

The Coast Guard
Reservist

November 1998



*Reaching
higher
at the
Chief's
Academy*

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COMMANDANT (G-WTR-2)

U.S. COAST GUARD

2100 SECOND STREET SW

WASHINGTON, DC 20593-0001

ATTN: EDITOR, THE RESERVIST

Phone: 202-267-1991/1024; 1-800-842-8740, ext. 7-1991/1024

FAX: 202-267-4325/4243

E-mail: ekruska@comdt.uscg.mil or crose@comdt.uscg.mil

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• ADM James M. Loy, USCG
Commandant, U.S. Coast Guard (G-C)

• RADM Thomas J. Barrett, USCG
Director of Reserve & Training (G-WT)

• CDR Charles E. Polk III, USCGR
Chief, Reserve Communications Division (G-WTR-2)
E-mail: cpolk@comdt.uscg.mil

• LT Kent P. Bauer, USCG
Asst. Chief, Reserve Communications Division (G-WTR-2)
E-mail: kbauer@comdt.uscg.mil

• CW03 Thomas L. Brooks, USCG
Staff Assistant, Reservist Magazine Webmaster
E-mail: tbrooks@comdt.uscg.mil

• PAC Edward J. Kruska, USCGR
Editor, The Coast Guard Reservist (G-WTR-2)
E-mail: ekruska@comdt.uscg.mil

• PA2 Chris Rose, USCG
Assistant Editor, The Coast Guard Reservist (G-WTR-2)
E-mail: crose@comdt.uscg.mil

On the Covers

Front: SCPO Neil Holmdahl works his way through the ropes course at the CPO Academy Reserve Class VI at TRACEN Petaluma.

Back: A panoramic vista from Coast Guard Hill at Arlington National Cemetery in Arlington, Va. Photos by PAC Edward J. Kruska, USCGR.

Fleet Review feedback

Although I enjoyed the Fleet Review article in the July/August edition, I was disappointed to see so few RPAL billets assigned to our cutter fleet, especially the WHEC and WMEC classes. Despite the fact that missions and priorities change over time, the Coast Guard is first and foremost a seagoing military service. As such, it will always need competent seamen and navigators.

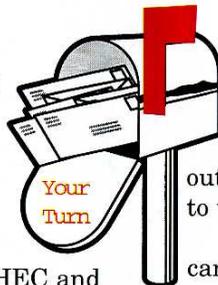
The "minimum manning" concept means that most WMECs and WHECs cannot maintain Condition III wartime steaming operations for more than a few weeks at most without additional trained personnel. These cutters will need additional OODs, CIC watch officers, quartermasters and radarmen to operate effectively under combat conditions. Additional engineers and damage controlmen will also be necessary.

I know, from my prior service with RU Vessels Boston, that reservists are capable of qualifying underway for all onboard billets. My former unit supplied inport and underway OODs for WHECs and WMEC, as well as MKs, RDs, RMs and other rates with critical underway qualifications. Twice when I sailed aboard CGC Escanaba, I was the third qualified underway OOD, thus avoiding a four-on, four-off rotation for her wardroom. In addition, I am proud to have served aboard CGC Gallatin during Ocean Safari 85 with a CIC entirely manned by reservists, except for the 1JV phone talker.

It is time to re-establish reserve units dedicated to underway cutter operations. Despite my retired status, I would happily volunteer to help train them. Underway is the only way. Semper Paratus!

— CDR Timothy O'Grady Sheehan
USCGR(Ret.)
Lowell, Mass.

As a retired reservist, I'd like you to know how much I appreciated the July/August issue, with its complete roster of the Coast Guard fleet of today. We have come a long way since



the early days of World War II, when my first ship was the antique CGC Gresham sailing out of Staten Island on convoy duty to the Caribbean.

Now we have a fleet which we can be very proud — modern and prepared for any emergency. What beautiful ships they are! I, for one, have always been sure that the Coast Guard, however forced by strained budgets, has always delivered more than 100 percent in carrying out its multifarious (and increasing) duties.

— CAPT Admont G. Clark, USCGR(Ret.)
Dennis, Mass.

"Know Your Reserve Recruiters" was a good article on recruiting in the July/August Reservist. We need more of the same and much more awareness by all our members and friends to actively get involved with local recruiters and assist in getting our numbers where they belong.

As for the Fleet Review, my son, a TC2, noticed that the photo on page 12 for the CGC Barracuda is a Point Class 82-footer. He also made an excellent suggestion. Many years ago the Coast Guard published a pamphlet on the vessels and aircraft in use at that time. He suggested this article be reprinted and used in offices for recruiting. This would make a perfect advertising piece along with a rating guide to peak the interest of our prospects.

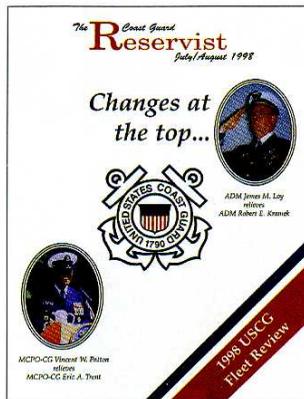
— MK1 Stanley Babischkin, USCGR
Miami, Fla.

Editor's note: Every recruiting office was shipped extra copies of the Fleet Review. Yes, that was a printing error on Page 12. The 87-footer is shown on page 3. Also, CGC Mackinaw's hull (page 11 in Fleet Review) was painted red during June 1998. It is also shown on page 3.

Thanks from Waesche family

Your article on my father, RADM Russell R. Waesche, Jr. in the July/August Reservist was excellent. I am full of gratitude for your thoughtfulness and competence in the attention to my father's career. He was not only dedicated to service to others, he was a good father, my mentor, and beloved friend.

— Marilla Waesche Pivonka
Mill Valley, Calif.



We're still VA

In an article on SGLI premiums in the July/August issue, the Department of Veterans Affairs is shown as (DVA). Please be advised that the agency is still VA. You are not alone in this incorrect referral. As an employee of VA, I have been responsible for the review of correspondence issued from the VA Regional Office in Boston. When we went from the Veterans Administration to cabinet level Department of Veterans Affairs, many people, employees included, began referring to us as DVA. The agency has issued numerous notices advising us that we're still VA.

— CPO Joseph McGonagle, USCGR
Medford, Mass.

CGR business cards perfect!

In the June issue, you included two pages of cards for reservists to use for

recruiting. I am a reservist and spend much of my drill time training and certifying Coasties (active and reserve) in CPR and first aid. I am frequently asked how I may be contacted to set up a class. I was going to have some business cards made up but couldn't find any place that offered the CGR emblem. Then I saw the cards in the June issue...perfect!

— HS1 Chris Plummer, USCGR
Plantation, Fla.

Ramifications of ADSW?

I recently completed 180 days of ADSW-RC (Active Duty Special Work — Reserve Component). Are reservists entitled to their former pay billet upon completion of ADSW orders or are they penalized for performing such duty (i.e. loss of pay billet)? What ramifications are there for accepting ADSW orders? And why, if

any exist, are these not presented to members at the onset of ADSW? Thanks for your assistance.

— YN1 Mike Sanders, USCGR
Lansing, Mich.

Editor's note: The answer can be found in the Reserve Policy Manual, Chapter 3, Section D, Part 10.c. It states, "It is Coast Guard policy that reservists are not penalized for performing ADSW since this duty meets Service goals. Upon completion of ADSW of any duration, reservists are entitled to return to a pay billet, unless they would have otherwise been subject to reassignment." Chapter three of the RPM gives an excellent overview of Active Duty for reservists.

*The Reservist Magazine...
serving you for 45 years,
since November 1953*



BMC Todd Reed, USCGR

CGC Mackinaw had its hull painted red in June 1998.



LT Claudia Camp, USCG

CGC Barracuda, 87-foot Coastal Patrol Boat.

USCG License Plate of the Month

"The Sunshine State" of Florida

November is SPAR month and also when many northerners make the trek for warmer climes, such as Sun City Center, Fla., where retired Coast Guard Reservist and SPAR **CAPT Eleanor C. L'Ecuyer** currently resides. CAPT L'Ecuyer says she's had her Florida "CGR CAPT" license plate for more than 20 years. "My previous vanity plate on my Massachusetts plates said 'SPAR' but that one was 'inherited' by CAPT Agnes Bixby on Cape Cod, Mass. and eventually by YNCS Marie Coen," says L'Ecuyer. In 1975, CAPT L'Ecuyer was the first female Coast Guard Reserve Program Administrator to retire in the grade of captain. At that time, she was Chief of the Reserve Division in the then-Twelfth District office based in San Francisco. As for November being SPAR month, on Nov. 23, 1942, the Auxiliary and Reserve Act of 1941 was amended with the passage of Public Law 773, creating the U.S. Coast Guard Women's Reserve (SPARs). To honor those early trailblazers, a new seagoing buoy tender and the second named *CGC Spar* (WLB 206), is currently being built at Marinette Marine Corps, Marinette, Wis., and

is slated for commissioning the third quarter of FY2001. Replacing *CGC Ironwood* (WLB 297), it will be homeported in Kodiak, Alaska. The first *CGC Spar* (WLB 403), homeported in South Portland, Maine, was decommissioned Feb. 27, 1997.



Courtesy CAPT Eleanor C. L'Ecuyer

CAPT Eleanor C. L'Ecuyer, USCGR(Ret.)

A View From the Bridge

By RADM
Carlton D. Moore,
USCGR

Senior Reserve Officer
Pacific Area



My first installment of the "View" is being written aboard a KC-135 at 35,000 feet, enroute to Osan Air Base, South Korea. I am part of the last CAPSTONE class of 1998, a course for new Flag and General officers such as myself. During the course, we travel to military installations, both INCONUS and OCONUS, to experience field operations occurring every day throughout the world in support of America's defense and national security interests.

Although one of the primary objectives of CAPSTONE is to understand how our sister services perform jointly in carrying out their respective missions, one cannot witness the complexity of carrier operations, desert tank wargames, and close-in air support operations, without a true appreciation for the skills, talents and dedication of the men and women in our Armed Services. Without exception, every commanding officer who met with our class, stressed, above all else, the importance of people.

I share this experience with you to highlight the significance of a theme that our new Commandant, ADM James Loy, has set as a critical objective: *People — build and value the team.*

During the next few years, I plan to concentrate on "people issues" affecting the Coast Guard Reserve. This includes recruiting, retention, training, leadership, recognition, and employing Coast Guard Reservists with civilian skills to meet Coast Guard personnel needs or program objectives.

As for recruiting and retention, much is being done to achieve authorized strength. In future articles, I will share some initiatives that are working and some "home grown" ideas that show promise. For example, many local commands have targeted reservists in the IRR and those leaving active duty. We are just now seeing some results of those efforts in PACAREA.

Reservists have a unique opportunity to become indispensable to the Coast Guard by becoming the trainer, not the trainee.

This already occurs at many commands. The fact that a reservist may remain at a command for many years affords the opportunity to share the "corporate knowledge" with those newly assigned, both active and reserve.

Leadership is an initial element in the training and development, retention, and morale of our people. I recently had the opportunity to attend the graduation of Reserve Class VI at the Chief's Academy at TRACEN Petaluma, Calif. As you'll read about in this issue, the investment we make to enhance leadership qualities in some of our most seasoned and proficient people will have long-term benefits for the entire Coast Guard.

As for civilian skills, there are hundreds of accounts of reservists using those skills to meet the Coast Guard's mission or program objectives.

However, there is no good way, at this time, to readily access this talent pool. So, in addition to the "people issues," I hope to promote a system that can better identify civilian skills that truly makes the Coast Guard Reservist of today one of the "best buys" for the service and the nation.

On a personal note, I am especial-

ly appreciative for the mentoring and guidance provided by my predecessor, RADM Tim Riker. As I begin my tenure as Senior Reserve Officer, Pacific Area, I am here to promote service to you, my fellow Coast Guard Reservists. I am pleased to be part of our team as we enter the new millennium. How can we better prepare now for performance in the future? Your ideas on answering this question and how we can bring more to the table as reservists will always be welcomed.

Collectively, we can build on the legacy of the thousands of men and women who have devoted their careers, both part-time and full-time, to making the U.S. Coast Guard the best maritime service in the world.

I hope to promote a system that can better identify civilian skills that truly makes the Coast Guard Reservist of today one of the "best buys" for the service and the nation.



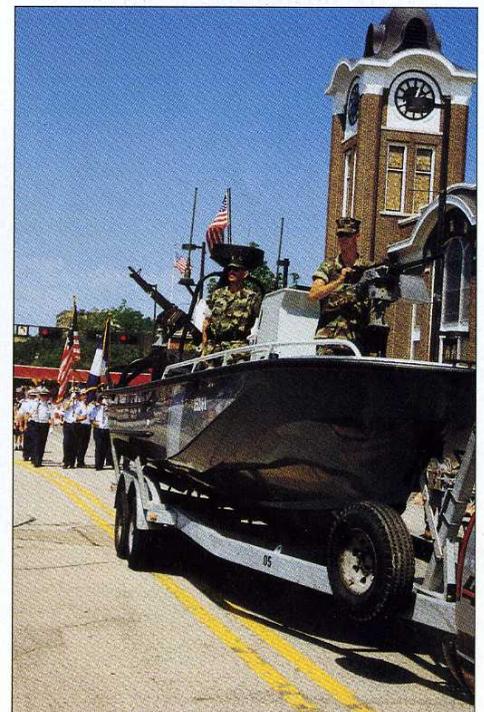
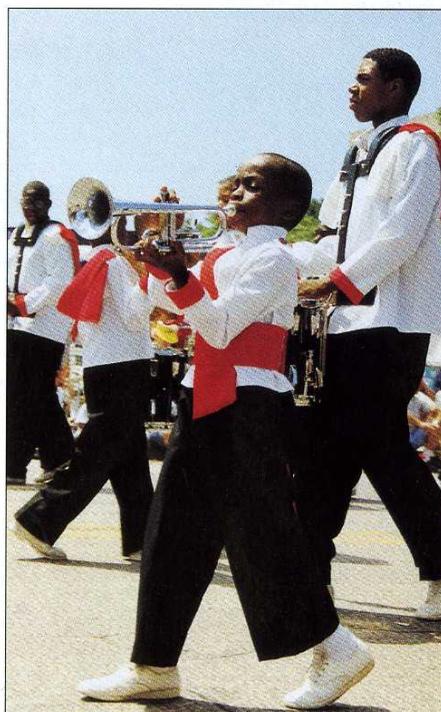
Scenes from CG Festival '98

Story and Photos by PAC Ed Kruska

Parades, picnics, music and fireworks were the hallmark of this year's Coast Guard Festival as Grand Haven, Mich. once again played host to the 74th annual event honoring our U.S. Coast Guard. A Festival record six Coast Guard cutters and a 47-footer were open for public tours on the Grand Haven waterfront including: *CGC Mackinaw*, *CGC Buckthorn*, *CGC Katmai Bay*, *CGC Mobile Bay*, *CGC Acacia*, and *CGC Elm*. Miss Heather Berg of Grand Haven was crowned Miss Coast Guard City, USA, while Ray O'Malley attended the National Memorial Service for the 54th consecutive year at Escanaba Park. O'Malley is the last survivor of the *CGC Escanaba*, torpedoed June 13, 1943. Music was also a Festival highlight with a record 23 drum & bugle corps on hand for competition, including Yamato, from Kyoto, Japan, and a world champion unit, the Mandarins, from Sacramento, Calif. The Festival had something for everyone — while thousands of people jammed Grand Haven's streets and sidewalks for the 141-unit Festival parade Aug. 1, an adjacent carnival and crafts fair drew huge crowds as well. A fabulous fireworks display over Dewey Hill climaxed the 10-day festivities. The 75th annual Festival is slated for July 30-Aug. 8, 1999.



Clockwise from top right: Eleanor Fabyan, left, and 13 other Coast Guard SPARS march in the parade. • Ahoy to Coastie family members, in portholes, l to r, Zachary Johnson, Kayce Bradbury, Kalleigh Johnson, Heidi Johnson. Kneeling are Jason Bradbury, left, and Katelyn Johnson, right. The Johnsons are children of MK1 Mark and Jennifer Johnson of Grand Haven while BM1 Jeff and Kelly Bradbury of Grand Haven are parents of the Bradburys. • PSU 309 members make their way down Grand Haven's Washington Street in a unit Raider boat. • A member of one of the many drum and bugle corps plays his heart out. • The Coast Guard Festival parade brings out the best in our sister services. •





CHIEFS ACADEMY

THE RESERVE CLASS

Story by PAC Ed Kruska, USCGR

"Dig deeper, reach higher. Build a solid base to attain new heights...."
— From "You Are The Academy"

It's 0600 at Training Center Petaluma in Two Rock, Calif. PSCS Johannes Verhaeg and 12 other Reserve chiefs are already at the training center's pool going through an hour of intensive aquatics. The other half of their class is at the gym lifting weights, and will then go on a team walk. Verhaeg and his fellow chiefs are part of Chief Petty Officers Academy Reserve Class VI.

"I am 56 years old," said Verhaeg of Virginia Beach, Va., "and I learned things [at the Academy] that I had never learned in my life. One of the greatest things was that I can use all of what I learned to improve my personal and professional life."

But he also learned a lot about teamwork.

"I was so proud of being part of the team, the way we all stood together, helped each other out, and worked things out," said Verhaeg.

Since its inception in 1982, the Chief's Academy has run 50 classes for active duty personnel. Over 1,800 chiefs have gone through the program for active duty Coast Guard chiefs, senior chiefs, and master chiefs. Each active class includes one Reserve billet. Because the curriculum for the active duty is five weeks long, it was nearly impossible for reservists to attend due to their civilian employment, funding and other constraints.

So, in the early 1990s, the Chief's Academy, in conjunction with the then HQ Reserve Training Division (G-RST), devel-

oped a two-week Reserve class. Retired Coast Guard Reservist MCPO Forrest Croom, the first Coast Guard Reserve Command Enlisted Advisor, called the establishment of the course one of the high points of his career. Since that first class graduated Dec. 16, 1993, over 160 Reserve chiefs have graduated from the six Reserve classes.

"We were challenged with an incredible amount of information," said PAC Tom Cowan from Farmington, Utah. "The opportunity to meet, work, share ideas and learn with chiefs from around the Coast Guard is incredible."

One of the goals of the CPO Academy is to provide chiefs with an educational and intellectual broadening experience, which enhances their abilities to fulfill their role as leaders. The curriculum is designed to be responsive toward meeting the needs of our ever-changing Coast Guard. It focuses on four main areas: human, conceptual, personal and technical development.

Out of necessity, the Reserve class packs a lot into two short weeks. In fact, reservists receive reading and writing assignments months in advance and they must be completed before arrival at Petaluma. Those assignments are called Phase I, or non-resident training. Phase II, resident training, takes place at the Academy, where reservists are exposed to a wealth of information that can be applied directly to their careers.

The classroom curriculum includes segments on increasing human effectiveness, communications, ethics, health and wellness, nutrition, diversity, and Coast Guard issues. Guest speakers heighten awareness and sometimes stir up lively discussion among the group. On occasion, speakers are brought in via



ETC Rich Himes, USCGR

BMCS Jane Piereth of Group San Francisco explains some characteristics of teamwork to her classmates.



MCPO Jeff Seifried, left, shakes hands with his old buddy, CPO Tom Cowan.

PAC Edward J. Kruska, USCGR

High school classmates reunited at graduation

Graduation is usually when classmates say goodbye, but they can also bring them together again, too. Just ask Reserve Class VI member CPO Tom Cowan.

He only saw his high school buddy, MCPO Jeff Seifried, once after graduating from high school in 1973. That was in 1977 at a local watering hole in their hometown, Absecon, N.J. Both were on leave — Cowan from the Air Force, Seifried from the Coast Guard.

“We only talked briefly and then parted ways,” said Cowan, who now lives in Farmington, Utah.

Now fast forward 21 years to July 30, 1998 at Reserve Class VI graduation.

“It wasn’t until he [Seifried] approached me at graduation that I realized the new PACAREA Command Master Chief was a long lost friend,” said Cowan. “I had no idea he chose to make the Coast Guard a career and he did not know I was in the Coast Guard Reserve. It was a real pleasant surprise.”

Reserve Class VI awards

Members of Reserve Class VI voted on the following awards, presented at graduation ceremonies July 30. SCPO Johannes Verhaeg, Spirit of the Chief Award; CPO Edward Kruska, Excellence Award; SCPO Forrest Adams, Shipmate Award; CPO William Doerr, Altus Tendo Award.



SCPO Johannes Verhaeg, left, asks MCPO-CG Vince Patton a question during a video teleconference while Reserve Class VI classmates look on.

PAC Edward J. Kruska, USCGR

video teleconferences, which this year included MCPO-CG Vince Patton and Reserve Program Administrators from Headquarters. Reserve Class VI also interacted and gained insight from active duty Class XLIX. With identical starting dates, the classes shared the first two weeks in common.

Outside the classroom, students are exposed to a variety of fitness activities including team walks, bicycling, step aerobics, aquatics, weight training, and walleyball (a version of volleyball played on a racquetball court). Team building exercises take the chiefs outdoors onto the ropes course and into urban orienteering.

YNC Ellen Lautenschlager of Harbor Defense Command 201 in Boston found the CPO Academy a vital tool.

“It has taught me many things about myself as well as about being an effective chief,” said Lautenschlager. “I use the information everyday, even in civilian life, and am constantly reminded that team work is a vital key to being a successful chief as well as an effective leader. It has made a permanent impact on me.”

For PSC John Costello, the CPO Academy showed him how important it is for traditions and expectations to be

upheld throughout the Coast Guard family.

“It showed me and in fact challenged me to take personal risks, physical and emotional, and to be proud of myself and my position in the Guard,” said Costello who drills at Station Portland, Ore.

Reservist ETC Rich Hines sees the Academy experience from both sides of the fence — as a Reserve Class IV student in 1996, and as a class instructor for Reserve Classes V and VI.

“My first exposure to the CPO Academy came back in 1995 when I heard some great things from YNCS Jim Davidson, who was stationed with me at Group Baltimore,” said Hines.

Davidson, a graduate of Class I, told Hines of the tremendous growth he experienced in what he considered the best leadership school in the military. Hines soon found himself part of Reserve Class IV, surrounded by chiefs from all over the USA. As he progressed through the curriculum, he found himself constantly confronted with issues and training that he does everyday on his civilian job as a quality manager. He eventually offered his services for future classes.

“My enthusiasm in being able to help in some small way burned in me like a fire,” said Hines. “I couldn’t wait until the



A determined CPO Ray Channel conquers the ropes course.

PAC Edward J. Kruska, USCGR

following year. What better way could I spend my annual duty than by effecting 32 other fellow chiefs in such a short time?"

Hines says he has never worked with such a professional and enjoyable group of people as the CPO Academy staff.

"I know how much time goes into preparing for lessons and modules, and the staff still manages to accomplish the task and has fun in doing it all," said Hines.

The bottom line for Hines? The CPO Academy has changed him forever.

"Our chief's mess truly has no geographic boundaries," said Hines. "We as chiefs are forever linked. My greatest memories of the CPO Academy are witnessing growth and overcoming fears. But most of all, I value the support from my fellow chiefs. I am forever different for it."

Ditto that from IVCS Greg Morgon, a law enforcement officer from Long Beach, Calif.

"The Academy staff encouraged me to reach higher to regain control

of my health habits," said Morgon. "I can honestly say that no other two weeks of training has had such an impact on my life."

Changed chiefs...a better Coast Guard. One might expect that from an Academy where the motto is "Altus Tendo...I Reach Higher."

The Chief's Academy has undergone geographic and curriculum changes during 1998. The Academy is now running at two locations: the Leadership Development Center, New London, Conn. (East) as well as at TRACEN Petaluma (West). There is no longer a requirement to attend the Academy to make E-9. However, since it is mandatory that new E-7s attend the Academy, the curriculum has been reengineered for new CPOs versus the old, designed for senior CPOs. Reserve Class VII is slated for TRACEN Petaluma from July 17-31, 1999. The CPO Academy web site can be found through the MCPO-CG web site at: www.uscg.mil/hq/mcpocg or contact YNCS Alex Keenan at Commandant (G-WTL-2), 202-267-2441.



PAC Edward J. Kruska, USCGR

DCC Dennis Knopf, left, and MKC Bill Doerr climb the hills of TRACEN Petaluma.



CAPT Marc Jorgensen, TRACEN Petaluma

CPO Academy Reserve Class VI, front row, l to r (CPOA staff): CPO Rich Hines, CPO John Niece, MCPO Rich Rogala, MCPO Frank Welch, MCPO Patricia Stolle, CPO Keith Kirkpatrick, CPO Joe Connolly. **Behind staff:** RADM Thomas J. Barrett, USCG, Director of Reserve & Training, left, and MCPO William C. Phillips, then Reserve Force Command Master Chief, right. **Center row, l to r:** CPO Dennis Knopf, CPO Gary Sherrill, SCPO Jane Piereth, CPO Ellen Lautenschlager, SCPO Mike Bordas, CPO Raymond Channel, CPO Sally E. "Earlene" Ligon, SCPO Gregory Morgon, CPO Edward Kane, SCPO William Weber, CPO Edward

Kruska, Class Secretary; CPO Marvin Huntsman, Class Treasurer. **Back row, l to r:** CPO Scott Hutcherson, Class Wellness Coordinator; CPO John Costello, SCPO Forrest Adams, SCPO Neil Holmdahl, CPO George Stebbins, CPO David Gilbert, SCPO Jeffrey Gorham, SCPO Gregory Kaszubowski, Class Vice President; MCPO George Ingraham, Class President; CPO Walter Gustafson, SCPO Johannes Verhaeg, CPO Thomas Cowan, CPO William Doerr, SCPO Bobby McCowan, SCPO Benjamin Kenney. The CG Reserve flag in the background was made for the CGR's 50th birthday celebration in St. Augustine, Fla., Feb. 19, 1991.

Facts for Employers about USERRA

(Uniformed Services Employment & Reemployment Rights Act)



The following material is for information only and should not be considered a legal authority. While this fact-sheet is directed to civilian employers of members of the National Guard and Reserve, it should be noted that Active component members, Public Health Service Commissioned Corps members, and certain others, if they meet the eligibility criteria, are also protected by the Uniformed Services Employment and Reemployment Rights Act (USERRA). Contact the National Committee for Employer Support of the Guard and Reserve at 1-800-336-4590 with specific questions regarding USERRA.

In the question and answers given below, please note that, where applicable, a relevant section number of Title 38, United States Code, is provided in parentheses after the answer. This information and more can be found at NCSGR's web site at: www.ncesgr.osd.mil

1. Is there a law governing a servicemember's right to reemployment rights after his or her completion of military training or service?

Yes. Since 1940, there has been such a law, known as the Veterans' Reemployment Rights (VRR). On Oct. 13, 1994, President Clinton signed the Uniformed Services Employment and Reemployment Rights Act — a comprehensive revision of the VRR. USERRA became fully effective Dec. 12, 1994, and is contained in Title 38, United States Code, at chapter 43 (sections 4301 through 4333).

2. Who is eligible for reemployment rights under USERRA following military service?

Individuals must meet five conditions, or "eligibility criteria." The individual:

A. Must hold or have applied for a civilian job (Note: Jobs employers can show to be held for a brief, nonrecurrent period with no reasonable expectation of continuing for a significant period do not qualify for protection).

B. Must have given written or verbal notice to the civilian employer prior to leaving the job for military training or service except when precluded by military necessity.

C. Must not have exceeded the five-year cumulative limit on periods of service.

D. Must have been released from service under conditions other than dishonorable.

E. Must report back to the civilian job in a timely manner or submit a timely application of reemployment (generally, Section 4312).

3. Are there reemployment rights following voluntary military service? State callups?

USERRA applies to *voluntary* as well as *involuntary* military service, in peacetime as well as wartime. However, like the VRR law, the USERRA does not apply to state callups of the National Guard for disaster relief, riots, etc. Any protection for such duty must be provided by the laws of the state or territory involved (Section 4303).

4. When is prior notice to the civilian employer required? How is such notice to be given?

The person who is performing the service (or an official representative of the uniformed service) must give advance written or verbal notice to the employer. The notice requirement applies to all categories of training or service. Notice is not required if precluded by military necessity or if the giving or such notice is otherwise impossible or unreasonable.

A determination of military necessity shall be made pursuant to regulations prescribed by the Department of Defense. It is reasonable to expect that situations where notice is not required will be rare. The law does not specify how much advance notice is required, but the Department of Defense advises members of the National Guard and Reserve that they should provide their employers as much advance notice as they can. (Section 4312).

5. Is an employer entitled to proof that military duty for which an employee was granted a leave of absence was actually performed?

Yes. USERRA provides that, following periods of military service of 31 days or more, the returning employee must, upon the employer's request, provide documentation that establishes length and character of the service and the timeliness of the application for reemployment.

Reemployment may not be delayed, however, if such documentation does not exist or is not readily available. In general, the following documents have been determined by the Secretary of Labor to satisfy proof of eligibility for reemployment: discharge papers, leave and earnings statements, school completion certificate, endorsed orders, or a letter from a proper military authority.

While USERRA does not address documentation of shorter periods of military service, if doubts exist, an employer could contact the employee's military command with questions about a specific period of service. (Section 4312).

6. How is the five-year limit computed?

Service in the uniformed services, except the types of service described below, counts toward the cumulative five-year limit of military service a person can perform while retaining rights under USERRA. When a person starts a new job with a

new employer, he or she receives a fresh five-year entitlement. Duty performed prior to the effective date of USERRA is addressed in question number eight.

USERRA's cumulative five-year limit **does not include** certain kinds of military training or service. Exceptions to the five-year limit can be grouped into three broad categories:

A. Unable (through no fault of the individual) to obtain release from service or service in excess of five years to fulfill an initial period of obligated service (generally imposed on Active component aviators or others who undergo extensive initial training in certain technical military specialties).

B. Required drill and annual training and other training duty certified by the military to be necessary for professional development or skill training/retraining.

C. Service performed during time of war or national emergency or for other critical missions/contingencies/military requirements. Involuntary service of this type is exempt from the five-year limit. Voluntary service in support of the mission/contingency/military requirement is also exempt (Section 4312).

7. Can an employee be required to use earned vacation while performing military service?

No. As under the VRR law, a person may not be forced to use earned vacation. Employees are entitled to earned vacation or leave *in addition* to time off to perform military service. A rare exception would be a case where there is a standard plant shutdown at a certain time of year and all employees must take their vacations during that period and an employee's period of military service happens to coincide with that period. (Section 4316).

8. Now that USERRA has been enacted, can a person serve an additional five years and still have reemployment rights?

Not necessarily. USERRA provides that military service performed prior to Dec. 12, 1994, will count toward the USERRA five-year limit if it counted against the limits contained in the old law (transition rules — not codified).

9. After the completion of military service, what is the time frame within which a person has to report back to work or apply for reemployment?

For periods of service of up to 30 consecutive days, the person must report back to work for the first full regularly scheduled work period on the first full calendar day following the completion of the period of service and safe transportation home, plus an eight-hour period for rest. If reporting back within this deadline is "impossible or unreasonable" through no fault of the employee, he or she must report back as soon as possible after the expiration of the eight-hour rest period.

After a period of service of 31-180 days, the person must submit a written or verbal application for reemployment with the employer not later than 14 days after the completion of the period of service. If submitting the application within 14 days is impossible or unreasonable through not fault of the employee, he or she must submit the application as soon as possible thereafter.

After a period of service of 181 days or more, the person must submit an application for reemployment not later than 90 days after completion of the period of service. These deadlines to report to work or apply for reemployment can be extended up to two years to accommodate a period during which a person was hospitalized for or convalescing from an injury or illness that occurred or was aggravated during a period of military service. (Section 4312)

In either case, the person does not automatically forfeit the right to reemployment, but will be "subject to the conduct rules, established policy, and general practices of the employer pertaining to explanations and discipline with respect to absence from scheduled work." (Section 4312)

10. Does USERRA give a person the right to benefits from the civilian employer during a period of military training or service?

Yes. USERRA gives an employee the right to *elect* continued health insurance coverage, for himself or herself and his or her dependents, during periods of military service. For periods of up to 30 days of training or service, the employer can require the person to pay only the normal employee share, if any, of the cost or such coverage. For longer tours, the employer is permitted to charge the person up to 102 percent of the entire premium. If the employee elects coverage, the right to that coverage ends on the day after the deadline for him or her to apply for reemployment or 18 months after the absence from the civilian job began, whichever comes first.

USERRA gives an employee and previously covered dependents the right to **immediate reinstate-**

ment of civilian health insurance coverage upon return to the civilian job. The health plan cannot impose a waiting period and cannot exclude the returning employee based on preexisting conditions (other than for those conditions determined by the Federal government to be service-connected). This right is not contingent on an election to continue coverage during the period of service. (Section 4317)

To the extent that an employer offers other non-seniority benefits (e.g., holiday pay or life insurance coverage) to employees on furlough or a leave of absence, the employer is required to provide those same benefits to an employee during a period of service in the uniformed services. If the employer's treatment of persons on leaves of absence varies according to the kind of leave (e.g., jury duty, educational, etc.), the comparison should be made with the employer's most generous form of leave. Of course, you must compare periods of comparable length. An employee may waive his or her rights to these other non-seniority benefits by knowingly stating, in writing, his or her intent not to return to work. However, such statement does not waive any other rights provided by USERRA. (Section 4316)

11. What is an employer required to provide to a returning servicemember upon reemployment?

There are four basic entitlements (if the eligibility criteria in answer number two are met):

A. Prompt reinstatement (generally a matter of days, not weeks, but will depend on the length of absence).

B. Accrued seniority, as if continuously employed. This applies to rights and benefits determined by seniority as well. This includes status, rate of pay, pension vesting, and credit for the period for pension benefit computations.

C. Training or retraining and other accommodations. This would be particularly applicable in case of a long period of absence or service-connected disability.

D. Special protection against discharge, except for cause. The period of this protection is 180 days following periods of service of 31-180 days. For periods of service of 181 days or more, it is one year. (generally Section 4313)

12. Is the returning employee always entitled to have the same job back?

No. USERRA provides that, if the period of service was less than 91 days, the person is entitled to the job he or she *would have attained* absent the military service, provided the person is, or can become, qualified for that job. If unable to become qualified for a new job after reasonable efforts by the employer, the person is entitled to the job he or she left.

For periods of service of 91 days or more, the employer may reemploy the returning employee as above (i.e., position that would have been attained or position left), or in a position of "like seniority, status and pay" the duties which the person is qualified to perform. (Section 4313)

13. What if a person is not qualified for the reemployment position?

If a person has been gone from the civilian job for months or years, civilian job skills may have been dulled by a long period without use. A person must be (or become) qualified to do the job to have reemployment rights, but USERRA requires the employer to make "reasonable efforts" to qualify that person.

"Reasonable efforts" means actions, including training, that don't cause undue hardship to the employer. If a person can't become qualified in the positions described in number 13 after reasonable efforts by the employer, and if not disabled, the person must be employed in any other position of lesser status and pay, which he or she is qualified to perform, with full seniority. (Section 4313)

14. What if a returning servicemember is disabled?



USERRA also requires the employer to make "reasonable efforts" to accommodate persons with a disability incurred or aggravated during military service. If a person returns from military service and is suffering from a disability that cannot be accommodated by reasonable employer efforts, the employer is to reemploy the person in some other position he or she is qualified to perform and which is the "nearest approximation" of the position to which the person is otherwise entitled, in terms of status and pay, with full seniority.

A disability need not be permanent to confer rights under USERRA. For example, if a person breaks a leg during annual training, the employer may have an obligation to make reasonable efforts to accommodate the broken leg, or to place the person in another position, until the leg has healed. (Section 4313)

15. How does the new law address discrimination by an employer or prospective employer?

Section 4311(a) of USERRA provides as follows:

"A person who is a member of, applies to be a member of, performs, has performed, applies to perform, or has an obligation to perform service in the uniformed services shall not be denied initial employment, reemployment, retention in employment, promotion, or any benefit of employment by an employer on the basis of that membership, application for membership, performance of service, application for service, or obligation."

Section 4311(c)(1) further provides:

"An employer may not discriminate in employment against or take any adverse employment action against any person because such person has taken an action to enforce a protection afforded any person under this chapter, has testified or otherwise made a statement in or in connection with any proceeding under this chapter, has assisted or otherwise participated in an investigation under this chapter, or has exercised a right provided for in this chapter."

These two provisions provide a *very broad* protection against employer discrimination, much broader than the VRR law provided. The second provision prohibits, for the first time, reprisals against *any person*, without regard to

military connection, who testified or otherwise assists in an investigation or other proceeding under USERRA. (Section 4311)

16. Who has the burden of proof in discrimination cases?

The employer or prospective employer.

USERRA provides that a denial of employment or an adverse action taken by an employer will be unlawful if a service connection was a motivating factor (not necessarily the only factor) in the denial or adverse action "unless the employer can prove that the action would have been taken in the absence of such membership, application for membership...or obligation." (Section 4311)

17. Where do I go for information or assistance?

Employers should contact the *National Committee for Employer Support of the Guard and Reserve (NCESGR)*. You can contact a NCESGR ombudsman toll-free at **1-800-336-4590**. Ombudsmen are trained to provide information and informal mediation services concerning civilian job rights of National Guard and Reserve members. As mediators, they act as neutrals, with a goal of helping bring about solutions to conflicts that are legal and equitable to each of the parties involved.

Sometimes, employers are particularly inconvenienced by the timing of proposed military duty by an employee-reservist. For example, a scheduled drill weekend by a "key" employee may disrupt a major project, special product promotion, annual inventory, etc.

In such cases, NCESGR suggests employers contact the military commander involved to seek relief from the impending hardship. Experience has shown that commanders are sensitive to employer concerns and can often assist, when military requirements permit, by rescheduling the proposed military duty or assigning someone else to perform it.

Ed's note: The Coast Guard now has a liaison at ESGR, CAPT Ray Blowitski. He can be reached by phone, 301-903-9878; fax, 301-903-6483; or via e-mail: Ray.Blowitski@eh.doe.gov

SELECTED RESERVE BONUSES

<i>Choose one category below that best fits your situation</i>	<i>If you are now:</i>	<i>And you will....</i>			<i>Your bonus is:</i>	
	Eligible according to all the criteria in row A, B or C below	Sign written agreement (see below for which type)	Enlist/reenlist/extend for: (or affiliate for remaining obligation)	Hold or obtain a bonus eligible permanent rating, billet, or unit (as below)		
<p style="text-align: center; font-size: 1.5em; margin: 0;"><u>A</u></p> <p><i>A person with NO prior military service</i></p> <p style="font-size: 2em; color: #003366; margin: 10px 0;">→</p> <p><i>(First Enlistments)</i></p>	Graduate of a secondary school	Enlistment contract	6 or more years	SELRES members permanently assigned to any PSU or PSU TRADET, and SELRES members in the MK rating	Level I: \$5,000	(Two equal installments of \$2,500)
	Note: Reservists must graduate from high school before enlistment to be eligible for a SELRES enlistment bonus.			SELRES members in the following ratings: BM, DC, EM, FS, PA, QM, TC, TT or YN	Level II: \$2,000	(Two equal installments of \$1,000)
<p style="text-align: center; font-size: 1.5em; margin: 0;"><u>B</u></p> <p><i>A person with any prior military service (and is beyond initial military service obligation)*</i></p> <p style="font-size: 2em; color: #003366; margin: 10px 0;">→</p> <p><i>* Note: Former active duty in CG with no break in service = reenlistment; Former active in CG with break, or former DOD = prior service</i></p>	E-2 - E-3 striking rate OR E-4 - E-9	Reenlistment or Extension Contract	6-8 years (AND you have never received a previous 3-year bonus)	SELRES members permanently assigned to any PSU or PSU TRADET, and SELRES members in the MK rating	Level I: \$5,000	(Two equal installments of \$2,500)
	WITH less than 14 years total service			SELRES members in the following ratings: BM, DC, EM, FS, PA, QM, TC, TT or YN	Level II: \$2,000	(Two equal installments of \$1,000)
	AND never before received a 6-year bonus or two 3-year reserve bonuses in any component		3-5 years	SELRES members permanently assigned to any PSU or PSU TRADET, and SELRES members in the MK rating	Level I: \$2,500	(Two equal installments of \$1,250)
				SELRES members in the following ratings: BM, DC, EM, FS, PA, QM, TC, TT or YN	Level II: \$1,000	(Two equal installments of \$500)
<p style="text-align: center; font-size: 1.5em; margin: 0;"><u>C</u></p> <p><i>(Affiliation): CG enlisted members who are or were on active duty, and are within their initial military service obligation (MSO)</i></p> <p style="font-size: 2em; color: #003366; margin: 10px 0;">→</p>	Are under no other obligation to be a member of CG SELRES	Agreement to Affiliate (agree to serve in the SELRES remainder of initial MSO)	For remainder of initial military service obligation upon RELAD	All ratings are eligible for the Level I bonus	Level I bonus: If affiliating for 24 months or less: A lump sum bonus equal to \$50 per month of obligation remaining	
					Level I bonus: If affiliating for greater than 24 months: A bonus equal to \$50 per month of obligation remaining (paid in two equal installments).	

For bonus determinations, current guidance should always be consulted. The information presented here is current, and in effect until further notice. Source: ALDIST 224/98, published Sept. 24, 1998. For more information, contact LTJG Tom Farrell, Commandant (G-WTR-1), Phone: 202-267-0625; E-mail: TFarrell@comdt.uscg.mil

ROCI I-98 graduates last class at RTC Yorktown

Photo courtesy of ENS Scott Baranowski, USCGR

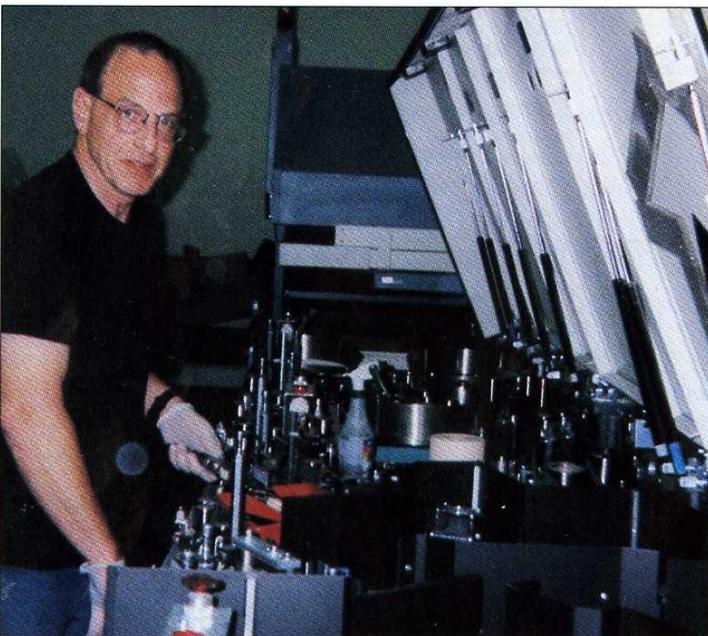


Reserve Officer Candidate Indocination (ROCI) Class I-98 graduated June 6, 1998, the last ROCI class at RTC Yorktown. It now moves to the Leadership Development Center at the CG Academy, along with Officer Candidate School. First row, l to r: ENS Bruce Mack, ENS Hugh Brennan. Second row: ENS Larry Siegle, ENS Suzanne Benko, ENS Matthew May. Third row: LT Charlene Downey, staff; ENS Marc Deveraux, ENS Lori Bard, ENS Theresa Hubbard, ENS Paula Malone, ENS Elizabeth Stergiou, ENS Eric

Wescott, ENS Ramon Serrano-Sanchez, ENS Jeffrey Wasserman. Fourth row: LTJG Jay Campbell, staff; LT Erin MacDonald, staff; ENS James Summerlin, ENS Laurence Woody, ENS Mark Pesnell, ENS Cheryl Honeycutt, ENS Osvaldo Cabrera, ENS William Margulies, ENS Kevin Lavery, ENS Framar Stenson. Back row: LT Paul Gill, staff; ENS Jeffrey Williams, ENS William Benn, ENS Kenneth Hines, ENS Christopher Elrod, ENS Scott Baranowski, ENS Charles Wilcox, ENS Robert Cooper, ENS Shawn McGlinchey.

Citizen - Sailors

Of the Month
My Civilian Occupation



ETC John Urban, USCGR

ETC John Urban checks bar code printers at the Essex Junction, Vt. mail processing center.

When **ETC John Urban** shows up for drill weekends at Station Burlington, Vt., he's usually on the receiving end of a few "postal" jokes. But that's OK with Urban, who has worked as an electronics technician with the U.S. Postal Service since 1987 at the Essex Junction, Vt. mail processing facility.

"Since most of the mail is handled by automated equipment, it gives me the opportunity to work with technologies not found in the Coast Guard," said Urban, who works nights so he can be involved with his children's daytime school activities which includes coaching soccer.

On a normal night of mail processing, he checks on or performs minor repairs on optical character or bar code readers and printers, LANs, T-1 lines, and PC-based machine control systems. Tweaking optical or machine control parameters is an interesting part of Urban's job and it keeps mail from having to be sorted manually.

Editor's note: As mentioned in the September/October issue, we will continue to publish submissions each month that did not make it into the annual "Citizen-Sailor" issue. This year's theme is "My Civilian Occupation." New submissions are also welcome.

1923 RADM Julian E. Johansen 1998

Chief of Reserve, 1973-75

RADM Julian E. Johansen, USCG(Ret.), 75, of Portsmouth, Va. passed away June 19, 1998. Born March 17, 1923 in Awendaw, S.C., the son of the late LCDR Andrew Johansen, USCG and Ruth Thames Johansen, he graduated from the Coast Guard Academy in May 1945. He served aboard the *USS Ogden* in the Pacific and next as commanding officer of the tanker *USS Calamus*, followed by tours on board *USS Bangor* and *CGC Pandora*. Earning his wings in 1948, assignments included Argentina, Newfoundland, and Sangley Point, Philippine Islands. He commanded air stations San Diego, Calif., San Juan, P.R. and Port Angeles, Wash. He also served as Captain of the Port in San Diego and as Commander, Fifth Coast Guard District in Portsmouth. He served several tours at Coast Guard Headquarters, including Chief of Reserve from 1973-1975. Following retirement from the Coast Guard Dec. 1, 1978, he became an officer of the Citizen's Trust Bank of Portsmouth. He was elected mayor of the City of Portsmouth in 1980, serving in that capacity until 1984. He is survived by his wife, Hazel, of Portsmouth; three children; sons Bruce of Omaha, Neb. and Andrew of Portsmouth; a daughter, Linda Edgar of Federal Way, Wash.; four grandchildren; three



RADM Johansen, right, talks with the crew of Station Plum Island, Wis. during a visit in 1973 while Chief, Office of Reserve.

Photo from Reservist Magazine, September 1973

great-grandchildren. Memorial services were held June 25 at Centenary United Methodist Church, Portsmouth, with interment June 29 at Arlington National Cemetery with full military honors. Donations in lieu of flowers are being accepted by the American Cancer Society, Eastern Region of Virginia, 2730 Eldomere Ave., Norfolk, Va. 23513, or local chapters.

• **CAPT Martha Jane Harris**, USCGR(Ret.), 79, of Washington, D.C., passed away Aug. 19, 1998. Born in Pittsburgh, she graduated from Pittsburgh University, earned a master's from George Washington University and a doctorate from American University. She served at CGHQ during World War II, and after the war, with a voluntary Reserve unit. As a civilian, she worked for the Veterans Administration. Survivors include her husband, Robert, a retired Coast Guard lieutenant; a sister, Virginia Metzger; a brother, Earl Lintelman. Graveside services were held Aug. 31 at Arlington National Cemetery, Arlington, Va. with full military honors.

• **LT Thomas F. Heller**, USCGR(Ret.), 53, of Jersey City, N.J., passed away March 22, 1998. He served at MSO/Group Philadelphia. As a civilian, he was Deputy Chief in charge of training for the Jersey City Fire Department. He is survived by his wife, Lucilla; son, Thomas Jr.; daughters Jennifer and Jessica; step-children Nina Rizzo Meehan and Peter Rizzo; mother, Elizabeth; brother, Peter. Funeral services were held March 26 at Our Lady of Mercy. Interment at Christ the King, Franklin Lakes, N.J. Donations in lieu of flowers may be made to the Burn Foundation, c/o St. Barnabas Hospital, Livingston, N.J. 07039.

• **LT Jacques L. Rosario**, USCG, 40, of Alexandria, Va. passed away Aug. 31, 1998, in his sleep following a heart attack. Born Dec. 19, 1957, he joined the Coast Guard in November 1982 and advanced to Chief

Electronics Technician. Following Officer Candidate School, he served as the officer in charge of the U.S. Coast Guard Ceremonial Honor Guard at TISCOM Alexandria. In 1992, he was transferred to LORAN Station Kargaburun, Turkey, where he served as the stations last commanding officer. At the time of his passing, he was serving in his second tour as officer in charge of the Ceremonial Honor Guard and was training for his ninth marathon. He is survived by his wife, Tammy, a lieutenant in the Coast Guard Reserve, of Alexandria; two daughters, Savannah and Kim; parents, Monique and Oswaldo Rosario of Steilacoom, Wash. A memorial service was held at Arlington Funeral Home, Arlington, Va. on Sept. 4. An additional funeral service was held Sept. 8 in conjunction with interment at Mountain View Memorial Park in Tacoma, Wash. with full military honors. Donations in lieu of flowers may be made to Education Fund for Savannah Rosario, c/o First Virginia Bank, 8416 Arlington Blvd., Fairfax, Va. 22032.

• **YNCM William R. Sacchetti**, USCGR(Ret.), 63, of Coventry, R.I., passed away May 16, 1998. He served four years active duty and 30 in the CG Reserve, and was the admin petty officer at Station Castle Hill, R.I. before retirement in 1993. As a civilian, he was a cost analyst at General Dynamics for 29 years. He is survived by his wife, Brenda; a son, Jason; a daughter, Jill; two grandsons; a brother, Thomas. Funeral Mass was held May 19 at SS John & Paul Church. Interment at St. Ann Cemetery, Cranston, R.I.

• **EM2 Walter L. Grantz**, USCGR, 59, of Crystal Beach, Texas, passed away Aug. 23, 1998. Born in Oklahoma City, Okla., he served in the U.S. Navy and then in CGR at Station Sabine, Texas. As a civilian, he was an electrician at Brown & Root. He is survived by his wife, Mable, of Crystal Beach; three daughters, Deena Dickerson; Pam Sharrock; Crystal Chambers; two sons, Bobby Pike and Martin Pike III; a brother Al; two sisters, Priett and Barbara Bersche; five grandchildren; two great-grandchildren; mother, Virginia Howell. Services were held Aug. 26 at Broussard's Mortuary, Winnie, Texas. Interment at High Island Cemetery, High Island, Texas with full military honors.

• **QM2 Larry Dee Murrish, Jr.**, USCGR, 33, of Melbourne, Fla., passed away July 4, 1998 following a jeep accident in North Carolina. Born in Kearney, Neb., he was a drilling reservist at Station Port Canaveral, Fla. As a civilian, he was a computer assisted design manager for Ron House Engineering in St. Cloud, Fla. He is survived by his mother and stepfather, Ann and Joseph Sherman, Cocoa, Fla.; father, Larry Murrish Sr., of Merritt Island, Fla.; brothers Douglas of Rockledge, Fla. and William of Colorado Springs, Colo.; grandfather Sidney Murrish of Kearney, Neb., and grandfather, Romy Witek of Cocoa Beach, Fla. QM2 Murrish was buried at sea July 26, 1998 off the coast of Port Canaveral, Fla. with military honors.

COAST GUARD IN ACTION



1999 ENGAGEMENT CALENDAR



Coast Guard in Action 1999 Calendar

Coast Guard calendars for 1999 are now available by mail and at Coast Guard Exchanges! This is the fourth consecutive year that Retired Coast Guard Reservist CWO4 Tom Fletcher is offering the calendars. Various units are featured including:

- January:** CGC *Kaw* (WYTM-61) at Station Toledo, Ohio.
February: MLB history at Station Brant Point, Nantucket, Mass.
March: CGC *Bramble* entering Grand Haven, Mich.
April: CGC *Morgenthau* steaming on Columbia River
May: CGC *Acacia* at Charlevoix, Mich.
June: CG *Lightship San Francisco* (WLV-612).
July: CGC *Eagle*
August: 41-footer underway in Alaska
September: CG HU-25 Falcon

- October:** CG83452 underway.
November: Navy swift boats alongside a CG Cutter await darkness
December: CGC *Mackinaw* underway
Front cover: CGC *Point Baker* underway **Back cover:** HH-52 off San Francisco.
 Calendars can be mail-ordered for \$10.95 each plus \$2.25 shipping and handling each. Make checks payable to *Lighthouse Enterprises*:
Mail to:
 Lighthouse Enterprises, P.O. Box 1126, Arvada, CO 80001-1126
Website: www.coasticalendar.com

USCG does not endorse this product; it is published as a service to our readers.

ALCOAST's / ALDIST's / COMDTINST's

DTG	NUMBER	SUBJECT	As of 11/1/98
R 261313Z OCT 98	ALDIST 260/98, COMDTNOTE 1754	1998 ARMED SERVICES YOUNG MEN'S CHRISTIAN ASSOC. POSTER ART DRAWING WINNERS	
P 212159Z OCT 98	ALCGPERSCOM 078/98	RPA SELECTION BOARD	
P 211615 OCT 98	ALDIST 258/98, COMDTNOTE 1500	SITREP THREE ON JUNIOR OFFICER NEEDS ASSESSMENT (JONA)	
P 202200Z OCT 98	ALCOAST 104/98, COMDTNOTE 7100	FY99 BUDGET GUIDANCE	
R 202023Z OCT 98	ALCGPERSCOM 077/98	FY99 SCHEDULE OF CG RECRUITING CTR SELECTION BDS FOR OFFICER ACCESSION PROGRAMS	
R 191829Z OCT 98	ALCGPERSCOM 075/98	OFFICER CANDIDATE SCHOOL APPLICATION DEADLINE AND PROCEDURES	
P 191603Z OCT 98	ALDIST 257/98 COMDTNOTE 1650	MILITARY AWARDS PROCESS STREAMLINING	
P 191314Z OCT 98	ALDIST 255/98 COMDTNOTE 1560	DEFENSE ACTIVITY FOR NONTRAD. EDUCATIONAL SUPPORT (DANTES) ADMISSIONS EXAMS	
R 161916Z OCT 98	ALDIST 254/98 COMDTNOTE 2070	SWIIL DIAL-UP REMOTE ACCESS (RA)	
P 161915Z OCT 98	ALCOAST 103/98COMDTNOTE 7100	FY99 BUDGET GUIDANCE	
R 151910Z OCT 98	ALCGPERSCOM 074/98 COMDTNOTE 1401	PY99 RESERVE ENLISTED-TO-WARRANT OFFICER APPOINTMENT BOARD	
R 151826Z OCT 98	ALDIST 253/98 COMDTNOTE 5700	ANNOUNCEMENT AND GUIDANCE ON NOMINATION PROCEDURES FOR SECDEF'S JOINT CIVILIAN ORIENTATION CONFERENCE (JCOC 62)	
R 151203Z OCT 98	ALDIST 252/98 COMDTNOTE 1020	AVAILABILITY OF COAST GUARD UNIFORMS	
P 150212Z OCT 98	ALCOAST 102/98 COMDTNOTE 7100	FY99 BUDGET GUIDANCE	
R 141942Z OCT 98	ALDIST 251/98 COMDTNOTE 5354	PARTNERSHIP IN EDUCATION: 2000 PROGRAM AWARD	
R 141618Z OCT 98	ALDIST 249/98 COMDTNOTE 9000	RENAMING 140' WTGB MAINTENANCE AND REPAIR DETACHMENT (MRD) SAULT STE. MARIE	
R 131708Z OCT 98	ALDIST 248/98 COMDTNOTE 7220	INTERIM CHANGE ELEVEN TO COAST GUARD PAY MANUAL	
R 131429Z OCT 98	ALCOAST 101/98 COMDTNOTE 4600	GOVERNMENT TRAVEL CARD PROGRAM CONVERSION	
P 091703Z OCT 98	ALCOAST 098/98 COMDTNOTE 7100	CONTINUITY OF OPERATIONS	
P 081604Z OCT 98	ALDIST 246/98 COMDTNOTE 1000	ADMIN ABSENCE FOR CARE FOR NEWBORN OR ADOPTED CHILDREN	
R 081250Z OCT 98	ALDIST 245/98COMDTNOTE 1000	SHORT TERM EXTENSIONS OF ENLISTMENTS	
R 081245Z OCT 98	ALDIST 244/98 COMDTNOTE 1080	APPOINTMENT OF PROJECT OFFICERS AND REPRESENTATIVES FOR CENSUS 2000	
P 072035Z OCT 98	LANT1007-98	SELDIR/SOLICITATION FOR HURRICANE GEORGES: TO GANTSEC PHASE II	
R 071951Z OCT 98	ALDIST 243/98 COMDTNOTE 1400	SITREP FOUR: ENLISTED ADVANCEMENT STUDY TEAM	
R 071519Z OCT 98	ALDIST 242/98 COMDTNOTE 5420	SOLICITATION FOR THE 1998 ADMIRAL RUSSELL R. WAESCHE AWARD	
R 071402Z OCT 98	ALDIST 240/98 COMDTNOTE 1650	SOLICITATION FOR NOMINATIONS FOR THE 1998 COAST GUARD RESERVE OUTSTANDING JUNIOR OFFICER (OJO) AWARD	
R 061930Z OCT 98	ALDIST 239/98 COMDTNOTE 5354	AMERICA GOES BACK TO SCHOOL CAMPAIGN	
R 061910Z OCT 98	ALCOAST 097/98 COMDTNOTE 5760	COAST GUARD MUTUAL ASSISTANCE EDUCATION BROCHURES AVAILABLE	
R 061847Z OCT 98	ALCGENL 071/98	EXPANDED WOMEN AFLOAT OPPORTUNITIES IN S.P.E.A.R. 99	
R 061705Z OCT 98	ALCOAST 096/98 COMDTNOTE 1000	JOINT RATINGS REVIEW (JRR) STUDY TEAM UPDATE	
R 061345Z OCT 98	ALCOAST 095/98 COMDTNOTE 1100	REVISED INCENTIVE PROGRAM FOR ASSISTANCE TO RECRUITING	
R 052016Z OCT 98	ALCOAST 094/98 COMDTNOTE 5720	COAST GUARD ON FILM AND TELEVISION	
P 051327Z OCT 98	ALCOAST 093/98 COMDTNOTE 5224	1999 COMDT'S QUALITY AWARD (CQA) PROGRAM	
R 011930Z OCT 98	ALDIST 233/98 COMDTNOTE 1001	MERGER OF THE RESERVE DATA PROCESSING TECHNICIAN RATING WITH THE TELECOMMUNICATION SPECIALIST RATING	
R 011845Z OCT 98	ALDIST 232/98	SOLICITATION FOR NEW COAST GUARD RECRUITERS	
R 011801Z OCT 98	ALDIST 231/98 COMDTNOTE 1520	SOLICITATION FOR ENLISTED APPLICANTS TO THE USCG ACADEMY'S CADET PROGRAM	
R 011738Z OCT 98	LANT1001b-98	LANTAREA SENIOR RESERVE OFFICER VACANCY:GROUP MOBILE, AL	
R 011734Z OCT 98	LANT1001a-98	LANTAREA SENIOR RESERVE OFFICER VACANCY:RESTRACEN YORKTOWN,VA	
R 011731Z OCT 98	MLCLANT1001-98	LANTAREA SENIOR RESERVE OFFICER ASSIGNMENT: USCGR HDCU 205	
R 011718Z OCT 98	ALDIST 230/98 COMDTNOTE 10120	UNIFORM CLOTHING PRICING FOR FY 99	
R 301500Z SEP 98	ALDIST 227/98, COMDTNOTE 1001	COAST GUARD RESERVE ENLISTED RATINGS STUDY	
R 291800Z SEP 98	ALCGRSV 013/98	LATE OERS FOR RESERVE LIEUTENANT COMMANDER SELECTION BOARD	

THE RESERVE AVAILABILITY POOL IS NOW ONLINE AT:
www.uscg.mil/reserve/respool/respool.htm

● Upcoming Events ●

NOVEMBER 1998

■ **PSU TRADET RIBBON CUTTING** — PSU Training Detachment has moved from Camp Perry, Ohio to Camp Lejeune, N.C. Ribbon-cutting ceremony is Friday, Nov. 20, 11 a.m. Contact MKC Buck Ward at 910-358-0850/0852.

■ **SPARs 56TH BIRTHDAY** — Monday, Nov. 23. Tell your command so they can plan an event to mark the occasion!

DECEMBER 1998

■ **PEARL HARBOR DAY CEREMONY & WREATHLAYING** — Monday, Dec. 7, noon aboard *CGC Taney*, at Pier 4 in Baltimore's Inner Harbor. Sponsored by Baltimore Maritime Museum and Living Classrooms Foundation, 802 S. Caroline St., Baltimore, MD 21231. 410-396-3453; FAX 410-752-8433.

JANUARY 1999

■ **RESERVE OFFICERS ASSOCIATION MID-WINTER CONFERENCE** — Jan. 25-28, 1999. ROA Coast Guard Reserve Outstanding Junior Officer will be honored in conjunction with this annual event. Contact ROA, 1 Constitution Ave., N.E., Washington, D.C. 20002. 202-479-2200. Web: www.roa.org
The ROA Department of D.C. CG Chapter 4 invites all USCG officers to the Coast Guard Reception, Monday, Jan. 25, 1999, 4:30 to 6 p.m. at ROA Headquarters Building, One Constitution Ave., N.E. Washington, D.C. Attire is CG Service Dress Alpha (or semi-formal business). Cost: O-1 to O-3 (\$20); O-4 and above (\$25); O-1 to O-3 couples (\$35); O-4 & above couples (\$40). For more information, contact LCDR Robert Carmack, 8417 Bates Drive, Bowie, MD 20720. (301) 262-8066, RCarmack@ventera.com.

FEBRUARY 1999

■ **COAST GUARD RESERVE'S 58TH BIRTHDAY** — The CGR was formed on Feb. 19, 1941. Remind your command so it can celebrate!

PS/MST Rate Changes

As the result of the recent Coast Guard Reserve Enlisted Ratings Study, the PS/MST rates will undergo major changes. The Port Security rate will be revised to focus on the security issues for port operations, leaving safety issues for the MST rate. These proposed changes are summarized by ALDIST 227/98, issued Sept. 30, 1998.

There will be over 900 billets for the "new" PS rate, 222 established at PSUs and the balance primarily at "M" units. The MST rate will be activated in the Reserve Component, with approximately 570 PS billets being converted to MST at Marine Safety Offices. It is projected that individuals will be asked by their commanding officers to indicate their interest in the new MST billets by early spring, once final decisions are made on the allocation of billets for each MSO. Lateral transfers from the PS rate to the new billets will then be done immediately, "en masse," based on the endorsement of the Commanding Officer. MST RELADs should consider new opportunities in the CGR.

Coast Guard Reservist PSCM Al Hayes is filling a temporary Port Security Rating Manager billet. With 26 years experience in the PS field, Hayes will be working on the implementation of recommendations made in the Coast Guard Reserve Enlisted Ratings Study. He can be contacted at: Commandant (G-MOR), 202-267-2617 (e-mail: ahayes@comdt.uscg.mil). MSTCM Ed Waizenegger, MST Rating Manager, will be working on implementing MST Reserve rate requirements and can be contacted at 202-267-0453 (e-mail: ewaizenegger@comdt.uscg.mil)

Information/updates on the changes will be posted on the PS and MST Force Manger link on the Reserve Website (www.uscg.military/reserve) under "Hot Items" and on the MCPO-CG.

Comprehensive Clinical Evaluation Program For Reserve Component Members

The Comprehensive Clinical Evaluation Program (CCEP) has been underway since June 1994. Members of the National Guard and Reserve who were deployed to the Persian Gulf theater of operations are eligible for a physical examination within the uniformed services medical system. Those who desire an evaluation should call the Department of Defense (DOD) Hotline (1-800-796-9699). Although the 800 number is a DOD hotline, all service members shall use this number to be entered into the system. If you were in the Persian Gulf and desire an evaluation please contact the DOD Hotline at the toll free number. The POC for questions regarding this process should be directed to LCDR Kevin Pratt, Commandant (G-WTR-1), 202-267-1330, e-mail: kpratt@comdt.uscg.mil

Commissary Visits Increased!

The FY 1999 National Defense Authorization Act contains a provision to expand commissary privileges to most Ready and gray area reservists from 12 to 24 visits per year. HRSIC will be distributing Commissary Privilege Cards (CPCs) for calendar year 1999 during November as scheduled. The CPC will be distributed again in the spring for the second half of the year (12 additional visits). The card will be modified to show 24 visits starting calendar year 2000.

EPOY Correction

The June 1998 *Reservist* contained an article on the Enlisted Person of the Year (page 18). The article included a box containing every District/ Area/HQ EPOY nominee. The name of **YN2 Jill A. Creigh** was omitted. She is D17 Reserve Enlisted Person of the Year. Congratulations and sorry for the omission.

Saluting our veterans

Those who came home as well as those who didn't...



Commanding Officer (mas)
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Topeka, KS 66683-3591

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