives the Patriot Award from Jeff Tiede Jan. 26.

**Out and About**

**Patriot Award for Draper’s Security Industry Specialists**



*Photo courtesy of Bill Rappleye  
Mike Chipman, center, receives the Patriot Award Dec. 7 from employee Paul Gibbs, right, and Bill Rappleye, of ESGR Utah.*

**DRAPER** — A Patriot Award was presented to Mike Chipman, manager of safety and security at Security Industry Specialists, based in Draper, for his great support to Servicemember and employee Paul Gibbs. Presenting the award Dec. 7 was Bill Rappleye, training director for ESGR Utah.

**Navy Reservist Recognizes Boss for His Support**



*Photo by Clair Day  
Derek Carver, left, of Home Depot in Tooele, accepts the Patriot Award from ESGR Utah’s Jeff Tiede, center, and Cindy Sandmire.*

**TOOELE** — Derek Carver, general manager of the Tooele Home Depot, received the Patriot from ESGR Utah’s Jeff Tiede Sept. 7. Employee and Navy Reservist HN2 Cindy Sandmire nominated Carver for the award. Sandmire is assigned to the Naval hospital in Bremerton, WA.

**Weber Human Services is a Triple Patriot Award Recipient**



**OGDEN** — ESGR Utah’s Kay Hargis, as presenter, and CPT Matthew Bowden, as nominator, were very busy Dec. 2, playing to a crowd of nearly 200 people at a Patriot Award ceremony at Weber Human Services.



Bowden submitted the awards to recognize his supervisors Darin Carver (top), Jason Brophy (center), and Kevin Eastman (bottom).



## Yellow Ribbon

The Yellow Ribbon Reintegration Program is a DoD-wide effort to promote the well-being of National Guard and Reserve members, their families and communities, by connecting them with resources throughout the deployment cycle.

Through Yellow Ribbon events, Servicemembers and loved ones connect with local resources before, during, and after deployments. Reintegration during post-deployment is a critical time for members of the Guard and Reserve, as they often live far from military installations and members of their units.

Commanders and leaders play a critical role in assuring that Reserve Servicemembers and their families attend Yellow Ribbon events where they can access information on health care, education/training opportunities, financial, and legal benefits.

Yellow Ribbon works closely with federal partners, including ESGR, the Small Business Administration, and the the Departments of Labor and Veterans Affairs to provide up-to-date and relevant information to the members of the all-volunteer force and their families.

Each Reserve Component implements the Yellow Ribbon Reintegration Program to meet the unique needs of their Service culture. For more information, please visit [www.yellowribbon.mil](http://www.yellowribbon.mil).

## New Member of ESGR Utah

Retired Colonel Jerry Acton is now the Region 2 Chair, taking over for Retired Brigadier General Scott Harrison, who stepped down to serve an LDS mission with his wife.

Jerry can be reached by phone or text at (801) 369-6381 or at [jerry.acton@gmail.com](mailto:jerry.acton@gmail.com).

## Key ESGR Utah Staff

- Bart Davis, State Chairman, (801) 432-4937
- Kim Watts, Chief of Staff, (801) 432-4492
- Martin Walsh, Employer Outreach, (801) 652-2836
- Dennis Johnson, Military Outreach (801) 652-8897
- Chuck Rackham, EIP Program, (801) 656-4133

## Know Your Rights under USERRA

On December 10, 2004, Congress enacted and President Bush signed into law the Veterans' Benefits Improvement Act of 2004 (VBIA). The VBIA made two amendments to the Uniformed Services Employment and Reemployment Rights Act (USERRA), which Congress enacted in 1994 as a complete rewrite of a law that can be traced back to 1940.

It is important for Servicemembers and employers to know the rights guaranteed by USERRA. Get a PDF version of the poster below by clicking here: <http://bit.ly/zLC2n2>. Then you can print it or save it on your computer for reference.

**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> <p>If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military service or, in some cases, a comparable job.</p>	<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 services;</li> <li>• have applied for membership in the uniformed services; 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>• restoration in employment;</li> <li>• promotion; or</li> <li>• any benefit of employment because of the status.</li> </ul> <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 1-866-4-USA-881 or visit its website at <a href="http://www.dol.gov/vets">http://www.dol.gov/vets</a>. An interactive online USERRA Advisor can be viewed at <a href="http://www.dol.gov/laws/userra.htm">http://www.dol.gov/laws/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/notice.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 1-800-336-4590 ESGR Publication Date—July 2008

## Contact Us

Your feedback has helped us improve the ESGR Utah newsletter with each new issue. Please e-mail Hank McIntire at [hank.mcintire@gmail.com](mailto:hank.mcintire@gmail.com) to provide your comments and suggestions.

## Utah Veterans and Families Summit

Designed to assist Servicemembers and their families, the Utah Veterans and Families Summit will be held March 30 at the Salt Palace Convention Center from 8 a.m to 5:30 p.m.

Click here, <http://bit.ly/y9I2UM>, for information and FREE online registration.

**GENERATIONS 2012** & **THE UTAH VETERANS & FAMILIES SUMMIT**

**MARCH 28-30, 2012 - SALT PALACE CONVENTION CENTER, 100 S. WEST TEMPLE, SALT LAKE CITY, UTAH**

*The first-ever partnership with programs from the*  
National Association of Social Workers, Utah Chapter  
University of Utah Department of Psychiatry & The Utah Autism Resource Partnership  
Utah Coalition for Caregiver Support  
Utah Commission on Marriage  
Utah Division of Substance Abuse & Mental Health  
Utah Veterans and Military Employment Coalition

*Founded and supported by the*  
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