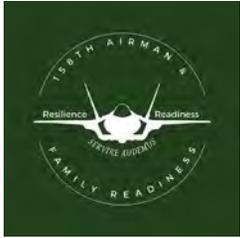


VERMONT

AIR NATIONAL GUARD



REINTEGRATION GUIDE



VERMONT AIR NATIONAL GUARD AIRMAN & FAMILY READINESS PROGRAM

HQ BLDG 170, FSS, Room 104A
105 NCO Drive, South Burlington, VT 05403



Welcome home! Here is your guide for reintegration that provides a multitude of resources and tips to help you and your family with your return home.

If you or your family need any assistance, please reach out to your ANG Family Readiness Team.



Ms. Tasha Ludovici

**Family Readiness Program Manager
Vermont Air National Guard Office
Comm: (802) 652-8035 / DSN: 220-5777
Cell: (802) 751-5856**



Mrs. Tammy Langlois

**Family Readiness Specialist
Vermont Air National Guard Office
Comm: (802) 652-8035 / DSN: 220-5776**

Organization email: 158fw.fsf.familyreadiness@us.af.mil

Website: [158fw.fsf.familyreadiness@us.af.mil](https://www.ngfamily.vt.gov/)

App: search "158FW" (Available on iPhone and Android)

Helpful contacts:

VTNG Family Programs: <https://www.ngfamily.vt.gov/>

Vermont Military & Family Support Center: 1-888-607-8773

Military OneSource (24/7): 1-800-342-9647 or <https://www.militaryonesource.mil/>

158th FIGHTER WING WELLNESS SUPPORT STAFF

Director of Psychological Health (DPH)

Trish Soter, LICSW, LADC

trish.soter@us.af.mil

Office: 802-660-5463

DSN: 220-5463

Cell: 802-557-7368

Military and Family Life Counselor

Kim Peyton, LCMHC

kimberly.peyton.1.ctr@us.af.mil

Cell: 802-238-3401

Sexual Assault Prevention and Response Program Manager

Serena Furnari, LICSW

serena.furnari@us.af.mil

Office: 802-660-5358

DSN: 220-5358

24/7 SAPR Cell: 802-735-4579

Integrated Primary Prevention Specialist

Matt Bouchard, LICSW

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Cell: 802-391-9064

Vermont Military OneSource State Consultant

Brittany Gillespie

brittany.gillespie@militaryonesource.com

Cell: 802-233-9694



Here are some helpful links for your reintegration from the Military OneSource:

Returning Home from Deployment

<https://www.militaryonesource.mil/resources/millife-guides/post-deployment-reintegration/>

National Guard and Reserve Reintegration

<https://www.militaryonesource.mil/deployment/reunion-reintegration/national-guard-and-reserves-reintegration/>

Returning from Deployment: Helping your family transition

<https://www.militaryonesource.mil/deployment/reunion-reintegration/returning-from-deployment-helping-your-family-transition/>

Reunion and Reintegration - 9 Tips for Single Service Members

Deployment is over and you're returning home. Time to reconnect with family and friends, and return to your "normal" life.

Knowing [what to expect](#) can help you be prepared. Use the following tips to help smooth your transition.

Tips for transitioning after deployment

1. **Tell your friends and relatives** how you'd like to celebrate. Chances are, they'll be excited to see you, but how you want to celebrate your return is up to you. Don't be afraid to gently tell them if you prefer a smaller gathering to a large party. Keep them informed of your travel arrangements in case you arrive sooner or later than expected.
2. **Take care of yourself.** You may have lots of people to see and places to go, but give yourself time to relax and readjust. Ease back into your routines and try to be patient if things don't feel comfortable right away. Sometimes it can take weeks or even months before you feel settled again.
3. **Allow yourself to feel all kinds of emotions.** Give yourself permission to feel the way you feel, even if it's uncomfortable. You may need some time to settle into your life and sort out emotions. Go easy on yourself, give things time, and reach out for support if you need it. Learn more about Military OneSource free, [non-medical counseling resources](#).
4. **Talk about how you're feeling** and encourage friends and family to do the same. Your loved ones may not know how to ask about your experience, but talking about your feelings can be an important part of the readjustment process. Take the initiative to show them it's OK to discuss it. If you could use some extra guidance, Military OneSource offers a free, confidential [Building Healthy Relationships](#) specialty consultation designed to help returning service members reconnect with loved ones.
5. **Be patient.** You may feel out of sync with your loved ones or friends. Coming home isn't just an adjustment for you — it's an adjustment for everyone around you. If you have children, be prepared for them to have outbursts of emotion or give you some attitude. Keep the lines of communication open and be patient with yourself and with loved ones. Try to have one-on-one time with your partner and each of your children.
6. **Focus on the positive.** Expecting everything to fall into place immediately is probably

unrealistic. Instead of dwelling on things that may be wrong, try to focus on what's going right. Notice things your partner, family or friends are doing well and express your appreciation. Gratitude can be a powerful way to reduce stress and build connection. Make sure to extend the same appreciation to yourself as well. Take time to notice what's going right and give yourself the credit you deserve.

7. **Limit your use of alcohol.** Drinking too much can confuse your thinking, cloud your judgment and suppress feelings. Do your best to limit your consumption.
8. **Watch your spending.** You may find it tempting to celebrate your return with a shopping spree, but it's important to stay within your means. Learn more about resources for [staying financially fit](#).
9. **Know when to seek help.** If you're feeling signs of stress — either physical or emotional — seek expert help as soon as possible. Free, [confidential non-medical counseling](#) support is available through Military OneSource or your installation [Military and Family Support Center](#). If you are suicidal or in a state of crisis, you can contact the [Military Crisis Line](#) 24 hours a day. Call 800-273-8255 and press 1, or text 838255.

Still have questions or need help locating resources? Military OneSource consultants are available 24/7/365 with support. Call 800-342-9647, use [OCONUS calling options](#), or schedule [live chat](#).

PLAN MY DEPLOYMENT

Five Tips to Support Children During Reintegration

Returning home after deployment is exciting, but it can also be an adjustment for everyone. Routines and roles may have changed, and it can take some time for everyone to find a new normal. For children in particular, this may be emotional or confusing. Here are five ways service members can help make reintegration easier for children.

1. Plan special reunion activities with children

Plan a special activity to spend time with each child after you return home. This could be as simple as visiting a zoo, going out for ice cream or playing a favorite sport together. It can also be helpful to try some new activities or rituals dedicated to spending time together — like pizza or board game nights, or evening bedtime stories. Be creative — time with children doesn't have to be complicated or expensive - just have fun and enjoy spending time with each one individually.

2. Make time to let children talk

Children will probably have questions about your deployment. Be careful what you reveal about your experience. Make time to listen to their thoughts, be respectful of their feelings and address their concerns. It's also important to be supportive and allow them to express their emotions.

3. Recognize and adapt to how they've changed

Routines at home may have shifted during deployment. It can help to learn about changes to children's schedules and be open and flexible to new approaches or responsibilities. You may notice changes in your children's interests or personalities as well. In fact, your children might even seem more mature than you expected. Make time to get to know them again and learn about their new interests. And remember to recognize and congratulate them on their new responsibilities and achievements.

4. Monitor changes in behavior

Children often respond differently to stress than adults. If you see a change in or unusual behavior, or changes in sleeping and eating habits or academic performance, you might want to talk to a professional. The [Military and Family Life Counseling \(MFLC\) Program](#) helps service members and families manage the challenges of military life, such as deployment adjustments. Child and Youth Behavioral MFLCs have licensed counselors to support children. Learn more about how counseling can [help kids develop healthy habits](#).

5. Let children adjust at their own pace

Above all, be patient. Each child responds to reintegration differently, and it may take time to adjust.



Scan QR codes, visit popular links to trusted VA websites, or call the MyVA411 hotline at (800) 698-2411 to learn more about each resource.



VA.gov is the gateway to access and manage your VA benefits and health care. <https://www.va.gov>



The VA Welcome Kit provides an overview of benefits and services. <https://www.va.gov/welcome-kit/>



With the official **VA: Health & Benefits** app, you can manage your VA health care, benefits, and payments from your mobile phone or tablet. <https://mobile.va.gov/app/va-health-and-benefits>



My HealtheVet is a free online tool to manage your health care. Refill and track prescriptions, access your medical records, and communicate with your health care team. <https://www.myhealth.va.gov>

How to scan a QR code with your smartphone camera



- 1 Open your smartphone's camera app or QR code scanning app.
- 2 Hold your device so that the single QR code appears on your smartphone's screen.
- 3 Once the QR code is centered on your smartphone's screen, your device will recognize the QR code and show a notification.
- 4 Tap the notification to open the link associated with the QR code.
- 5 Still having trouble? See additional tips on page four.

Veterans Crisis Line



Contact the Veterans Crisis Line. Available 24/7 via phone, text, and online chat.

Receive crisis support

The Veterans Crisis Line provides confidential crisis support for Veterans and their loved ones. You don't have to be enrolled in VA benefits or health care to connect.

Crisis Hotline Dial 988 (then press 1)

Text Hotline Text at 838255

<https://www.veteranscrisisline.net/get-help-now/chat/>

Health Care



Apply for VA health care, find out how to access services, and manage your health and benefits online.

Find urgent and emergency care

If you are having a medical emergency, dial 911. Have a plan. Know where to go for urgent and emergent care.

If you are at a non-VA emergency department, call VA within 72 hours of admittance. (844) 724-7842

<https://www.va.gov/initiatives/emergency-room-911-or-urgent-care/>

Health Care (continued)



Apply for VA health care

Apply for health care benefits for Veterans and transitioning service members.

Health Care Hotline (877) 222-8387

<https://www.va.gov/health-care/how-to-apply/>

Learn about your VA primary care team

VA takes a team approach to health care with you at the center. Research shows this kind of approach leads to better quality care, more satisfied patients, and fewer hospital visits.

Health Care Hotline (877) 222-8387

<https://www.va.gov/health-care/about-va-health-benefits/your-care-team/>

Manage your appointments

Schedule, cancel, and manage health appointments online.

VA Appointment Scheduling (877) 470-5947 (TTY: 711)

<https://www.va.gov/health-care/schedule-view-va-appointments/>

Explore community care

Access other providers when VA cannot provide the care needed.

Community Care National Contact Center (877) 881-7618

<https://www.va.gov/communitycare/>

Pay copays and use multiple insurances

Check your balance for medical services and prescription copays, request help, or dispute charges.

Pay by Phone (888) 827-4817 (TTY: 711)

<https://www.va.gov/health-care/pay-copay-bill/>

Apply for travel pay

Request reimbursement for travel expenses to and from approved health care appointments.

Travel Pay Call Center (855) 574-7292 (TTY: 711)

<https://www.va.gov/health-care/get-reimbursed-for-travel-pay/>

Explore long-term care

Learn about assisted living, residential, and home health care.

Long-Term Care Hotline (877) 222-8387

<https://www.va.gov/health-care/about-va-health-benefits/long-term-care/>

Learn about qualifying for VA dental care

Find out if you qualify for dental care benefits.

VA FAQ Line (800) 698-2411 (TTY: 711)

<https://www.va.gov/health-care/about-va-health-benefits/dental-care/>

Disability



File a claim for disability compensation for conditions related to your military service and manage your benefits over time.

Learn about the PACT Act

Learn how the PACT Act expands VA health care and benefits for Veterans exposed to burn pits, Agent Orange, and toxic substances.

VA FAQ Line (800) 698-2411 (TTY: 711)

<https://www.va.gov/resources/the-pact-act-and-your-va-benefits/>

Apply for an initial disability rating or increase

Learn how to file a claim for a disability related to military service.

VA Benefits Line (800) 827-1000

<https://www.va.gov/disability/how-to-file-claim/>

Find local Veteran Service Organizations (VSO)

Get help from an accredited representative.

VA Benefits Line (800) 827-1000

<https://www.va.gov/disability/get-help-filing-claim/>

Education and Training



Apply for and manage your GI Bill and other education benefits to help pay for college and training programs.

Continue education with the GI Bill

Explore how VA can help pay for education.

Education Contact Center

From the U.S.: (888) 442-4551

From overseas: 001-918-781-5678

<https://www.va.gov/education/about-gi-bill-benefits/>

Housing Assistance



Find out if you're eligible for a VA-backed home loan. If you have a service-connected disability, see if you qualify for a housing grant to help you live more independently.

Apply for housing assistance

Learn more about home loans and other benefits that can help you improve, build, or keep your current home.

Regional Loan Center (877) 827-3702

<https://www.va.gov/housing-assistance/>

Receive help for homelessness and housing instability

Get connected with housing solutions and community services.

Call Center (877) 424-3838

<https://www.va.gov/homeless/>

Careers and Employment



Apply for vocational rehabilitation services, get support for your Veteran-owned small business, and access other career resources.

Prepare for careers and employment

Receive support for education, training, and credentialing needed for employment.

VA Benefits Line (800) 698-2411

<https://www.va.gov/careers-employment>

Pension



Apply for monthly payments for wartime Veterans and survivors with limited or no income who meet certain age and disability requirements.

Apply for supplemental income

Learn how pensions provide supplemental income for some wartime Veterans and their survivors.

VA Benefits Line (800) 827-1000

<https://www.va.gov/pension/>

Family Member Benefits



Learn about the benefits you may qualify for as a spouse, dependent, or survivor. Find out what else you may be eligible for as a family member caring for a Veteran with disabilities.

Caregiver support program

The VA Caregiver Support Program offers services to caregivers of eligible and covered Veterans enrolled in VA Health Care.

(855) 260-3274

<https://www.va.gov/family-member-benefits/>

Find and use counseling services

Access counseling, outreach, and referral services for eligible active duty service members, Veterans, and their families.

Vet Center Line (877) 927-8387

<https://www.vetcenter.va.gov>

Connect with social workers

VA social workers assist with resource navigation, crisis intervention, advocacy, case management, benefit assistance, mental health related interventions, treatment for substance use dependence, and support for those facing housing instability and homelessness.

Health Care Line (877) 222-8387 (press 0)

<https://www.socialwork.va.gov>

Fisher House™ Program

Located within walking distance of the treatment facility, a VA Fisher House™ provides temporary accommodations at no cost for Veterans, service members, their families, and caregivers while receiving treatment at major military and VA medical facilities.

<https://www.socialwork.va.gov/fisher.asp>

VA Fisher House™ Phone Numbers available at https://www.socialwork.va.gov/Fisher_House_Locations.asp

Call a Veterans
Outreach Specialist in
your area:

Swanton 802-399-6068
Newport 802-399-6250
Colchester 802-310-5743
Morrisville 802-497-7189
Jericho 802-535-2153
Williston 802-734-2123
Berlin 802-310-0631
Vergennes 802-881-6680
Bradford 802-734-2282
White River Jct VA Liaison- 802-399-6024
Rutland 802-310-5334
Westminster 802-881-6232
Bennington 802-535-2173

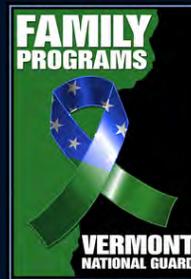


VT Military & Family
24/7 Support Center
(888) 607-8773

VERMONT VETERANS OUTREACH



Visit The
Veterans
Outreach
Webpage



ngfamily.vt.gov



WE'RE HERE TO HELP

Veterans face a unique set of challenges within their civilian communities. Veterans often experience more hardships than their civilian counterparts in such areas as mental and physical health, financial instability, substance use, and housing insecurity/homelessness.

The Vermont Veterans Outreach team is a group of veterans from all different branches of service who have experienced many of the same issues as other veterans in Vermont. They bring their knowledge of military culture, community resources, and their own personal/professional experiences forward to help veterans and their families!

The VVO team offers peer-to-peer support, advocacy, and case management for our veterans. They are committed to helping veterans face their unique challenges and they are dedicated to the health and happiness of veterans and their families within Vermont.

WE WORK WITH YOU

MISSION

Conduct ongoing outreach to primarily all combat veterans and their families. Identify any potential needs, and facilitate the process to access all available services for the veteran and/or their families. Partnered with VT National Guard Family Programs and other local, state, and federal agencies, ensuring the concerns of veterans and their families are responded to in a prompt and confidential manner.



COMMUNITY PARTNERS

211
Agency of Human Services
Age Well / Council on Aging
Community-Based Outpatient Clinic
Home Health and Hospice
Military OneSource
National Archives
Pathways Vermont
VA Health and Benefits Administration
Vet Center
Veterans Inc.
Veterans Legal Assistance Project
VT National Guard Family Programs
VT Office of Veterans Affairs



OUR SERVICES

Benefits

Domestic Violence

Education

Employment

Financial

Food Insecurity

Hospice / Funeral Assistance

Household

Housing/Homelessness

Marital

Mental Health

Military Sexual Trauma

Physical Health

Substance Use



VA Benefits / Disability Compensation

If you are receiving a VA disability, you were not authorized to collect while on Active Duty Orders!

- In order to restart the benefit payments, the veteran needs to follow these steps:
 1. Contact the Veterans Benefits Administration at 800-827-1000
 2. After the initial message, the recording will ask “why are you calling?” say: **“Benefits Restart”**
 3. Once connected to a live representative, the veteran will be asked several questions:
 - a) Full social security number
 - b) Date of birth
 - c) Are you the veteran in question? Yes
 - d) The representative will then ask for veteran’s full name and address on the account
 - e) Once verified, representative will ask what the veteran wants to do: **Benefits Restart**
- Once the veteran completes these steps, they may need to fax their orders to:

Department of Veteran Administration Affairs Intake Center

Attn: Intake Center

Fax: 844-531-7818

- The veteran can also mail the orders after completing the steps to:

Department of Veteran Administration Affairs Intake Center

Attn: Intake Center

P.O Box 523, Janesville, WI 53547



What is the PACT Act?

The Sergeant First Class Heath Robinson Promise to Address Comprehensive Toxics (PACT) Act of 2022

is a law that expanded VA health care and benefits for Veterans exposed to burn pits and other toxic substances. This law helps us provide generations of Veterans—and their survivors—with the care and benefits they've earned and deserve.



The PACT Act:

- Expanded and extended eligibility for VA health care for Veterans with toxic exposures and Veterans of the Vietnam era, Gulf War era, and Post-9/11 era.
- Expanded eligibility for benefits for Veterans exposed to toxic substances.



PACT Act Key Components



The Act **expanded and extended eligibility for VA health care for Veterans with toxic exposures** and Veterans of the Vietnam era, Gulf War era, and Post-9/11 era.



VA **will improve the decision-making process** for determining what medical conditions will be considered for presumptive status.



Every enrolled Veteran **will receive an initial toxic exposure screening** and a follow-up screening every five years. Veterans who are not enrolled, but who are eligible to enroll, will have an opportunity to enroll and receive the screening.



VA health care staff and claims processors will receive **toxic exposure-related education and training**.



The Act **required research studies** on the mortality of Veterans who served in Southwest Asia during the Gulf War; Post-9/11 Veteran health trends; and Veteran cancer rates.



The Act will help VA **build a stronger, more skilled workforce** to meet the growing demand for benefits and services.



The Act **authorized 31 new facilities** across the country, providing greater access to VA health care.

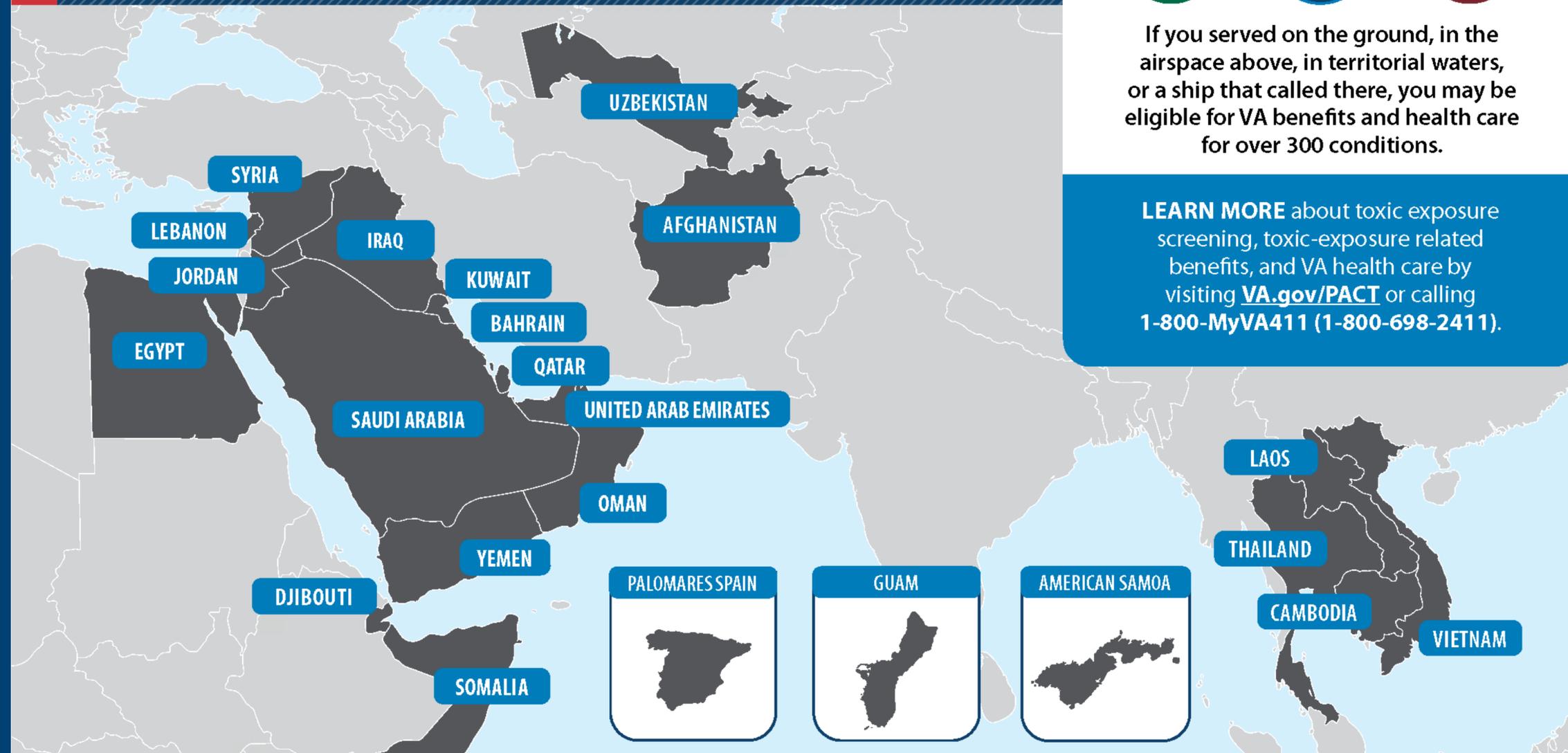


DID YOU SERVE HERE?



If you served on the ground, in the airspace above, in territorial waters, or a ship that called there, you may be eligible for VA benefits and health care for over 300 conditions.

LEARN MORE about toxic exposure screening, toxic-exposure related benefits, and VA health care by visiting [VA.gov/PACT](https://www.va.gov/PACT) or calling 1-800-MyVA411 (1-800-698-2411).



YOU MIGHT HAVE BEEN EXPOSED TO:



AIR POLLUTANTS:
Burn pits, oil well fires, sulfur fire, sand, dust, and particulates



RADIATION:
Nuclear weapons testing and ionizing radiation



CHEMICALS:
Agent Orange or other herbicides, pesticides, and depleted uranium



WARFARE AGENTS:
Chemical warfare agents, nerve agents, and mustard gas



OCCUPATIONAL HAZARDS:
Asbestos, lead, fuels, and industrial solvents

Service members may have been subjected to any of these exposures in any of these areas.



U.S. Department of Veterans Affairs



Conditions Presumed to be Service-Connected

VA encourages all eligible Veterans and survivors to file a claim—or submit their intent to file a claim—for PACT Act-related benefits **NOW** at [VA.gov/PACT](https://www.va.gov/PACT). As of August 10, 2022, the conditions below are presumed to be service-connected due to various in-service toxic exposures.

- Asthma (diagnosed after service)
- Brain cancer
- Chronic bronchitis
- Chronic obstructive pulmonary disease (COPD)
- Chronic rhinitis
- Chronic sinusitis
- Constrictive bronchiolitis or obliterative bronchiolitis
- Emphysema
- Gastrointestinal cancer of any type
- Glioblastoma
- Granulomatous disease
- Head cancer of any type
- High blood pressure (hypertension)
- Interstitial lung disease (ILD)
- Kidney cancer
- Lymphoma of any type
- Melanoma
- Monoclonal gammopathy of undetermined significance (MGUS)
- Neck cancer
- Pancreatic cancer
- Pleuritis
- Pulmonary fibrosis
- Reproductive cancer of any type, including cervical, ovarian, uterine, vaginal and vulvar
- Respiratory (breathing-related) cancer of any type
- Sarcoidosis





When or How Should I File a Claim?



APPLY NOW!

What if I have previously been denied?

Veterans previously denied a toxic-exposure related claim are encouraged to file a supplemental claim. Once a supplemental claim is received, VA will review the claim under the new law.

For more info, visit [VA.gov/PACT](https://www.va.gov/PACT) or call 1-800-MyVA411





Apply for VA Health Care



ONLINE:

[VA.gov/health-care/apply/
application/introduction](https://va.gov/health-care/apply/application/introduction)



CALL TOLL FREE:

877-222-VETS (8387)



IN PERSON:

Visit your nearest VA Medical
Center or Clinic

[VA.gov/find-locations/](https://va.gov/find-locations/)



MAIL:

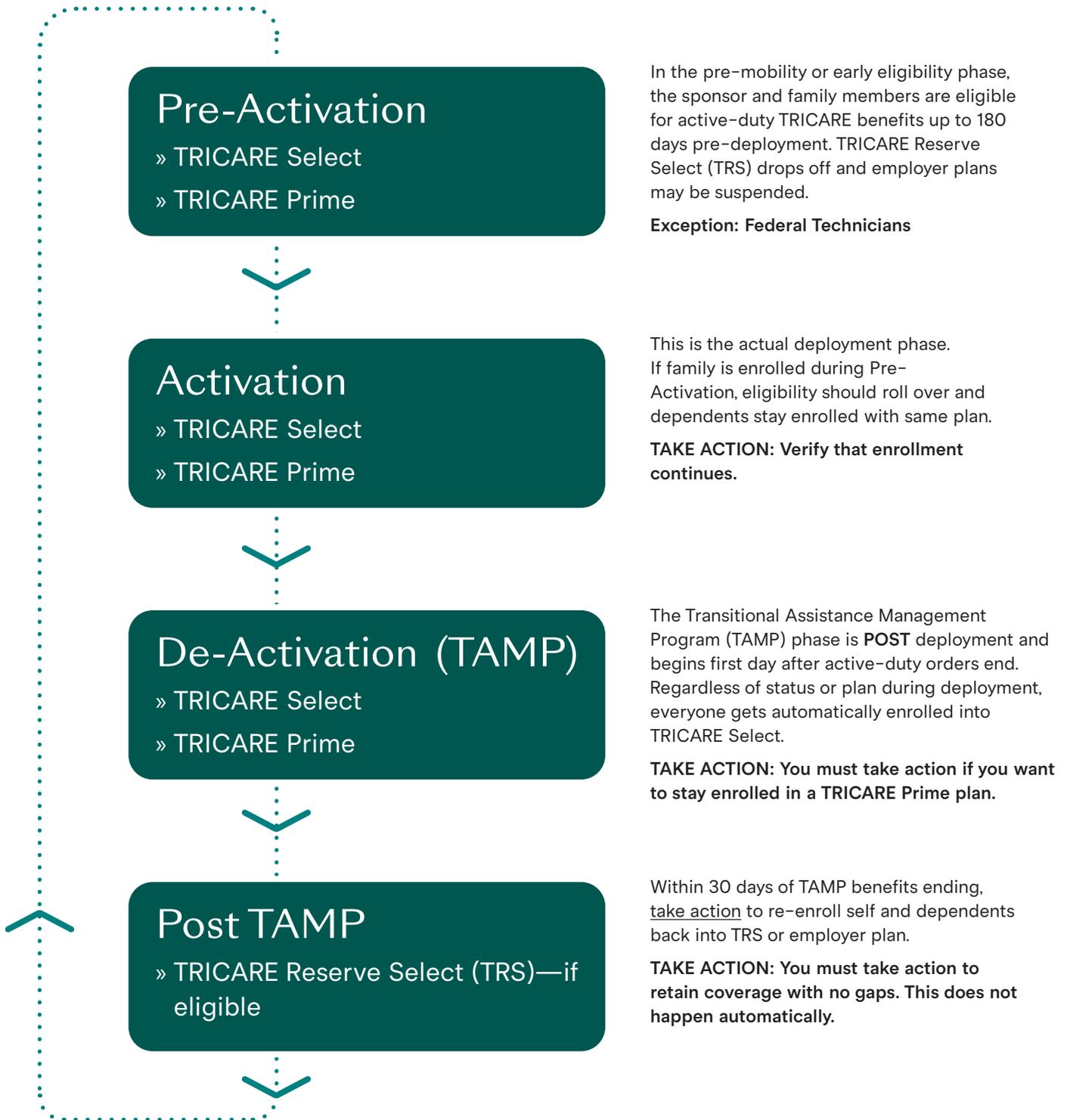
VA Form 10-10EZ to:

Health Eligibility Center

PO Box 5207

Janesville, WI 53547-5207

TRICARE® Eligibility Cycle





Transitional Assistance Management Program (TAMP)

The Transitional Assistance Management Program (TAMP) provides 180 days of premium-free transitional health care benefits after regular TRICARE benefits end.

TAMP continues to provide the minimum essential coverage of Basic Health Care coverage that meets the Affordable Care Act requirement. If you don't have coverage you may have to pay a fee for each month you aren't covered. That is required under Affordable Care Act, but it is temporary. You should begin to consider your health care options for when TAMP ends.

Eligibility

Sponsors and eligible family members may be covered by TAMP if the sponsor is:

- Involuntary separation from Active Duty under Honorable conditions including:
 - Members who receive a voluntary separation incentive (VSI),
 - Members who receive voluntary separation pay (VSP) and aren't entitled to retired or retainer pay upon separation.
- A National Guard or Reserve member separation from a period more than 30 consecutive days of Active Duty served for
 - A preplanned mission.
 - Support of a contingency operation.
 - Support of the government coronavirus (COVID-19) response.
- Separating from Active Duty following Involuntary retention (stop-loss) in support of a contingency operation
- Separating from Active Duty following a Voluntary agreement to stay on Active Duty for less than 1 year in a support of a contingency operation
- Receiving a Sole Survivorship discharge

- Separation from Regular Active Duty service and agree to become a member of the Selected Reserve of a Reserve Component. The service member must become a Selected Reservist the day immediately following the release from Regular Active Duty service to qualify

TAMP eligibility is determined by the Services and documented in the Defense Enrollment Eligibility Reporting System (DEERS) a database of information on uniformed services member (sponsors), U.S.-sponsored foreign military, DOD and uniformed service civilians, other personnel as directed by the DOD, and their family members. You need to register in DEERS to get TRICARE. TAMP eligibility can be viewed online via MilConnect. Service members should check with their Service personnel departments for information or assistance with TAMP eligibility.

Benefits

For those who qualify, the 180-day TAMP period begins upon the sponsor's separation. During TAMP the sponsor and family members are eligible to use 1 of the following Health care plan options in the addition to the Military Hospital and clinics.

Coverage During Terminal Leave

You aren't eligible for TAMP while on terminal leave. During terminal leave, you continue to get active-duty benefits, and your family members stay covered under TRICARE Prime, TRICARE Prime Remote, or TRICARE Select.

Line of Duty Care

If you believe you have experienced or worsened an injury, illness, or disease while on active duty, quickly contact your unit or Service branch for information or assistance with medical or dental care.

Are you eligible for TRICARE Reserve Select (TRS)?

- TRS coverage begins after the TAMP period. If you qualify to purchase TRS, contact your service personnel for more information.

RESERVE COMPONENT TRANSITION ASSISTANCE ADVISORS



Are you a member of a Reserve Component? Have you served 180 or more consecutive days on Title 10? Do you have a service-related injury or health care issue? Perhaps you're about to retire from service and need someone to show you how to get back into the swing of civilian life. Getting to know your Reserve Component Transition Assistance Advisor (RCTAA) means you'll have reliable, professional support when you need it.

I am here to help with the following benefits:

- **State and Local Benefits**
- **VA Assistance for Physical and Mental Health**
- **Disabled Veterans Program Assistance**
- **Education and Training Assistance**
- **Employment Assistance**
- **Health and Life Insurance**
- **Financial Assistance**
- **Legal Assistance**
- **Relocation Assistance**
- **Effects of a Career Change**

Since 2005, RCTAAs have assisted Reserve Component service members with 180 days or more T-10 AD service obtain their federal benefits and entitlements. You could save an average of:

- Employment Counseling (\$75/hour)
- Health Insurance (\$1430/Service Member)
- Legal Assistance (\$255/hour)
- VHA DAV Benefit Received (\$15,034/Service Member)
- VA Benefit Received (\$5786/Service Member)
- Education Benefits Received (\$15,285/Service Member)

Average benefit per eligible Reserve Component service member across all benefits areas=\$11,970.

If you or someone you know needs assistance with federal benefits and entitlements, don't hesitate to contact me. You can either scan this QR code and fill out the attached form or contact me directly using the information below.



According to the National Defense Authorization Act 2013, [Reserve Component] transition assistance advisors "serve as points of contact to assist eligible members of the reserve components in accessing benefits and health care furnished under laws administered by the Secretary of Defense and benefits and health care furnished under the laws administered by the Secretary of Veterans Affairs" (Sec. 513).

Susan Demers

Reserve Component
Transition Assistance Advisor
Federal Contractor
202-987-3536
SDemers.ctr@gapsi.com

DIRECTION | BENEFITS | COMPASSION



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

You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and:

- ☆ you ensure that your employer receives advance written or verbal notice of your service;
- ☆ you have five years or less of cumulative service in the uniformed services while with that particular employer;
- ☆ you return to work or apply for reemployment in a timely manner after conclusion of service; and
- ☆ you have not been separated from service with a disqualifying discharge or under other than honorable conditions.

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.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

If you:

- ☆ are a past or present member of the uniformed service;
- ☆ have applied for membership in the uniformed service; or
- ☆ are obligated to serve in the uniformed service;

then an employer may not deny you:

- ☆ initial employment;
- ☆ reemployment;
- ☆ retention in employment;
- ☆ promotion; or
- ☆ any benefit of employment

because of this status.

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.

HEALTH INSURANCE PROTECTION

- ☆ 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.
- ☆ 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.

ENFORCEMENT

- ☆ The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations.
- ☆ For assistance in filing a complaint, or for any other information on USERRA, contact VETS at **1-866-4-USA-DOL** or visit its website at <http://www.dol.gov/vets>. An interactive online USERRA Advisor can be viewed at <http://www.dol.gov/elaws/userra.htm>.
- ☆ 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.
- ☆ You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA.

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



1-800-336-4590

Publication Date — April 2017



Employer Support of the Guard and Reserve (ESGR) is the lead U.S. Defense Department program promoting cooperation and understanding between civilian employers and their National Guard and Reserve employees. Established in 1972, ESGR operates within the Office of the Assistant Secretary of Defense for Reserve Affairs. ESGR develops and promotes supportive work environments for service members in the Reserve Components through outreach, recognition, and educational opportunities that increase awareness of applicable laws and resolves employer conflicts between the service members and their employers.

All employers support and value the employment of members of the National Guard and Reserve in the United States and Territories, thereby increasing the readiness of the Reserve Components.

Who is our customer? All employers, all uniformed service members, and families of affected service members.

Ombudsman Service Program:

ESGR's primary means for mediating workplace conflict is its Ombudsman Services Program. This national network consists of more than 900 volunteers within 54 field committees throughout the United States, Guam, Puerto Rico and the Virgin Islands. While each ombudsman receives extensive training on USERRA and dispute-resolution techniques, ombudsmen do not offer legal counsel or advice. Instead, they serve as an informal, neutral and free resource.

If an ESGR ombudsman is unable to facilitate a resolution, parties have the option to seek private counsel and/or a formal investigation through the Department of Labor's Veterans' Employment and Training Service, the Office of Special Counsel, or the Department of Justice.

Employers or service members who have a question can reach the ESGR
National Call Center at:

1-800-336-4590 or www.ESGR.mil

Watch "What is ESGR" video @
<https://youtu.be/Qj-22ErHkCg>





VTNG PRIME PROGRAM



PARTNERED RECRUITING INITIATIVE FOR MILITARY AND EMPLOYERS



WHAT IS PRIME?

A partnership with VT employers that provides internship or fulltime opportunities to VTNG Service members and their families

WHY PRIME?

- ✓ Guaranteed interview with VT employers
- ✓ Obtain or improve fulltime employment
- ✓ Better Pay – Responsibilities – Skills



OPPORTUNITIES IN:

- Manufacturing
- Trucking/Logistics
- Medicine
- Information Technology
- Construction
- Much More!

Learn More & Apply Now!



vtguard.com/prime

PRIME: YOUR CAREER



VTNG PRIME PROGRAM



The Partnered Recruiting Initiative for Military and Employers (PRIME) is a program that helps military members, and their families obtain or improve their full-time employment. Service members and their dependents can participate and are guaranteed an interview for a qualified position!

<https://vt.public.ng.mil/resources/prime/>



The State of Vermont Department of Labor has four major divisions: Workforce Development, Labor Market Information, Unemployment Insurance, and Workers' Compensation & Workplace Safety. They offer Veteran services, workshops and events, and training opportunities.

<https://labor.vermont.gov/>



The New York Department of Labor helps residents find careers through connecting them with employers, providing training, and up-skilling opportunities

<https://dol.ny.gov/>



Vermont Job Link provides training opportunities and hiring events. They offer a professional resume building wizard service, a career counselor, and job searches with job match alerts.

<https://www.vermontjoblink.com/>



State of Vermont Careers provides a variety of career opportunities throughout the State. You can search by keyword and location or by your desired career category.

[State of Vermont Careers](#)



Employment Support of the Guard and Reserve (ESGR) promotes cooperation and understanding between service members and their civilian employers. They also promote hiring Guard and Reserve service members to civilian businesses.

POC: Sabrina Milano / sabrina.milano@homestead.com / 802-349-5546

<https://www.esgr.mil/>



The U.S. Chamber of Commerce Foundation's Hiring Our Heroes initiative helps with meaningful career opportunities and professional development. Search for hiring events, education & networking, and job boards.

<https://www.hiringourheroes.org/>



Hiring Heros, USA offers virtual career coaching for veterans, service members, and military spouses. This can include resume writing, mock interviews, and mentoring. They are available to help navigate the challenges that can be faced when entering the civilian job market.

<https://www.hireheroesusa.org/>



O*NET OnLine is a career exploration and job analysis tool. It allows a member to search occupations based on goals and needs. It then provides a report to learn about the requirements, characteristics, and available opportunities for the selected occupation. Veterans can put their military skills and experience (AFSC) in the "ATTN: VETERANS" section which will translate their military career into a civilian career.

<https://www.onetonline.org/>



Career One Stop is sponsored by the U.S. Department of Labor and provides employment information, pathways to career success, tools to help search for jobs, and a place to manage your career.

<https://www.careeronestop.org/>

VERMONT NATIONAL GUARD PERSONAL FINANCIAL COUNSELING

RESOURCES FOR FINANCIAL HELP

Vermont Veterans Outreach Personal Financial Counselor provides financial services to Vermont's Veterans, Service Members and their families.

These services include budgeting, debt reduction, retirement planning, and much more.

Our Family Program Personal Financial Counselor can assist you in your efforts to become financially stable and independent.

The Personal Financial Services integrates within the military lifecycle; from predeployment financial preparation activities through transitioning from the military to civilian life. These services are free, confidential and available to Veterans and families residing in Vermont.



24/7 SUPPORT
888-607-8773
we're here for you



ALL BRANCHES OF THE ARMED FORCES & UNIFORMED SERVICES

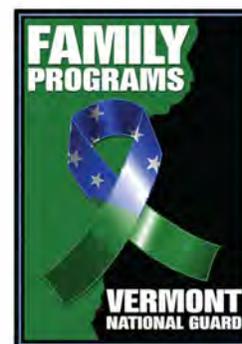
Consumer Protection Agencies

VT Attorney General's Consumer Assistance Program: www.uvm.edu/consumer

Federal Trade Commission, Bureau of Consumer Protection: www.ftc.gov

Consumer Financial Protection Bureau: www.consumerfinance.gov

Better Business Bureau: www.bbb.org



Credit Reporting Agencies

Equifax: www.equifax.com 1-888-548-7878

Trans Union: www.transunion.com 1-800-916-8800

Experian: www.experian.com 1-888-397-3742

Annual Free Credit Report: www.annualcreditreport.com

Identity Theft

FTC- Report the incident and receive a recovery plan: www.identitytheft.gov

Common Scams and Frauds- How to protect yourself and respond

www.usa.gov/identity-theft

Tax Assistance

Tax Information for Current and Former Military Personnel

www.irs.gov/individuals/military

Vermont Department of Taxes: www.tax.vermont.gov

Military Pay

DFAS: www.dfas.mil 1-888-332-7411

Military Compensation and Blended Retirement Calculators: <https://militarypay.defense.gov>

Credit Counseling and Debt Management

Financial Counseling Association of America: www.fcaa.org

National Foundation for Credit Counseling: www.nfcc.org

Saving and Investing

Retirement and Savings Calculators (ASEC) www.choosetosave.org

Thrift Savings Plan: www.tsp.gov

Financial Tools and Information (FINRA) www.saveandinvest.org

Helping Debtors become Savers (AFCPE) www.powerpay.org Includes Power Save

Consumer Information Sites

Federal Citizen Information Center: www.pueblo.gsa.gov

Kelley Blue Book: www.kbb.com

Edmunds: www.edmunds.com

NADA Car Guides: www.nada.com

Local Readiness Resources

VT National Guard Family Programs: www.ngfamily.vt.gov

Military One Source: www.militaryonesource.mil

VT Air National Guard Family Readiness: www.158fw.ang.af.mil/FAMILYREADINESS/

Contact:

Megan Sather

PH: (802) 338-3446

megan.j.sather.ctr@army.mil

or for immediate help call

**VT Military & Family
Support Center
888-607-8773**



Vermont Governor's Challenge

Mission Connect Vermont – SMVF Interactive Wellness Map

With the support of Governor Phil Scott and Adjutant General Gregory Knight, members of state government, the Vermont National Guard, the Veterans Administration, healthcare organizations, community partners and military family members have come together to form the Vermont Governor's Challenge team: ***Mission Connect Vermont (MCV)***. MCV works together to identify innovative ways to deliver support and care to Service Members, Veterans, and Family Members whenever and wherever they need it.

Vermont Service Members, Veterans, and Families Interactive Wellness Map

The interactive Wellness Map is a comprehensive resource designed to support Vermont service members, veterans, and their families in finding the mental health care and assistance they may need. You can use the map at any time, on your phone or on your computer, in the privacy of your own home. Any search is confidential and tailored to you.

The Wellness Map offers an array of clinical resources, focusing on access to mental health services and supports in your area. You can search by insurance provider, areas of specialization or focus, and in-person vs on-line supports.

Whether you're seeking individual counseling, family counseling, or other mental health services, this map will guide you to options in your community or resources available on-line; all aimed at supporting mental health and wellness. You can find the website at <https://map.vtspc.org/>, **use the QR code below** or click [here](#) to access The Wellness Map directly.



If you or someone you know is in crisis or having thoughts of suicide dial or text 988 or chat online at 988lifeline.org, for confidential support available 24 hours a day, seven days a week, 365 days a year. If you are a Service Member, Veteran, or Family Member [Dial 988 then Press 1](#), chat online at VeteransCrisisLine.net/Chat, or text [838255](https://988lifeline.org) for the Military and Veterans Crisis Line.