Major General William J. McCadden, President, NGAUS

Employer Support: More Needed Now Than Ever Before

We are reminded that one year ago we were asked to observe the month of September as "Employer Appreciation Month." Many employers have given us occasion to observe that in reality every month is Employer Appreciation Month. What helps to bring this into focus is a pair of related items published several months apart in the "Newswreaths" columns of this magazine.

First, there was the news items that United States Postmaster General William F. Bolger had signed a declaration of support for the participation of postal employees in the National Guard and Reserve. Several issues later, another item called attention to the impetus of the national action in an upstate New York community when Samuel J. Bertuzzi, the postmaster of Oneonta, signed a local employer support pledge.

Both of these were significant achievements—and we in the National Guard are appreciative of General Bolger and of the many postmasters down the line who are taking steps to reaffirm their support for the Guard and Reserve. As many members of the Guard are employees of the postal service, we are delighted to have this important federal agency lead the way.

There are few things which can contribute more to the success of a Guard unit than the willing cooperation of an employer. Conversely, there are few things which can be as destructive as a lack of employer support.

It is safe to say that since the earliest Militia days, the matter of employer support has been crucial to the success of the National Guard. There is ample evidence of this all around us. We recall being told by an oldtimer of an instance many years ago—possibly before the First World War—when it was announced that the Richmond Howitzers were to make a practice march. A number of employers objected to the men being absent from work for this purpose. Interestingly, the matter was taken up by the press. The Richmond papers rosted the recalcitrant employers so thoroughly that all concerned changed their tune—and the march went off without a hitch.

More recently, an acquaintance from southwest dug out an old diary, which once adorned a store window in his hometown. The sign read: "This firm is cooperating with the National Guard by giving employees leave for Third Army Maneuvers, August, 1940."

This was on the occasion of maneuvers mentioned elsewhere in this issue of NATIONAL GUARD in connection with our commemoration of the 40th anniversary of the mobilization of 1940-41. During the summer prior to the callup, the Army organized a series of maneuvers and the Guard was called upon for a three-week camp instead of the customary two-week period.

As might be expected, this was of great concern to thousands of employees of Guard units. To determine how this would be handled at the state level, a meeting in March, 1940, brought together representatives of the National Guard Bureau with state adjutants general and the division commanders. Very interesting remarks are to be found in the Proceedings of this meeting.

Major General Roy D. Keen, the prominent Chicago attorney who commanded the Illinois 33rd Infantry Division, declared: "We have made a car-

nass of nearly all large industries in Chicago . . . as such the International Harvester Company. They are willing to go along but they have to

have convincing suggestions from Washington."

Major General Henry D. Russell, the Georgian who commanded the 30th Infantry Division commented that, "there seems to be a feeling through out the division that it will be necessary for a lot of educational work to be done, particularly in the larger (urban) centers."

Major General George A. White of Oregon, the brilliant and talented commander of the 41st Infantry Division, agreed with his colleagues and added that it was essential for "some federal authority . . . the higher the better . . . to indicate the desirability of the training for the National Guard. "But," he noted, "it is our job to put that across with employers."

Recently, we had an opportunity to thank Mr. James Roche, the former chairman of the board of General Motors, for his many contributions during his eight-year tenure as chairman of the most truly successful operation to support the employer community. Since 1972, Mr. Roche has headed the National Committee for Employer Support of the Guard and Reserve.

We have also had the occasion to welcome the successor to Mr. Roche, the Honorable John C. Stelson, a former Secretary of the Air Force and presently a senior vice president of Boeing Aircraft, a prominent management consulting firm. Mr. Stelson has been named to carry on the task of providing the business community with an understanding for the need of a strong National Guard.

Through his national steering committee and through the state-oriented committees which have already been launched, Mr. Stelson will find a working mechanism. We have little doubt that the fine work of the national committee will continue to effectively promote, to use the words of General Keen, the "coordinating suggestions from Washington."

We would remind ourselves that this, however, is far from the total job (continued on page 46)