

**ENLISTED ASSOCIATION OF THE  
NATIONAL GUARD OF THE UNITED STATES**



2024

**RESOLUTION  
PROPOSALS  
REPORT**

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**CONFERENCE PACKAGE**

REVISION 5  
9 August 2024

## Summary of Changes

Revision	Date	Changes
1	6/12/2024	Initial Draft of Submitted Proposals
2	7/17/2024	Conference Package – Edited for conciseness and ease of process. Full-text submissions of lengthy proposals are available as a white paper attachment linked to each proposal.
3	7/19/2024	Minor grammatical edits.
4	8/8/2024	Late additions (24-25D, 24-26D, 24-27D) from FL due to state conference after the deadline.
5	8/9/2024	Addition of Commendation for host hospitality and efforts.

## Table of Contents

Summary of Changes	1
Table of Contents	2
<b>24-01D: Veterans Court Services Expansion Program</b>	4
<b>24-02D: Family Care Plan- Military Family Transition Assistance</b>	5
<b>24-03D: TRICARE for Young Adults Extension</b>	6
<b>24-04D: Saving the Pacific Branch Home for Disabled Veterans</b>	7
<b>24-05D: National Guard Child Care Tax Credit</b>	8
<b>24-06D: Family Reunification Services</b>	9
<b>24-07D: Expedited Return of Deported Veterans to the U.S.</b>	10
<b>24-08D: Expansion of Access to IVF and All Other Reproductive Healthcare</b>	11
<b>24-09D: Reduced Retirement Eligibility Age of Ready Reserve Members</b>	12
<b>24-10D: Junior Enlisted Pay Raise</b>	13
<b>24-11D: Guardsmen's Benefit for Early 401(k) Withdrawal</b>	14
<b>24-12D: Automatic 100% VA Disability Compensation for National Guard Vietnam Veterans</b>	15
<b>24-13D: Retention of 10% Tinnitus Disability</b>	16
<b>24-14D: Retention of Enlistment/Retention Incentives when Accepting T32 AGR or Tech Jobs</b>	17
<b>24-15D: Retiree Continued Contributions to the Thrift Savings Plan</b>	18
<b>24-16D: Military Occupation Compatibility with Civilian Certificates &amp; Skills</b>	19
<b>24-17D: Automatic re-enrollment in TRICARE Reserve Select and current dental carrier</b>	20
<b>24-18D: Addressing Inequities in the USAF's Career Opportunities On-Line (COOL) Program</b>	21
<b>24-19D: Ensuring Full Military Retirement Pay for Veterans with Disabilities</b>	22
<b>24-20D: Transfer GI Bill Benefits After Retirement</b>	23
<b>24-21D: Disparity in Buying Back Title 32 AGR Service: Title 32 / 5 Tech Retirement</b>	24

<b>24-22D: Support of the Servicewomen and Veterans Menopause Research Act</b>	<b>25</b>
<b>24-23D: EANGUS Information Clearinghouse, re: "Defend the Guard Act"</b>	<b>26</b>
<b>24-24D: Payroll Allotments for National Guard and Reserve Members</b>	<b>27</b>
<b>24-25D: Saving Tuition Assistance and Education Benefits</b>	<b>28</b>
<b>24-26D: Wearable Less-Than-Lethal Tactical Response Systems</b>	<b>29</b>
<b>24-27D: Safety Beacon</b>	<b>30</b>
<b>24-28D: Commendation of the National Guard Association of Michigan and Auxiliary, the State of Michigan, and the City of Detroit</b>	<b>31</b>

## Proposal Number 24-01D: Veterans Court Services Expansion Program

### Description

To support federally-funded Veterans Treatment Court programs for the treatment of justice-involved veterans suffering from substance abuse and/or mental health issues.

Proposal Type	Initial Submission Date (if Change/Resubmission)
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New

Submitting State	Co-Sponsoring State(s)	Submission Date
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California

3/5/2024 10:56

### Business Case

The Veterans Treatment Court Program is a federally funded program which supports state, local, and tribal efforts to plan and implement or enhance the operations of veterans treatment courts. These courts effectively integrate evidence-based substance use disorder treatment, mandatory drug testing, incentives and sanctions, and recovery support services in judicially supervised court settings that have jurisdiction over veterans involved in the justice system who have substance use disorders, including a history of violence and PTSD as a result of their military service. Funding can also support efforts at the state level to assess, collect data, evaluate, training and build or enhance local or tribal VTCs, or to increase the identification and access to services for those underserved.

The primary objective of this initiative is to address critical service gaps among veterans and expand the use of the VTC Program in getting veterans who suffer from substance abuse and or mental/health issues appropriate treatment.

### Recommendation

The Enlisted Association of the National Guard of the United States stands in support of all state, local, and federal initiatives to expand Veterans Treatment Court Programs.

### References

[DOJ BJA Veterans Treatment Court Program](#)

[HR 886 – VTC Coordination Act of 2019](#)

[VA: Justice Involved Veterans Brief](#)

## Proposal Number 24-02D:

### Family Care Plan- Military Family Transition Assistance

#### Description

Revise the family care plan to support nontraditional military families' needs before, during, and post-deployment.

**Proposal Type**                      **Initial Submission Date (if Change/Resubmission)**

New

**Submitting State**                      **Co-Sponsoring State(s)**                      **Submission Date**

California

3/5/2024 12:25

#### Business Case

Securing the well-being of nontraditional military families is crucial for a smooth transition back to civilian life and maintaining strong family bonds. Veterans often face challenges with child custody and visitation rights post-service due to incomplete documentation, resulting in the heartbreaking separation of families. Family separation not only impacts the veterans' morale and retention but also contributes to homelessness and the concerning statistic of 20-22 veteran suicides per day.

The statistics also highlight a disproportionate number of single-parent members within the National Guard. Recognizing the unique needs of these families is essential. Providing practical tools and resources, such as legal assistance for custody matters, mental health support, and family counseling, can help mitigate the struggles faced by nontraditional military families before, during, and after deployment. By offering comprehensive support, we can enhance the well-being of these families and ensure a smoother transition to civilian life for our veterans.

#### Recommendation

The Enlisted Association of the National Guard of the United States urges Congress to prioritize efforts to reunify service members with their children following completion of duty. The challenges of military service, parenting responsibilities, and personal hardships can create significant stress for individuals serving in the armed forces.

#### References

[White Paper: Family Care Plan Military Family Transition Assistance](#)

[Sample State Legislation: California SB 1182 signed into law on September 17, 2022.](#)

[2022 Military Demographics Report](#)

## Proposal Number 24-03D: TRICARE for Young Adults Extension

### Description

To remove the government exemption in the ACA that requires healthcare plans to provide healthcare coverage for dependents until they are 26.

Proposal Type	Initial Submission Date (if Change/Resubmission)
New	

Submitting State	Co-Sponsoring State(s)	Submission Date
Utah	Montana	3/6/2024 17:55

### Business Case

The Affordable Care Act (ACA) requires plans and insurers that offer dependent child coverage to make the coverage available until a child reaches age 26. Furthermore, commercial and employer-sponsored plans are required by law to offer this coverage at a price comparable with those who would have been covered at a younger age. Currently, unmarried biological, step-children, and adopted children are eligible for TRICARE coverage until the age of 21 (or 23 if enrolled in full-time college). Eligibility may extend beyond these age limits if the dependent child is severely disabled. At age 21 (or 23 if a full-time college student), the child may qualify to purchase TRICARE Young Adult. This discrepancy between commercial plans is due to an exemption in the ACA that does not extend these requirements to government plans.

In the 118<sup>th</sup> Congress, this legislation has been introduced as the Health Care Fairness for Military Families Act of 2023 ([HR 1045](#) and [S956](#)).

### Recommendation

The Enlisted Association of the National Guard of the United States urges Congress to require TRICARE to provide Young Adult Extended Coverage to the age of 26 for all qualified dependents under the sponsor's plan.

### References

[ACA, Title 42 USC Sec 2714](#)

<https://www.healthcare.gov/young-adults/children-under-26/>

[https://www.cms.gov/ccio/resources/files/adult\\_child\\_fact\\_sheet](https://www.cms.gov/ccio/resources/files/adult_child_fact_sheet)

<https://www.hhs.gov/guidance/document/faq-young-adults-and-affordable-care-act-protecting-young-adults-and-eliminating-burdens>

<https://www.healthcare.gov/where-can-i-read-the-affordable-care-act/>

## Proposal Number 24-04D:

### Saving the Pacific Branch Home for Disabled Veterans

#### Description

Require the VA to provide adequate veterans housing and uphold the integrity of the land-use deeds granted for the establishment of the Pacific Branch National Home for Veterans.

Proposal Type Initial Submission Date (if Change/Resubmission)

New

Submitting State Co-Sponsoring State(s) Submission Date

California

4/19/2024 19:43

#### Business Case

In 1888, Senator John P. Jones and Arcadia B. De Baker donated 300 acres of land establishing the Pacific Branch of the *National Home for Disabled Volunteer Soldiers*. This permanent land-use deed was granted under the condition that it be used permanently for the home to house disabled veterans. In 2011, the American Civil Liberties Union (ACLU) sued the Veteran's Administration for failure to maintain housing for disabled veterans on the property, instead leasing the property to a private school for athletic facilities, UCLA for a baseball field, and a private energy company for oil drilling.

This lawsuit concluded with a "good faith agreement" coined the VA's "Master Plan". However, nearly a decade after the VA's plan was released, the VA has failed to deliver on promises to build 1,200 affordable apartments for disabled veterans and continues to exploit the land usage through private leasing. Meanwhile, Los Angeles County has long had the country's highest number of homeless veterans at nearly 4000.

#### Recommendation

The Enlisted Association of the National Guard of the United States urges Congress to impose an immediate moratorium on the master plan, halting all construction activities by the principal developers and third-party-related contract operations and hold the VA accountable for upholding the integrity of the original deeds and the dignity and well-being of our veterans. We implore Congress to act swiftly and decisively to protect those who have served our nation with honor.

#### References

[White Paper: Saving the Pacific Branch Home for Disabled Veterans](#)

[VA: West Los Angeles Campus Master Plan](#)

[CNN: Veterans sue VA demanding land be used for homes](#)

[Vimeo: News Clip: Disabled Vets Still Homeless after VA Opens New Housing](#)

## Proposal Number 24-05D: National Guard Child Care Tax Credit

### Description

Provide local child care businesses with a much-needed tax benefit to provide child care for qualified dependent children of National Guard Soldiers and Airmen.

Proposal Type	Initial Submission Date (if Change/Resubmission)
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Change

Submitting State	Co-Sponsoring State(s)	Submission Date
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NGB Title 10

Pennsylvania

4/24/2024 20:05

### Business Case

The Army National Guard Weekend Drill Child Care (WDCC) pilot program failed due to the limitation of accessible child care locations. Many National Guardsmen do not live within local commuting distance of a National Guard or Active-Duty installation. Child care providers stationed at centralized locations are not easily accessible to Guardsmen, who often drive 50 miles or more each way to attend drill.

This legislation would operate in a similar manner to the proposed Senate and House resolutions, Military Spouse Hiring Act (H.R.1277 & S.596) and would permit local child care businesses to claim a tax credit equal to a proportion of the costs incurred when providing child care services for qualified dependent children of drilling National Guardsmen during scheduled weekend drill periods. Authorized Service Members and local child care businesses must meet the criteria as stated in enclosure A (see file attached) for participation in the program.

Providing local child care options that are within a reasonable commuting distance of their primary residence will help to drive down troop absenteeism and attrition and will improve mission readiness while supporting local child care providers with a much-needed tax benefit.

### Recommendation

The Enlisted Association of the National Guard of the United States urges Congress to pass legislation that establishes a program to incentivize local child care businesses with a much-needed tax benefit while providing no-cost, hourly child care for qualified dependent children of authorized National Guard Soldiers and Airmen.

### References

Child Care and Development Block Grant (42 USC §9857, 42 USC §9858), Military Spouse Hiring Act (H.R.1277 & S.596), Expanding Childcare in Rural America Act of 2023 (H.R.3922)  
[White Paper: National Guard Child care Tax Credit](#)

## Proposal Number 24-06D: Family Reunification Services

### Description

VA Disability Compensation greater than the Federal Poverty Level Guidelines disqualifies Veterans from having a court reporter, legal aid and a fee waiver.

**Proposal Type**                      **Initial Submission Date (if Change/Resubmission)**

New

**Submitting State**                      **Co-Sponsoring State(s)**                      **Submission Date**

California

4/28/2024 02:58

### Business Case

In many states and jurisdictions, Veterans who have no criminal charges and receive VA Disability Compensation for their service-connected illness or injuries in an amount greater than the Federal Poverty Level Income Guidelines do not qualify for a court reporter in Family to document the court proceeding. Court reporters provide transcripts. If an appeal is needed the veteran can't move forward with the appeal process without a transcript. In California, for example, the fee for a court recorder is currently \$2000 without a waiver. Veterans are also often disqualified from housing assistance, legal aid/assistance and court fee waiver.

These veterans are also often not eligible for court-appointed attorneys, forcing the veteran to pay full price for services at \$300 to \$500 per hour, after a \$10,000 or more retainer fee is paid upfront. In addition to the court fees and other costs, the veteran still has full housing expenses while only receiving VA Disability Compensation. Even low income housing becomes challenging to obtain or maintain when the VA Disability Compensation is counted as income because it disqualifies the veteran from the majority of the assistance that may be available. After paying \$2,000 for a Court Reporter and adding on other Court Costs and fees there is not much left to even pay for subsidized rent. The same issue exists when veterans apply for Veterans Affairs Supportive Housing (VASH). All Veterans do not qualify for HUD-VASH as the VA Disability Compensation is counted against that as well. Even if the veteran is allowed to go through the HUD-VASH process the Landlord will still put the "Market Rate" on the RTA packet causing the veteran to pay more for the housing than if the veteran didn't use the HUD VASH Voucher at all.

### Recommendation

The Enlisted Association of the National Guard of the United States supports the exemption of VA Disability Compensation when veterans are seeking Family Reunification Services in Family Courts or applying for housing assistance through the HUD-VASH program or other services. We also support initiatives to provide full legal service to veterans seeking Family Reunification Services in family court.

### References

1. [White Paper](#)
2. [ABC News: Court Fees](#)
3. [WSHB News: Court Reporter Shortage](#)
4. [News6: Nationwide reporter shortage](#)
5. [CourtScribes: Florida Court Reporter Shortage](#)
6. [Patch: NY Court Reporter Shortages](#)
7. [HUD-VASH Program Overview](#)

## Proposal Number 24-07D: Expedited Return of Deported Veterans to the U.S.

### Description

Call to stop deporting veterans and expedite the return of deported veterans to the U.S.

Proposal Type	Initial Submission Date (if Change/Resubmission)
New	

Submitting State	Co-Sponsoring State(s)	Submission Date
California		4/29/2024 03:57

### Business Case

Many U.S. military veterans are deported each year to countries where they lack family and access to military benefits. Additionally, black veterans are disproportionately affected and are often deported to countries where they face significant challenges and limited resources. Lawful permanent residents who serve in the military can apply for U.S. Citizenship, sometimes without the preliminary step of getting a green card, depending on whether they served in peace or wartime. Despite this, veterans who commit crimes after their service are often deported instead of having their cases heard in Veterans Treatment Courts or other options that prioritize veteran support. Deported veterans, many suffering from service-connected disabilities such as PTSD, face significant hardships, including unemployment and lack of healthcare. They often struggle to afford the expensive flights designated by Department of Homeland Security for their return. The total count of deported veterans is unknown, but past policies did not consistently consider veteran status during deportation processes. Executive Order 14012 and the Immigrant Military Members and Veterans Initiative aim to prioritize the return of deported veterans, yet greater support is needed. H.R. 4569 (Veterans Service Recognition Act) seeks to address these issues by providing lawful permanent resident status to veterans facing deportation and ensure their service is considered in deportation decisions.

### Recommendation

The Enlisted Association of the National Guard of the United States urges Congress to ensure honorably discharged veterans have their cases heard in Veterans Treatment Courts or other appropriate veterans' programs and be exempt from deportation. Additionally, EANGUS advocates for the expedited return of deported veterans, including the utilization of Space A flights for their return, and calls for support of HR 4569 to cease automatic deportation and establish a pathway for naturalization, with particular attention to the disproportionate impact on Black veterans.

### References

1. [White Paper: Deported Veterans](#)
2. [Spectrum News Clip: Deported Veterans](#)
3. [Berkeley Law Article: Deported Veterans](#)
4. [LA Progressive Article: Deported Black Veterans](#)
5. [SD Union Tribune: A Deported Veteran's Story](#)
6. [Video: Black Deported Vets of America](#)
7. [ACLU PR: VSRA](#)
8. [ACLU Endorsement Memo](#)

## Proposal Number 24-08D:

### Expansion of Access to IVF and All Other Reproductive Healthcare

#### Description

Expand IVF and Family Building Services for Veterans'. Remove Requirement That Medical Records Must Show Infertility Was Caused During Deployment.

**Proposal Type**                      **Initial Submission Date (if Change/Resubmission)**

New

**Submitting State**                      **Co-Sponsoring State(s)**                      **Submission Date**

California

4/30/2024 00:59

#### Business Case

A 2014 government study of over 30,000 Iraq- and Afghanistan-era war veterans found that 15.8 percent of women and 13.8 percent of men reported they had experienced infertility — meaning they struggled to conceive with a partner for more than a year. Meanwhile, infertility among the general population was as low as 8 percent. The frenetic pace of serving in the military, combined with injuries and toxic exposures, doubles the rate at which service members experience infertility.

Toxic Deployment areas were confirmed and listed in the PACT ACT years after servicemembers left those areas. Due to this delay in confirming the toxicity there should not be a requirement to have something in the veterans medical records showing the infertility was caused by deployment. Veterans only requirement should be to prove they were in fact deployed to the toxic area and /or combat zone.

Over the years, red tape and confusion with approvals and disapprovals has negatively impacted countless veterans who have started the IVF Process under approval and then were later told they were not approved. This has resulted in cases where eggs have been removed from Women Veterans and placed in a freezer, accumulated significant storage fees. The VA should cover the cost of storage and allow the veterans to complete the process. The VA has recently released expanded Reproductive Assistance Access but it still falls short of what Active Duty Service Members are offered.

#### Recommendation

The Enlisted Association of the National Guard of the United States urges Congress to significantly expand veteran access to fertility treatment and counseling options, including assisted reproductive technology like IVF, and to conduct a study on the long-term reproductive health needs of veterans.

#### References

- 1.[White Paper: Expansion of Access to IVF](#) 2.[Rep Brownley Fertility Study](#) 3. [NIH Journal](#)
- 4.[TBI and Pregnancy](#) 5.[TBI Hormone Disregulation](#) 6.[Military.com IVF VA Coverage Issues](#)
- 7.[HB 1957 118<sup>th</sup> Congress](#)

## Proposal Number 24-09D: Reduced Retirement Eligibility Age of Ready Reserve Members

### Description

Reduced retirement eligibility age of Ready Reserve members from 60 years of age minus total active-duty time served.

<b>Proposal Type</b>	<b>Initial Submission Date (if Change/Resubmission)</b>
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New

<b>Submitting State</b>	<b>Co-Sponsoring State(s)</b>	<b>Submission Date</b>
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Ohio

5/4/2024 22:39

### Business Case

Current Public Law allows for the collection of Non-Regular Service Retirement pay at age sixty. If the service member serves on active duty or performs active service (Title 10 § 12301(d)) after January 28, 2008, the eligibility age shall be reduced below 60 years of age, but not below 50 years of age, by three months for each aggregate of 90 days of service in any fiscal year after January 28, 2008, or in any two consecutive fiscal years after September 30, 2014. The current law does not adequately address the sacrifice Ready Reserve members are making during multiple short orders to Active Duty that impact their civilian employment, their families and their own well-being. Early collection of Non-Regular Service Retirement pay should not be limited to service performed in 90-day increments in a one- or two-year period. Retirement pay for Ready Reserve members should begin at 60 years old minus total Title 10 active-duty time served. Eligibility for Retired Pay should take into consideration the total Title 10 active-duty time a National Guard member has accrued throughout the entirety of his or her National Guard career.

### Recommendation

The Enlisted Association of the National Guard of the United States urges Congress to reduce retirement pay for Ready Reserve members at 60 years old minus total Title 10 active-duty time served. Eligibility for Retired Pay should take into consideration the total Title 10 active-duty time a National Guard member has accrued throughout the entirety of his or her National Guard career.

### References

[National Defense Authorization Act for 2008](#)

## Proposal Number 24-10D: Junior Enlisted Pay Raise

### Description

Recognizing the disparity in pay raises and the impact on junior enlisted personnel's quality of life & retention rates.

Proposal Type	Initial Submission Date (if Change/Resubmission)
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New	
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Submitting State	Co-Sponsoring State(s)	Submission Date
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Hawaii		
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		5/9/2024 23:35
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### Business Case

Junior enlisted service members play a crucial role in maintaining the nation's defense and security. Recognizing the disparity in pay raises and the impact on junior enlisted personnel's quality of life and retention rates is imperative. Addressing this issue requires a targeted approach and can be achieved by: (1) Introducing targeted pay raises specifically for junior enlisted service members to address the growing disparity in compensation, (2) Basing pay increases on factors such as rank, experience, and cost of living to ensure fair and competitive compensation for junior enlisted, (3) Establishing a mechanism for regular reviews of the pay structure to identify and address any discrepancies in compensation, (4) Advocating for budget allocations that prioritize fair and equitable compensation for junior enlisted, (5) Recognizing that fair and competitive compensation is essential for enhancing the quality of life for junior enlisted service members and their families, and (6) Emphasizing the importance of fair compensation in retaining skilled and experienced junior enlisted service members, thereby enhancing overall military readiness.

### Recommendation

The Enlisted Association of the National Guard of the United States urges Congress of the United States to enact legislation in support of a junior enlisted pay raise.

### References

[AFSA: A Better Way To Give Pay Raises To Junior Enlisted \(19 March 2024\)](#)

## Proposal Number 24-11D: Guardsmen's Benefit for Early 401(k) Withdrawal

### Description

Allow Guardsmen to make early withdrawals from their 401(k) plans without penalty to pay off the balance of their home loan mortgage.

Proposal Type	Initial Submission Date (if Change/Resubmission)
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New	
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Submitting State	Co-Sponsoring State(s)	Submission Date
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Hawaii		
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		5/9/2024 23:48
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### Business Case

As an essential component of our nation's defense and emergency response capabilities, National Guardsmen dedicate their time, skills, and often put themselves in harm's way to protect and serve our communities. Recognizing their significant contributions and the unique financial challenges they may face, this proposal advocates for a legislative resolution that allows National Guardsmen to make early withdrawals from their 401(k) plans without penalty to pay off the balance of their home loan mortgage. National Guardsmen, like other military personnel, may experience financial strain due to deployments, frequent relocations, and the demands of their service. Balancing their military duties with financial responsibilities, such as mortgage payments, can be challenging. Homeownership provides stability and security for National Guardsmen and their families, contributing to their overall well-being and readiness to serve effectively. While 401(k) plans are designed for long-term retirement savings, allowing early withdrawals for specific purposes, such as mortgage payoff, can provide crucial financial relief and support homeownership goals. By facilitating mortgage payoff, this benefit promotes housing stability and reduces the risk of foreclosure or financial strain for National Guardsmen and their families. Offering this benefit demonstrates the government's commitment to supporting National Guardsmen, enhancing morale, and potentially attracting and retaining talented individuals in the National Guard. The proposed resolution to allow National Guardsmen early withdrawal from their 401(k) plans without penalty for mortgage payoff aligns with our values of supporting our military personnel and promoting financial stability. It addresses a specific financial need faced by National Guardsmen while ensuring responsible use of retirement savings.

### Recommendation

The Enlisted Association of the National Guard of the United States recommends to the Congress of the United States legislation in support of National Guardsmen's benefit to make early withdrawals from their 401(k) plans without penalty to pay off the balance of their home loan mortgage.

## Proposal Number 24-12D: Automatic 100% VA Disability Compensation for National Guard Vietnam Veterans

### Description

Automatic 100% VA Disability Compensation for National Guard Vietnam Conflict Veterans

Proposal Type	Initial Submission Date (if Change/Resubmission)
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New

Submitting State	Co-Sponsoring State(s)	Submission Date
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Hawaii

5/9/2024 23:53

### Business Case

The Vietnam War remains a pivotal chapter in our nation's history, and the veterans who served during this conflict deserve our utmost gratitude and support. Many National Guard Vietnam veterans continue to face significant health challenges related to their service, warranting a legislative resolution to automatically grant them 100% VA disability compensation. This proposal aims to honor their sacrifices, improve their quality of life, and ensure they receive the benefits they deserve. National Guard Vietnam veterans are often affected by a range of service-connected disabilities, including physical injuries, exposure to environmental hazards like Agent Orange, and mental health conditions such as PTSD. Some veterans may not have received appropriate recognition or compensation for their disabilities, leading to financial hardships and barriers to accessing necessary healthcare and support services. Automatic 100% VA disability compensation for National Guard Vietnam veterans reflects our commitment to equity, fairness, and honoring the sacrifices made by these individuals during a challenging period in our nation's history. The proposed resolution for automatic 100% VA disability compensation for National Guard Vietnam Conflict veterans is a vital step toward honoring their service, improving their well-being, and upholding our nation's commitment to caring for those who served.

### Recommendation

The Enlisted Association of the National Guard of the United States recommends to the Congress of the United States legislation in support of Automatic 100% VA Disability compensation for National Guard Vietnam Conflict Veterans.

## Proposal Number 24-13D: Retention of 10% Tinnitus Disability

### Description

For veterans who have not yet received a rating for tinnitus, the new rules could mean they will not be able to get a separate compensable rating for tinnitus.

<b>Proposal Type</b>	<b>Initial Submission Date (if Change/Resubmission)</b>
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New

<b>Submitting State</b>	<b>Co-Sponsoring State(s)</b>	<b>Submission Date</b>
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South Dakota

5/10/2024 11:34

### Business Case

As of fiscal year 2020, more than 1.3 million Veterans were receiving disability compensation for hearing loss, and more than 2.3 million received compensation for tinnitus, according to the Veterans Benefits Administration compensation report.

<https://www.research.va.gov/topics/hearing.cfm>

A proposed VA rule change involves removing the separate rating for tinnitus. If enacted, tinnitus will only be rated in conjunction with its underlying cause, such as hearing loss. For example, if hearing loss is non-compensable (rated at 0%), then tinnitus associated with it could be rated at 10%. However, if the hearing loss is compensable (rated at 10% or more), an additional rating for tinnitus will not be given.

Veterans currently receiving a 10% rating for tinnitus will be “grandfathered in” under the old system, meaning their ratings will not change. However, for veterans who have not yet received a rating for tinnitus, the new rules could mean they will not be able to get a separate compensable rating for tinnitus in the future.

### Recommendation

The Enlisted Association of the National Guard of the United States strongly supports maintaining the 10% veteran disability rating for tinnitus.

### References

[Tucker Law: Article on Proposed VA Rule Change](#)

[VA Proposals: Article 2022](#)

## Proposal Number 24-14D: Retention of Enlistment/Retention Incentives when Accepting T32 AGR or Tech Jobs

### Description

You lose your retention incentives if you accept a T32 AGR or Tech employment, and this is deterring some of the highly qualified individuals from applying.

Proposal Type	Initial Submission Date (if Change/Resubmission)
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New

Submitting State	Co-Sponsoring State(s)	Submission Date
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South Dakota

5/10/2024 11:39

### Business Case

Many incentive contracts are worded differently but they almost always say the you will lose your bonus or other incentive if you accept a T32 AGR or Tech position. The employee pool for these positions seems limited and some of the highly qualified individuals have taken advantage of lucrative bonuses and other incentives and are not willing to give it up for a job.

### Recommendation

The Enlisted Association of the National Guard of the United States urges Congress to allow the retention incentives when hired into T32 AGR and Technician positions.

## Proposal Number 24-15D: Retiree Continued Contributions to the Thrift Savings Plan

### Description

You can roll your TSP to another civilian IRA after separation, but this could be a retention tool if retirees are allowed to continue to contribute.

Proposal Type	Initial Submission Date (if Change/Resubmission)	
Resubmission (21-03)	5/8/2021	
Submitting State	Co-Sponsoring State(s)	Submission Date
South Dakota		5/10/2024 11:50

### Business Case

After you retire you are not able to continue to contribute to your TSP Account. You are able to roll you TSP over to another civilian IRA, but the TSP is a low cost great program and a great benefit to a Soldier. A similar resolution was proposed at the 2019 National EANGUS Conference, Continued Contribution to the TSP after Expiration of Service Obligation, and was voted down by the Resolutions Committee. The discussion was that you need a DFAS paycheck for the payment to come out of. And there was also a lot of talk about how this is a retention tool but if we make it available after leaving the service then it isn't a retention tool. Now that this is changed to Retiree instead of just anyone who ETS', it does have retention potential . The problem will be that traditional guardsmen who retire do not receive their retirement pay until about age 60, and therefore do not have a DFAS paycheck. However, with advancements in technology, I don't see how there couldn't be a solution to this.

### Recommendation

The Enlisted Association of the National Guard of the United States urges Congress to Allow retirees the opportunity to contribute contribution of private funds to existing TSP accounts.

## Proposal Number 24-16D: Military Occupation Compatibility with Civilian Certificates & Skills

### Description

Create or expand ETP for training for Military Occupation Skills that are closely related to civilian education, experience, and training.

Proposal Type	Initial Submission Date (if Change/Resubmission)	
Resubmission (21-04)	5/8/2021	
Submitting State	Co-Sponsoring State(s)	Submission Date
South Dakota		5/10/2024 11:59

### Business Case

Many Military Occupations and Schools are closely related to civilian education, experience, and training requirements that sometimes provide certificates, but not always. It would save an exponential amount of training funds if there were an Exception to Policy when civilian skills correlate with MOS requirements. This could include abbreviated Distance Learning and / or testing to acquire military skill identifications. We don't want to limit this to very specific things like CDL or Journeyman trades but we have support from the National Office to expand the discussion on this topic. In one example, a Soldier who owns and operates a fuel transportation company and has nearly 20 years' experience is still required to complete 4 weeks of MOS Qualification to become a certified army fueler, when an Exception to Policy could be granted. We have the COOL program that helps pay for Soldiers to get civilian certificates but it still doesn't always translate to military certifications.

### Recommendation

The Enlisted Association of the National Guard of the United States strongly supports legislation and policy initiatives which aim to connect the civilian and military skill sets to provide training exemptions and/or certifications for service members.

## Proposal Number 24-17D: Automatic re-enrollment in TRICARE Reserve Select and current dental carrier

### Description

Automatic re-enrollment in TRICARE Reserve Select (TRS) and current dental carrier after Active Duty (AD) time in which TRICARE Prime automatically kicked in.

Proposal Type	Initial Submission Date (if Change/Resubmission)	
Resubmission (21-05)	5/8/2021	
Submitting State	Co-Sponsoring State(s)	Submission Date
South Dakota		5/10/2024 12:04

### Business Case

If you are currently enrolled in TRICARE Reserve Select but go on Active Duty orders for over 30 days, you automatically are enrolled into TRICARE Prime and Active Duty Dental. When your orders end, so does your health and dental insurance and the providers do not remind you that you have to re-apply for TRICARE Reserve Select or dental coverage. Numerous Service Members have re-applied for TRS shortly before their orders ended but their application was not processed because they were on AD orders. There seems to be a large disconnect between DEERS and TRICARE in regards to the length of AD orders. This has left many Service Members and their families without health insurance coverage. This resolution was approved by the body at the 2017 and 2021 National EANGUS conferences but no changes have not yet been approved and therefore we need to continue to push the issue for carriers to auto-enroll Soldiers and Airmen back into TRS and dental coverage following Active Duty service.

### Recommendation

The Enlisted Association of the National Guard of the United States urges Congress to mandate TRICARE and dental carriers to auto-enroll SM's back into TRICARE Reserve Select and dental coverage if you were enrolled before long tour Active Duty orders where TRICARE Prime kicked in.

## Proposal Number 24-18D: Addressing Inequities in the USAF's Career Opportunities On-Line (COOL) Program

### Description

A significant disparity exist within the USAF COOL Program regarding eligibility criteria, particularly for Airmen serving in the Reserve Component.

<b>Proposal Type</b>	<b>Initial Submission Date (if Change/Resubmission)</b>
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New

<b>Submitting State</b>	<b>Co-Sponsoring State(s)</b>	<b>Submission Date</b>
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Kentucky

5/14/2024 17:15

### Business Case

The United States Air Force (USAF) Career Opportunities On-Line (COOL) Program serves as a vital tool in enhancing the skills and employability of Airmen by providing them with opportunities to obtain industry-recognized credentials and certifications. However, a significant disparity exists within the program's eligibility criteria, particularly concerning Airmen serving in the National Guard compared to those on Title 10 orders. Airmen in the National Guard currently excluded from accessing these valuable resources. This exclusion creates a glaring inequity within the USAF, as Airmen serving in different components of the Air Force are not afforded the same opportunities for professional development.

These inequities represent a significant barrier to the professional development and advancement of National Guard Airmen and it is imperative that lawmakers take action to ensure that all Airmen have access to the professional development resources necessary to succeed in their military careers and beyond.

### Recommendation

The Enlisted Association of the National Guard of the United States urges Congress to urge the USAF to review it's policies regarding eligibility of Airmen in the Reserve Components to participate in the USAF COOL Program.

### References

[Whitepaper: Inequities in Benefits within USAF COOL](#)  
[Title 31 USC 1105\(a\)](#)

## Proposal Number 24-19D: Ensuring Full Military Retirement Pay for Veterans with Disabilities

### Description

Currently, military retirees who also receive VA disability pay face a reduction in their retirement benefit if they are less than 50% disabled.

Proposal Type	Initial Submission Date (if Change/Resubmission)
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New

Submitting State	Co-Sponsoring State(s)	Submission Date
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Kentucky

5/14/2024 17:30

### Business Case

The men and women who have served in the United States Armed Forces have made significant sacrifices in defense of our nation. Many have returned from their service with injuries and disabilities incurred during their time in uniform. As a gesture of gratitude and recognition for their sacrifice, veterans are entitled to certain benefits to support them after their military service has concluded.

However, under current legislation, disability benefits offset, or reduce, the retiree's retirement pay unless the VA disability rating is 50% or higher. This policy creates unjust financial penalties for veterans with disabilities and undermines the principles of fairness and equity. By enacting legislation to allow for full concurrent receipt of military retirement and VA disability compensation, we can uphold our commitment to those who have bravely served our nation.

### Recommendation

The Enlisted Association of the National Guard of the United States urges Congress to eliminate the current practice of penalizing a military retiree's pay if they are considered less than 50% disabled by the VA by granting full concurrent receipt of VA disability compensation and military retirement pay.

### References

[White Paper: Full Concurrent Receipt](#)

Title 38 USC [section 5304](#) and [5305](#); Title 10 USC [section 1414\(b\)](#)

## Proposal Number 24-20D: Transfer GI Bill Benefits After Retirement

### Description

Allow service members who retire to transfer their benefits without any further service obligation.

Proposal Type	Initial Submission Date (if Change/Resubmission)
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New

Submitting State	Co-Sponsoring State(s)	Submission Date
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Nebraska

5/14/2024 21:30

### Business Case

Currently service members are able to transfer Post-9/11 GI Bill benefits to a dependent family member if they have been on active duty or in the Selected Reserve and meet all of the following requirements: 1) Completed at least 6 years of service on the date your request is approved, and 2) agree to add 4 more years of service, and 3) The person getting benefits is enrolled in the Defense Enrollment Eligibility Reporting System (DEERS).

This negatively impacts soldiers who are at or near retirement and want to transfer benefits to dependents that they have later in life. Service members may have earned this benefit prior to starting a family and should be allowed to transfer those benefits as their family circumstances and needs dictate.

### Recommendation

The Enlisted Association of the National Guard of the United States urges Congress to allow service members who have reached retirement to transfer benefits to dependents that they have later in life and not accrue a further service obligation.

### References

<https://www.va.gov/education/transfer-post-9-11-gi-bill-benefits/>

## Proposal Number 24-21D: Disparity in Buying Back Title 32 AGR Service: Title 32 / 5 Tech Retirement

### Description

Current FERS Policy/Code does not allow the Title 32 nor Title 5 Technician to buy back any Title 32 AGR service for use towards retirement.

Proposal Type	Initial Submission Date (if Change/Resubmission)
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New

Submitting State	Co-Sponsoring State(s)	Submission Date
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Virginia

5/14/2024 23:13

### Business Case

All National Guard members that have performed any Title 32 Active Guard/Reserve (AGR) and then convert to either a Title 32 MILTECH, Title 32 NDS, or Title 5 NDS employee in the FERS Retirement system cannot "buy back" their service period under AGR 32 to use towards a federal retirement under current FERS Policy / USC. The reason stated in all "dated" Policies and USC is that Title 32 AGR is "State Active Duty", yet any Title 32 AGR member can retire at 20 years AFS and immediately receive all Title 10 retirement benefits. Since "buying back" said service in essence reimburses the US Government for retirement-related costs by the Service-member, the federal government's budgetary impact is significantly reduced. This disparity needs to be investigated and corrected for future Guard members.

### Recommendation

The Enlisted Association of the National Guard of the United States urges Congress to correct the disparity in the computation allowance of Title 32 AGR Service towards Title 32 MILTECH, Title 32 NDS, and/or Title 5 NDS retirement.

### References

[FERS Policy, Chapter 22, Creditable Military Service](#)

## Proposal Number 24-22D:

### Support of the Servicewomen and Veterans Menopause Research Act

#### Description

Urge Congress to enact H.R. 7596 “Servicewomen and Veterans Menopause Research Act”

Proposal Type Initial Submission Date (if Change/Resubmission)

New

Submitting State Co-Sponsoring State(s) Submission Date

NGB Title 10

Ohio

5/26/2024 15:34

#### Business Case

Medical readiness is one of the top issues with respect to the deployability of the National Guard. During the 118th Congress, H.R. 7596 “Servicewomen and Veterans Menopause Research Act”, was introduced to conduct research related to menopause, perimenopause, or mid-life women’s health, and for other purposes. We realize the biggest hurdle for this legislation is the offset of appropriations because funding has not previously been provided to the DoD or VA for this research, but we believe that the benefit far exceeds the expense.

Traditional Guardsmen are eligible to serve up until the age of 60. The transition into menopause typically occurs in women between the ages of 45 – 55 and lasts for about 7 years. Women have traditionally been underrepresented in medical research. Comprehensive research into menopause and perimenopause is needed to highlight the physical, biological, psychological, and social changes that occur in National Guard Servicewomen during midlife, and the impacts on their health.

Implementation of research programs related to menopause, perimenopause, or mid-life women’s health will provide data and knowledge about the current health of all National Guard Servicewomen and Women Veterans to enable the Defense Health Agency and the Veterans Affairs Center for Women Veterans provide women specific healthcare and services required.

#### Recommendation

The Enlisted Association of the National Guard of the United States urges Congress to pass H.R. 7596 “Servicewomen and Veterans Menopause Research Act” or subsequently introduced legislation, and direct the Secretaries of Defense and the Veterans Affairs to take specific steps regarding research related to menopause, perimenopause, or mid-life women’s health, and for other purposes.

#### References

[H.R. 7596 “Servicewomen and Veterans Menopause Research Act”](#)

## Proposal Number 24-23D: EANGUS Information Clearinghouse, re: "Defend the Guard Act"

### Description

Requesting EANGUS to monitor state legislation of Defend the Guard Act and share information with all states

Proposal Type	Initial Submission Date (if Change/Resubmission)
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New

Submitting State	Co-Sponsoring State(s)	Submission Date
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Montana

5/27/2024 09:51

### Business Case

The [10th Amendment Center](#) and [Defend the Guard](#) organization have introduced dangerous legislation in more than 38 states. To date, none have passed the legislature. According to the Defend the Guard website, "Defend the Guard legislation would prohibit a state's National Guard units from being deployed into active combat without a formal declaration of war by Congress, as provided by the U.S. Constitution." While the intended purpose of the legislation is laudable, requiring a governor to withhold the state's National Guard from federal activation, is not a productive way to address the constitutional issue. The result of a governor withholding troops from federal activation would result in the respective service branch reallocating critical missions from that offending state to a state without such a law. This would effectively 'DEFUND' the losing state's national guard. Constant crosstalk among the several states is a must, as this legislation will continue to be presented in the future. EANGUS could act as a clearinghouse relaying current information from each state facing this challenge with all EANGUS states/territories/districts.

### Recommendation

That EANGUS provide to all member states timely and accurate information that it receives from state associations concerning Defend the Guard Act legislation introduced in the respective state.

### References

<https://tenthamentendmentcenter.com/legislation/defend-the-guard/>

## Proposal Number 24-24D:

### Payroll Allotments for National Guard and Reserve Members

#### Description

Members of the National Guard/Reserve should be afforded the same opportunity as the active component when it comes to military pay allotments.

Proposal Type	Initial Submission Date (if Change/Resubmission)
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New	
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Submitting State	Co-Sponsoring State(s)	Submission Date
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Arizona		
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		5/31/2024 15:12
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#### Business Case

Active-duty members may elect to have allotments taken from their military pay for various reasons, such as to pay off military loans or pay insurance premiums. Currently, National Guard and Reserve members are excluded from the ability to have allotments, with one exception. The Financial Management Regulation DOD 7000.14 states that the reason for this disparity is because of “DJMS-RC system limitations”, however, we know that having an allotment taken from a National Guard member’s military pay is technically possible because an exception has already been made for the State Sponsored Life Insurance (SSLI) allotment.

The referenced “system limitations” are old limitations that simply exist in regulation and policy which have not been addressed. With the extent of technology and automation today, we believe that the current financial system can and should be updated to provide National Guard/Reserve members the opportunity to have an allotment taken from their pay. It is understood that there may be occasions when a National Guard/Reserve member doesn’t receive a monthly paycheck due to not having drill, being excused from drill, or other recoupment of pay, etc., however, those electing an allotment would have to understand the impact this non-pay status would have on their allotment, which could include potential catch-up deductions the following month. This impact would be no different than what would happen to an active-duty member’s allotment if they go AWOL or a complete government shutdown were to occur.

#### Recommendation

The Enlisted Association of the National Guard of the United States urges Congress to ensure that National Guard and Reserve members have the same opportunity as an active-duty member when it comes to having allotments established from their military pay.

#### References

[White Paper: Pay Allotments for NG/Reserve Members](#)

[DOD 7000.14-R Financial Management Regulation Volume 7A, Chapter 57](#)

## Proposal Number 24-25D: Saving Tuition Assistance and Education Benefits

### Description

Urging the U.S. Army and Air Force to expand, rather than reduce, existing educational benefits.

Proposal Type	Initial Submission Date (if Change/Resubmission)
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New

Submitting State	Co-Sponsoring State(s)	Submission Date
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Florida

7/25/2024 15:13

### Business Case

The Army Credentialing Assistance program is a major benefit for enlisted soldiers seeking to obtain credentials and qualifications for their civilian and military careers. However, the Army is currently looking to cut the program's coverage from \$4,000 to only \$1,000 annually and never to exceed \$4,000 across a career. This major cut would drastically affect the program's usage, benefits, and objectives.

Education is one of the top reasons for service members to join the military. National Guard soldiers and airmen serve their country in both military and civilian capacities. The ability to continue gaining credentials and furthering their own proficiency at no cost to themselves is a major retention tool that needs to continue. Cutting the program to one-time use or limited funding will negate any retention potential and the ability to cover the cost of even basic credentials.

### Recommendation

The Enlisted Association of the National Guard of the United States calls on the U.S. Army and Air Force to expand, rather than reduce, existing educational programs. This expansion will enhance retention, education, and overall improvement for our service members.

### References

<https://eangus.org/could-a-new-army-education-funding-policy-lead-to-less-certifications-for-soldiers/>

<https://www.military.com/daily-news/2024/04/01/army-eyes-dramatic-cuts-key-education-benefits-soldiers.html>

<https://www.military.com/daily-news/2024/04/08/army-weighing-cuts-tuition-assistance-move-could-slash-benefits-used-100000-soldiers-annually.html>

## Proposal Number 24-26D: Wearable Less-Than-Lethal Tactical Response Systems

### Description

Urging Congress to increase funding for the development and production of wearable, less-than-lethal response systems.

Proposal Type	Initial Submission Date (if Change/Resubmission)
New	

Submitting State	Co-Sponsoring State(s)	Submission Date
Florida		7/25/2024 15:13

### Business Case

The U.S. Army and Marine Corps are working to reduce the weight of gear worn or carried in combat (see GAO White Paper GAO-17-431, May 2017). Ground personnel currently carry an average of 120 lbs of gear. A large portion comes from personal protective equipment (PPE), such as vests, hard and soft armor, and helmets. Additional equipment includes cell phones, cameras, radios, ammunition, weapons, food, water, and miscellaneous items. Efforts are underway to integrate equipment and explore initiatives like improved logistics, aerial delivery capabilities, and load transfer systems to lessen this burden.

This proposal suggests exploring wearable less-than-lethal tactical response systems (WLLTRS), which integrate a ballistic exoskeleton worn on the forearm. Basic models operate as stand-alone data terminals and communication hubs with a high-resolution, low-power AMOLED screen interface. Features include situational awareness location information, HD camera/recording, mapping, identification/targeting laser, visual disruptor/illumination, and 750KV drive stunner. Customizable features include facial recognition, FLIR camera, TASER, and detection of explosives, toxic airborne chemicals, illicit drugs, and cell phones. The goal is to reduce the weight carried by service members and ensure a comfortable fit.

### Recommendation

The Enlisted Association of the National Guard of the United States urges Congress to increase funding for the development and production of WLLTRS. Meet the intent of the National Defense Authorization Agreement and GAO-17-431 to reduce the weight of PPE and other carried items while enhancing ground forces' capabilities in security, crowd control, corrections, law enforcement, and combat scenarios.

### References

<https://www.gao.gov/assets/gao-17-431.pdf>

## Proposal Number 24-27D: Safety Beacon

### Description

Urging the U.S. Army and Air Force to allocate funding for personal light beacons for service members.

<b>Proposal Type</b>	<b>Initial Submission Date (if Change/Resubmission)</b>
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New

<b>Submitting State</b>	<b>Co-Sponsoring State(s)</b>	<b>Submission Date</b>
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Florida

7/25/2024 15:13

### Business Case

Ensuring the safety of U.S. service members and mitigating training or combat hazards is a top priority. One effective measure is the use of small individual light beacons capable of marking individuals or locations with visible and/or infrared (IR) spectrum lighting. These beacons enable service members and commanders to operate in low-to-no-light conditions and improve personnel recovery efforts.

Historically managed by aviation officers, the need for small, non-intrusive beacons for daily training and combat operations has become critical for safety and survivability. These beacons are essential for preventing service members from becoming lost during training, such as land navigation exercises, or injured in vehicle accidents during black-out operations. The beacons should be small, not exceeding two inches in any dimension, and capable of attaching securely to field gear or a physical fitness uniform. They should also be rechargeable via a standardized connection, such as USB-C, and can operate continuously for 21 days (3 weeks) of night operations. Implementing these beacons will significantly enhance the safety and effectiveness of service members in both training and combat scenarios.

### Recommendation

The Enlisted Association of the National Guard of the United States urges the U.S. Army and Air Force to allocate funding to provide small individual light beacons for all service members to utilize during training and combat scenarios.

## Proposal Number 24-28D:

### Commendation of the National Guard Association of Michigan and Auxiliary, the State of Michigan, and the City of Detroit

#### Description

EANGUS commendation and show of appreciation for the hosting association, auxiliary, state, and city.

Proposal Type	Initial Submission Date (if Change/Resubmission)
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New

Submitting State	Co-Sponsoring State(s)	Submission Date
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EANGUS Committee on Resolutions

8/20/2024

#### Business Case

The 53<sup>rd</sup> Annual Conference of the Enlisted Association of the National Guard of the United States met at the Huntington Place Convention Center in Detroit, Michigan, from August 18 to 21, 2024. The National Guard Association of Michigan and Auxiliary, in partnership with the State of Michigan, and the City of Detroit, warmly welcomed their fellow National Guard members, their spouses, and guests. The unwavering commitment and hard work of the Detroit Conference Committee significantly enhanced the Annual Conference experience, making it both highly successful and memorable.

#### Recommendation

The Enlisted Association of the National Guard of the United States extends its heartfelt appreciation and commendation to the National Guard Association of Michigan and Auxiliary, the State of Michigan, and the City of Detroit for their exceptional support and hospitality. Their efforts have truly elevated the 53<sup>rd</sup> Annual Conference into an unforgettable experience for all attendees.