

Massachusetts National Guard Regulation (MANG) 2026-05

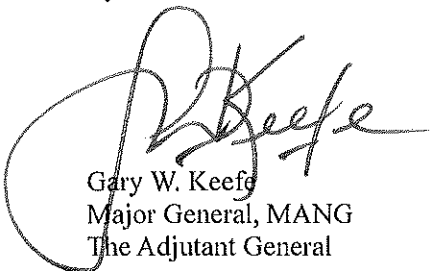
STATE ACTIVE DUTY (SAD)

**Joint Force Headquarters
Departments of the Army and the Air Force
Massachusetts National Guard
Massachusetts Military Division
Hanscom AFB, MA
3 June 2026**

Summary of Change

There are no changes, this is the first version of this regulation.

By Command of The Commander-in-Chief:



Gary W. Keefe
Major General, MANG
The Adjutant General

History. This printing establishes a new MANG Regulation. All other MANG previous publications related to State Active Duty procedures are hereby rescinded. This publication has been organized to make it compatible with an electronic publishing format.

Summary. This regulation prescribes the Massachusetts State Active Duty (SAD) policy, criteria, and administrative instructions concerning management of State Active Duty for members of the Massachusetts National Guard, State Military Division, and the Massachusetts Organized Militia. The Governor of the Commonwealth will activate the elements of the Organized Militia in coordination with The Adjutant General of Massachusetts (TAG-MA) in accordance with the following Massachusetts General Laws (MGL):

1. MGL Ch. 33 Section 38: Use of militia; escort duties; emergencies.
2. Acts of 2000 MGL CH 33 Section 39: Use of the militia outside of the Commonwealth. (EMAC)
3. MGL Ch. 33 Section 41: Aid by armed forces to the civil authority in cases of riot, natural disaster or catastrophe or when necessary to preserve order and afford protection to persons and property; powers and duties of military police forces of the national guard.

Applicability. The provisions of this regulation are applicable, in its entirety, to all members of the Massachusetts Organized Militia, to include the Massachusetts National Guard as pertaining to members serving on State Active Duty.

Proponent and exception to policy. The proponent and exception authority of this regulation is The Adjutant General.

Supplementation. Supplements to this publication are not authorized without written consent of the proponent.

Suggested Improvements. Users of this publication are invited to send comments and suggested improvements in memorandum format direct to The Adjutant General, JFHQ-MA, Hanscom AFB, MA 01731.

Distribution. Electronic media only.

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Chapter 1 Introduction

1.1 Purpose

a. This regulation provides procedural guidance for the activation, management, and administration of personnel of the Massachusetts National Guard and Organized Militia that are called to State Active Duty (SAD) in the Commonwealth of Massachusetts. It is designed to ensure operational readiness, lawful procedures, and fair treatment of personnel serving under Massachusetts General Law Chapter 33 (MGL c. 33).

b. This regulation also governs the actions of state officials involved in the management and oversight of SAD operations, including the Governor, The Adjutant General, and other relevant state agencies. The provisions within this regulation are binding for all personnel serving on SAD, regardless of rank, duty assignment, or mission, and are intended to ensure compliance with state laws and regulations while fulfilling state service.

c. This regulation does not address:

- (1) National Guard activities performed under authority of Title 10, United States Code.
- (2) National Guard activities performed under authority of Title 32, United States Code.
- (3) Federal employee and Federal employment considerations.

1.2 References

Required and related publications and prescribed and referenced forms are listed in Section I.

1.3 Explanation of Abbreviations and Terms

Abbreviations and Acronyms used in this regulation are explained in the Glossary.

1.4 Responsibilities

a. The Governor of the Commonwealth of Massachusetts is the Commander in Chief of all personnel serving on SAD.

b. The Adjutant General (TAG) is the overall military authority for SAD personnel. TAG may delegate authority for a non-emergent SAD request and approval process as defined in Annex A.

c. Military Division Assistant Adjutant General/Executive Officer or designee will oversee SAD systems of record and publish all SAD orders as defined in Annex B.

Chapter 2 Organization

2.1 Proponent

The proponent and exception authority of this regulation is The Office of The Adjutant General.

2.2 Definitions

a. **Military Division of the Commonwealth:** The State Military Division refers to the state organizational body established under MGL c. 33, sec. 15 to manage the activities of the Massachusetts National Guard and other military forces within the Commonwealth. The State Military Division is composed of the Office of The Adjutant General, Assistant Chief of the State Staff, Assistant Adjutants Generals (4), Office of the State Quartermaster, State Staff Judge Advocate, State Surgeon, State Inspector General, and Commonwealth civilian employees.

b. **Organized Militia:** The organized militia refers to the active units of the Massachusetts National Guard, including both Army and Air National Guard components, as well as any additional forces that may be organized under the authority of MGL c. 33, sec 4.

c. **Retired List:** As a component of the Organized Militia, the Retired List, commonly referred to as the State Retired List or SRL, is a registry of eligible individuals who retired from service in the Massachusetts National Guard. Members of the State Retired List are eligible to perform SAD under the authority of MGL c. 33, sec 33.

d. **Armed Forces of the Commonwealth:** The Armed Forces of the Commonwealth shall consist of the active drilling National Guard, Army and Air, the Inactive National Guard (ING), Army and Air, and, whenever necessary, a state defense force or similar organization composed as the commander-in-chief may prescribe under the authority of MGL c. 33, sec 10.

Chapter 3

Roles and Responsibilities

3.1 General

a. **Governor.** Serves as the Commander-in-Chief of the Massachusetts National Guard.

(1) Through The Adjutant General (TAG), the Governor provides all design, oversight, and strategic guidance of all SAD Activities.

(2) The Governor ensures the availability of state-level resources, including funding, equipment, and personnel, to meet the demands of SAD missions.

(3) The Commander-in-Chief shall have the authority to order out the Armed Forces of the Commonwealth to repel an invasion or to suppress an insurrection made or threatened within the Commonwealth under the authority of MGL c. 33, sec 40.

(4) The Commander-in-Chief may order out any part of the organized militia for escort and other duties including special duty and emergency assistance to state and local civil authorities in the preservation of life and property under the authority of MGL c. 33, sec 38.

(5) The Commander-in-Chief may issue an order directed to The Adjutant General to order any command to appear at a time and place specified in the order to aid civil authority in suppressing violations of law, preserving order, affording protection and supporting the laws if one (1) of the following situations occurs: under the authority of MGL c. 33, sec 41.

(a) the case of tumult, riot, mob or body of persons acting together by force to violate or resist the laws of the Commonwealth or when such tumult, riot, or mob is threatened;

(b) in case of public catastrophe or natural disaster;

(c) if the usual police provisions are inadequate to preserve order and afford protection to persons and property; or

(d) if additional support to civilian law enforcement is necessary. The order may be issued upon the initiative of the Commander-in-Chief.

b. **The Adjutant General (TAG).** Serves as the immediate and primary advisor to the Commander-in-Chief on all matters relating to the Military Forces of the Commonwealth and shall be charged with the planning, development, and deployment of the military forces of the Commonwealth.

(1) The Adjutant General appoints all military commanders and provides guidance, direction, and supervision of Massachusetts National Guard forces during State Active Duty missions. TAG is responsible for the overall administration, training, and readiness of the Massachusetts National Guard. TAG advises the Governor on matters related to SAD and directs the operational activities of personnel activated under SAD orders. TAG oversees the development and implementation of policies, procedures, and systems for managing the state's military forces, including their recruitment, retention, and readiness under the authority of MGL c. 33, sec 15.

(2) The Adjutant General serves as the executive and administrative head of the Military Division of the Commonwealth and serves as the Chief of the State Staff.

(a) The Adjutant General shall direct the State Staff to support the mobilization and demobilization of the Massachusetts National Guard and the organized militia for use in the national defense and for state defense, and emergencies.

(b) Through the State Staff, TAG will oversee and manage the daily manpower requirements and finance operations of SAD missions.

(c) To enter SAD for the Commonwealth of Massachusetts, Service Members must have and maintain their own health insurance in compliance with state law (830 CMR 111M). Members of the Armed Forces of the Commonwealth are eligible to be called to SAD. Members may serve in or augment other components of the Massachusetts National Guard whenever directed by the Commander-in-Chief or The Adjutant General (TAG). The Commander-in-Chief or TAG may require military members to serve on military boards, courts of inquiry, courts-martial, or perform any other duties required by SAD.

(d) The Adjutant General will provide the Commander-in-Chief with recommendations for the termination of SAD missions and terminate SAD upon approval by or order of the Commander in Chief.

3.2 Massachusetts Code of Military Justice (MCMJ) and Immunity for Lawful Acts

a. Purpose. The MCMJ governs the conduct of personnel while serving on SAD and ensures accountability for violations of military law under the authority of MGL c. 33A.

b. Provisions. The MCMJ covers a range of offenses, including insubordination, desertion, and misconduct. Violations may result in disciplinary actions, ranging from reprimands to dismissal. TAG has the authority to convene courts-martial to address serious breaches of military discipline under MGL c. 33A.

c. Immunity from liability for damages caused while performing SAD. No officer or enlisted person shall be held liable, for any damage to property or injury to any person, including consequential death, caused by them or by their order, while performing any military duty lawfully ordered under SAD authority, unless the act or order causing such damage or injury was manifestly beyond the scope of authority of such officers or enlisted persons and except as otherwise provided by MGL c. 258, under the authority of MGL c. 33, sec 53.

3.3 Status of Service Members on State Active-Duty

a. Contractor Status. A Service Member on SAD is not considered an employee of the Commonwealth of Massachusetts. Instead, they serve in the capacity of an independent contractor while performing duties under state activation.

b. Ineligibility for State Benefits. As independent contractors, Service Members on SAD are not eligible for standard employee benefits, including but not limited to state sponsored health insurance. Time spent on SAD does not contribute to the accrual of benefits under the Commonwealth's state retirement system or pension plans.

c. Clarification of Compensation. Compensation on SAD is provided solely in the form of SAD pay, as determined by the Commonwealth's established pay scale for military personnel and does not entitle the service member to other benefits typically afforded to state employees.

Chapter 4 Personnel Policies

4.1 State Active Duty

a. SAD personnel are subject to performance of State Active Duty by direction of TAG for specific duties in accordance with MGL ch. 33. SAD personnel will be notified through email, text or phone call by their military unit chain of command.

b. Prior to entering SAD Duty service members must be a member in good standing and medically cleared for SAD by their unit commander. Service Members must ensure that their name, employee identification number, home address, phone number, and banking information (routing and account number) are accurate in the Activate Respond Recover Operate (ARRO) system. Each Service Member's Periodic Health Assessment (PHA) must be current in the Medical Electronic Data Care History And

Readiness Tracking (MEDCHART) prior to SAD orders issuance. It is recommended that this be confirmed by an organized SAD Joint Reception, Staging, Onward Movement and Integration (JRSOI).

c. Eligibility. All members of the Massachusetts National Guard in good standing are eligible for SAD. Eligibility may also extend to retired personnel on the State Retired List for specialized roles, as directed by TAG

d. In-processing. SAD personnel will complete an in-processing procedure, including medical evaluation, issuance of equipment, and receipt of SAD orders. Personnel will receive specific mission briefings and undergo readiness checks before deployment.

e. All inquiries regarding state entitlements will be directed to the Military Division - Human Resources Office.

f. Health Insurance Compliance. All Service Members called to SAD are required to comply with MGL regarding health insurance, specifically the mandate under 830 CMR 111M, which requires all residents to maintain minimal essential health coverage. During in-processing for SAD, Service Members will be required to verify their compliance with health insurance mandates by providing proof of current health insurance coverage. Service Members without health insurance will be informed of their obligation to obtain coverage and may be directed to resources that assist with enrolling in state-sponsored health plans or TRICARE. Service Members without health insurance will not be placed in a SAD status and are ineligible for SAD missions and orders.

g. Soldiers and Airmen on SAD orders will adhere to dress and personal appearance standards from military applicable regulations (Army: AR 670-1; Air Force: AFI 36-2903).

4.2 Reemployment Rights under The Uniformed Services Employment Rights Act (USERRA) and MGL c. 33 section 13.

a. USERRA Protections. USERRA ensures that individuals called to SAD will retain reemployment rights. Employers are required to reemploy returning Service Members in the position they would have attained had they not been absent for SAD.

b. MGL c 33, section 13. Massachusetts law provides additional reemployment protections, mandating that service members returning from SAD are entitled to reinstatement to their civilian jobs, with the same seniority, pay, and benefits they would have earned if continuously employed. USERRA is a federal law that establishes rights and responsibilities for uniformed Service Members and their civilian employers.

c. Pursuant to Public Law 116-315 "Veterans Health Care and Improvement Act," USERRA coverage was extended to National Guard members serving on State Active-Duty.

d. For assistance regarding State Active-Duty (SAD) related issues with their civilian employer, Service Members may contact:

(1) Military Division - Human Resources Office at 339-202-3947.

(2) Employer Support of the Guard and Reserve (ESGR) Office- A representative can be reached during normal business hours (Mon thru Fri. 8am-6pm EST) by calling 800-336-4590 or at <https://www.ESGR.mil>.

e. State Active Duty for the purpose of USERRA protections means National Guard training or other duty, other than inactive duty, performed under the authority of the Governor of a State. It does not include duty performed under Federal authority (such as Title 10 or Title 32), nor duty for which the National Guard Member is entitled to pay from the Federal Government.

4.3 Pay and Allowances

a. National Guard Service Members serving on State Active-Duty (SAD) are entitled to pay and allowances at the rate commensurate with their rank and years of service or \$200 per day, whichever is higher. BAH Type II will be included for orders 30 days or less, BAH Type 1 and BAS will be paid for orders over 30 days in accordance with DOD Pay and Allowance guidance. BAH is based on the members' Home of Record (HOR) zip code.

b. State Retired List (SRL) personnel on SAD will be paid commensurate with their rank plus two years. All other benefits will pertain to organized militia and SRL members on SAD.

c. Service members will be paid IAW the State payroll cycle. This cycle with required actions will be published in military orders. National Guard personnel must be enrolled in the Commonwealth of Massachusetts Human Resources Compensation Management System (HR/CMS), a state database; direct deposit is required. Information to support HR/CMS enrollment must be submitted to the Service Member's unit where ARRO will be updated by an authorized operator in the Service Member's military chain of command. Individual performance of duty will be certified in ARRO at the lowest level possible (e.g., the supervisory level where personnel attendance can be directly verified – flight/company level)

d. In accordance with MGL Chapter 33, Section 83b the minimum pay rate is \$200/day. Any Service Member whose federal rate of pay exceeds \$200/day will receive the rate of pay commensurate with their federal rank and years of service. Service Members' pay will be deposited bi-weekly. An Administrative NCO assigned by the SAD military headquarters will track SAD personnel daily and submit time sheets through ARRO to the SAD military headquarters for certification.

e. Self Service Time and Attendance (SSTA) is a resource for personnel to access and/or update information regarding their pay, W-2, W-4, direct deposit and paycheck history. Instructions can be located at <https://hrcms-prod.mass.gov>

4.4 Drill, Inactive Duty Training (IDT), Annual Training

a. Soldiers and Airmen may attend military Drill/IDT as SAD mission requirements allows, without an interruption to their SAD order, to maintain individual and unit readiness. Service Members may concurrently receive federal Drill/IDT and SAD pay.

b. Service members may attend Annual Training with their military units of assignment, if SAD mission requirements allow. Soldiers and Airmen will not be paid concurrently for both Annual Training and SAD. SAD orders, for Soldiers or Airmen who attend Annual Training, will be amended. Soldiers and Airmen will resume SAD upon completion of military training if the SAD military headquarters requires the members' service.

4.5 State Disability Board

The State Disability Board will oversee and determine the eligibility for disability benefits in cases where personnel sustain injuries or illnesses during SAD. Personnel injured while on SAD may file a claim with the State Disability Board. The board will conduct a thorough review of the medical and incident reports. Approved claims will entitle personnel to unpaid or out-of-pocket medical expenses not covered by insurance, state disability benefits, rehabilitation services, and continued medical care as deemed necessary.

4.6 Injury, Illness and Disability

a. Personnel who are injured while performing SAD duties may be eligible for financial reimbursement and compensation following a formal review by the State Disability Board. Any injury sustained while on SAD orders, requires a completed Line of Duty (LOD) checklist and Form 2173 that will be forwarded to Office of The Adjutant General. The Adjutant General will convene a State Disability Board to determine reimbursement and compensation to be paid to Service Member.

(1) All medical charges will be submitted to the Service Member's medical insurance company. Any balance or required co-payment bills will be forwarded to the Office of the Adjutant General – State Disability Board.

(2) If a Service Member is unable to return to his/her civilian employer due to an injury sustained while performing SAD, the State Disability Board will review and determine eligibility for continued compensation and benefits. The State Surgeon will provide a physical and submit findings and recommendations to the State Disability Board for review.

b. Required documents for a State Disability Board packet: Memorandum to Disability Board from Sub-Major Command/Wing Commander outlining the facts of the claim and amount owed to Service Member, SAD order, sworn statements and incident reports, medical documentation, proof of Service Member's health insurance, copy of expenses not covered by Service Member's insurance company.

4.7 Military Police and Security Forces

While on SAD, Army Military Police and Air Force Security Forces of the National Guard, may exercise all the powers of constables, except service of civil process, and of police officers and, when ordered to perform law enforcement duties, shall appear for duty armed and equipped as ordered, under the authority of MGL c. 33, sec 41.

a. At all times upon all land and buildings held for military purposes and all other military property of the commonwealth; or

b. When on duty within the commonwealth under MGL c. 33 provided, however, that all such military police and security forces shall hold the appropriate law enforcement occupational specialty as certified by the armed forces of the United States.

4.8 State Awards and Decorations

State Awards. The Commonwealth of Massachusetts through TAG recognizes exceptional service and accomplishments through several state-specific awards, such as the, under the authority of MGL c. 33, sec 67.

a. Massachusetts Medal of Valor

The Adjutant General and 2 Field Grade Officers of the Armed Forces of the Commonwealth, detailed by the Commander-in-Chief, shall act as a Medal of Valor commission and may receive recommendations, through military channels, for the award of the Medal of Valor to members of the Organized Militia of the Commonwealth, who, by reason of conspicuous gallantry at the risk of their own life, above and beyond the call of duty, while on military service, are recommended for the award of said Medal of Valor.

b. Massachusetts Military Medal

A General Officer and 2 Field Grade Officers of the Armed Forces of the Commonwealth, detailed by the Commander-in-Chief, shall constitute a commission to receive recommendations, through military channels, for the award of the Massachusetts military medal to a member of the Organized Militia of the Commonwealth who, while on military service, performed a singularly meritorious act of heroism which distinguished that service member above peers but to a lesser degree than that required for awarding of the Medal of Valor.

c. Massachusetts Medal of Merit

A General Officer and 2 Field Grade Officers of the Armed Forces of the Commonwealth, detailed by the Commander-in-Chief, shall act as a Massachusetts Medal of Merit commission, and may receive recommendations, through military channels, for the award of the Medal of Merit to members of the Organized Militia of the Commonwealth, the United States, any other State or Territory of the United States or any other country who have distinguished themselves by exceptionally meritorious conduct in performing outstanding services while members of the Organized Militia of the Commonwealth, the United States, any other State or Territory of the United States or any other country.

d. Massachusetts Commendation Medal

A General Officer may receive recommendations, through military channels, for the award of the Massachusetts Commendation Medal to members of the Organized Militia of the Commonwealth, the United States, any other State or Territory of the United States or any other country who have distinguished themselves by heroism, meritorious achievement or meritorious service while members of the Organized Militia of the Commonwealth, the United States, any other State or Territory of the United States or any other country.

e. Massachusetts Achievement Medal

A General Officer may receive recommendations, through military channels, for the award of the Massachusetts Achievement Medal to members of the Organized Militia of the Commonwealth, the United States, any other State or Territory of the United States, or any other country who have distinguished themselves by meritorious service or achievement to a lesser degree than required for award of the commendation medal while members of the Organized Militia of the Commonwealth, the United States, any other State or Territory of the United States, or any other country.

Commissions constituted under subsections (b), (c) and (d) shall, after careful investigation, report their findings and recommendations to the Commander-in-Chief, who, if the award appears justified, shall confer upon the member the medal recommended.

Not more than 1 Medal of Valor, Massachusetts military medal, Medal of Merit, commendation medal or achievement medal shall be awarded to any person; provided, however, that a suitable device shall be awarded, under the same conditions.

**Chapter 5
Sustainment**

5.1 Travel and Per Diem

a. While on SAD, personnel will follow Military Division rules and processes for travel and per diem pay.

b. Personnel will not use the Defense Travel System (DTS) or individual government travel card for travel or any reason while on SAD.

c. Billeting. If required, billeting will be arranged through the appropriate SAD chain of command with the Military Division Contracting Office.

(1) The requirement/operation will have designated points of contact within the Military Division Contracting Office.

(2) The assigned designee from the SAD chain of command will be prepared to provide information such as the required quantity of rooms, number of male/female personnel for appropriate room reservations, and any operational considerations.

(3) No billeting arrangements will be completed without Military Division State Staff contracting office approval.

d. Receipts. If travel while on SAD is authorized, hard copy receipts must be submitted to substantiate all travel and per diem costs. Details regarding the submission process and timeline will be provided by the authorizing official or published via the military orders process.

e. Vehicles. Personnel on SAD may only use Federal vehicles and other Federal equipment (e.g., General Services Administration (GSAs) vehicles) with prior approval.

(1) Use of Federal vehicles or equipment will be requested, considered, and either approved or disapproved during the process outlined in Annex A (SAD Request and Approval Process), or it will be specified via the military orders process.

(2) Assigned SAD personnel/units are responsible for documenting reimbursable costs for such use of Federal vehicles or equipment as described in Annex B (SAD Systems of Record).

5.2 Logistics

a. The SAD Task Force Commander (TFC) or other designated point(s) of contact for the task/mission will validate any supplies and equipment required to perform the assigned tasks, duties, and responsibilities. The Adjutant General or the Assistant Chief of the State Staff is the approval authority for all SAD contracting activities.

b. Transportation. Commercial travel reservations and payment will be validated through the SAD Task Force Commander (TFC). The Adjutant General or The Assistant Chief of the State Staff is the required approval authority for necessary travel and housing requirements. Rental vehicles may be

approved if required for the mission. Military transportation for mission support (e.g., HMMWVs, LMTVs, buses) may be utilized by MANG personnel on SAD and must be tracked and reported through the military chain of command to the SAD TFC. The TFC will provide required documentation to the Military Division Chief Financial Officer (CFO) for Federal reimbursement for use of DOD equipment.

Chapter 6 Operations

6.1 Immediate Response Authority of The Adjutant General (TAG)

a. Immediate Response Authority. In the event of an emergency, including but not limited to natural disasters, civil disturbances, or any immediate threat to public safety, TAG is granted the authority to activate Massachusetts National Guard personnel for SAD.

b. Scope of Authority. TAGs Immediate Response Authority is limited to situations where urgent and timely action is necessary to protect lives, property, or public infrastructure. This authority includes the activation of the necessary National Guard personnel and resources to address the emergency until formal approval and directives can be obtained from the Governor.

c. Notification and Reporting. Upon exercising this authority, TAG must notify the Governor as soon as possible, providing a detailed report of circumstances, personnel and resources deployed and actions taken. TAG will ensure that all actions taken under this authority comply with applicable state and federal laws.

d. Duration of Activation. Activations initiated by TAG under this regulation are rare and temporary and are subject to review and formal confirmation by the Governor.

6.2 Emergency Management Assistance Compact (EMAC)

Applicability: EMAC applies to all non-federalized National Guard resources (units, personnel, or equipment) used in interstate emergency or disaster response at the request of another state. All 54 states and territories are part of this compact. EMAC can only be invoked after a Governor declares a state of emergency or disaster declaration.

6.3 Supporting other States' National Guard Joint Task Forces through EMAC

The State Military Division arranges for travel and equipment purchases required for EMAC deployment. Unlike Federal TDY or deployments, the State Military Division funds an EMAC deployment. Unit government purchase cards and individual government travel cards are not authorized for use during SAD or EMAC missions. The use of GSA Vehicles for transportation is not authorized for an EMAC mission.

Section I
Required Publications

Massachusetts General Laws
Chapter 33, Sections 4, 10, 31, 32, 33 and 83.

MANGR 600-8-7
Mission and Organization of Massachusetts Organized Militia

MANGR 670-1
Wear and Appearance of Massachusetts Military Uniforms

DA Form 638
Recommendation for Award

DA Form 2028
Recommended Changes to Publications and Blank Forms

Glossary
Abbreviations and Acronyms

ARRO
Activate, Respond, Recover, Operate

BAH
Basic Allowance for Housing

BAS
Basic Allowance for Sustenance

CFO
Chief Financial Officer

EMAC
Emergency Management Assistance Compacts

ESGR
Employer Support of the Guard and Reserve

HR/CMS
Human Resources Compensation Management System

IDT
Inactive Duty Training

JRSOI
Joint Reception, Staging, Onward Movement, and Integration

LOD
Line of Duty

MANG
Massachusetts National Guard

MANGR
Massachusetts National Guard Regulation

MAOM
Massachusetts Organized Militia

MCMJ
Massachusetts Code of Military Justice

PHA
Periodic Health Assessment

SAD
State Active-Duty

SRL
State Retired List

SSTA
Self Service Time and Attendance

TAG
The Adjutant General

TDY
Temporary Duty

TFC
Task Force Commander

USERRA
Uniformed Services Employment Rights Act

Appendix A
Organization Chart: Military Forces of the Commonwealth of Massachusetts (MGL Chapter 33)

