

Massachusetts National Guard Regulation (MANG) 2026-03

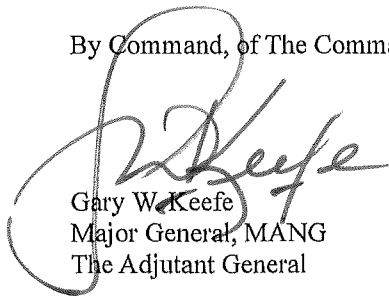
The Organized Militia

Joint Force Headquarters
Departments of the Army and the Air Force
Massachusetts National Guard
Massachusetts Military Division
Hanscom AFB, MA
26 March 2026

Summary of Change

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

By Command, of The Commander-in-Chief:



Gary W. Keefe
Major General, MANG
The Adjutant General

History. This printing creates a new MANG Regulation. This publication has been organized to make it compatible with an electronic publishing format.

Summary. This regulation prescribes the Organized Militia policy, criteria, and administrative instructions concerning management of the Organized Militia for members of the Massachusetts National Guard, State Military Division, and the Massachusetts Organized Militia Members; by MGL, Chapter 33; the Governor of the Commonwealth will activate the MANG in coordination with the MA Adjutant General in accordance with the following Massachusetts General Laws (MGL):

1. MGL Ch 33 Section 38: Use of Militia, escorts, emergencies.
2. Acts of 2000 MGL CH 339: Use of the Militia outside of the Commonwealth. (EMAC)
3. MGL Ch. 33 Section 41: Use of Militia in natural disasters, emergencies, and in support of law enforcement. 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.

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, Executive Officer, JFHQ-MA, Hanscom AFB, MA 01731.

Distribution. Electronic media only

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I. History of The Organized Militia

A Legacy of Service: The Organized Militia of the Commonwealth of Massachusetts

The Commonwealth of Massachusetts maintains the oldest military tradition in the United States. The Massachusetts National Guard—together with its companion entities comprising the Organized Militia—descends directly from the colonial militias first organized by English settlers in the early 17th century. With roots stretching back to the founding of European settlements in New England, the Massachusetts Militia predates the United States itself and played a central role in the fight for American independence.

Origins in the Pre-Colonial and Colonial Era

The formal beginning of the Massachusetts military forces can be traced to December 13, 1636, when the Massachusetts Bay Colony General Court passed legislation organizing the colony's able-bodied men into three regional regiments: the North, South, and East Regiments. This act is regarded as the birth of the National Guard, making the Massachusetts National Guard the oldest component of the U.S. Armed Forces. Every able-bodied male colonist between the ages of 16 and 60 was required to serve in the militia, which was tasked with protecting settlements from external threats, enforcing colonial laws, and maintaining civil order.

These early militias were not standing armies, but community-based forces composed of farmers, artisans, and townspeople who trained regularly in “musters” and were subject to call-up in times of emergency. Commanded by officers elected by the militia members or appointed by colonial authorities, these citizen-soldiers formed the backbone of colonial defense for nearly a century and a half before the Revolutionary War.

The Massachusetts Militia and the Fight for Independence

By the 1770s, tensions between the American colonies and the British Crown had reached a boiling point. The Massachusetts Militia played a decisive role in the opening stages of the American Revolution, acting in defense of local communities against encroaching British military authority. In April 1775, British forces under General Thomas Gage moved to seize colonial military stores in Concord, Massachusetts. In response, a network of Minutemen; highly mobile militia units trained to respond at a moment's notice mobilized across the region. At dawn on April 19, 1775, these militia forces confronted British regulars on the green at Lexington. Though outnumbered and outgunned, the militia stood their ground. A shot—its origin still unknown—was fired, beginning the first battle of the American Revolutionary War. The British then advanced to Concord, where they faced further resistance from local militia at the North Bridge. As British troops retreated to Boston, they were harried by thousands of Massachusetts Militia members firing from behind stone walls, trees, and fences along the route. This daylong engagement demonstrated not only the resolve of the colonial population but the enduring strength of the citizen-soldier tradition that underpinned Massachusetts military power.

The Battles of Lexington and Concord thus marked the first organized military resistance to British rule and were fought almost entirely by the Massachusetts Militia. These citizen-soldiers were not yet part of a United States Army, the United States would not formally exist for over a year; but they laid the foundation for the future armed forces of the republic.

From Colonial Muster to Modern Mission

Following the American Revolution, the Massachusetts Militia remained a vital part of the Commonwealth's defense and civil infrastructure. Through the War of 1812, the Civil War, World Wars I and II, and into the modern era, the Massachusetts National Guard and its Organized Militia have continually evolved, embracing professionalism while preserving their unique historical identity.

Modern Deployments and the Global War on Terror

In the aftermath of the September 11, 2001, attacks, the Massachusetts National Guard once again answered the nation's call, deploying thousands of Soldiers and Airmen in support of the Global War on Terrorism (GWOT). From combat operations in Iraq and Afghanistan to homeland security missions across the Commonwealth and the United States, Massachusetts National Guard units have served with distinction in some of the most complex and dangerous environments in modern military history. Massachusetts Guardsmen have also played critical roles in humanitarian assistance, disaster relief, and Public Health crises.

Contemporary Status of the Massachusetts Organized Militia and Historic Military Organizations

Today, the Organized Militia of the Commonwealth of Massachusetts continues to honor its centuries-old legacy through ceremonial, commemorative, operational and advisory roles that preserve the military heritage and operational needs of the Commonwealth while supporting the civic and patriotic activities of the Massachusetts National Guard.

At the forefront of these efforts is the 54th Massachusetts Volunteer Regiment, established to commemorate and perpetuate the legacy of the original 54th Massachusetts Volunteer Infantry Regiment; one of the first African American units to fight for the Union in the Civil War. The modern day 54th Massachusetts Volunteer Regiment serves as a ceremonial and public representation of that historic unit, performing military honors at funerals, parades, and civic events throughout the Commonwealth. The 54th stands as a symbol of courage, equality, and service, representing both the Commonwealth and the nation with distinction.

The National Lancers, chartered in 1836, maintain their long-standing tradition as a mounted cavalry ceremonial unit. Today, the National Lancers participate in parades, historical reenactments, and ceremonial functions, most notably the annual reenactment of Paul Revere's Ride on Patriots' Day. The Lancers continue to wear their distinctive red hussar-style uniforms, reflecting both their historical roots and their enduring mission to preserve and promote Massachusetts military history.

The State Retired List is another component of the Organized Militia, composed of former Massachusetts National Guard enlisted and militia officers who, through distinguished service, have been placed on the retired rolls. Although not in an active-duty status, members of the State Retired List may be called upon for ceremonial functions, operational and advisory roles, and other official duties as designated by the Adjutant General. Their continued affiliation reflects the value Massachusetts places on lifelong service and institutional memory within its military community.

In addition to these formally organized militia components, the Commonwealth recognizes several historic military-affiliated organizations whose missions align with the preservation of military heritage and patriotic service:

The First Corps of Cadets Veterans Association, which traces its lineage to the elite Boston-based unit originally formed in 1741 to serve as the Governor's bodyguard, continues to support historical and civic activities commemorating the service of the First Corps.

The Second Corps of Cadets Veterans Association, associated with the historic Salem-based unit founded in 1786, preserves the traditions and service record of that distinguished corps.

The Ancient and Honorable Artillery Company of Massachusetts, established in 1638, remains the oldest chartered military organization in the Western Hemisphere. The Company plays an active role in ceremonial and historical events, including its annual June Day Parade and the installation of its officers at historic Faneuil Hall.

The Yankee Division Veterans Association, which honors the service of Soldiers assigned to the 26th Infantry Division (YD); a storied Massachusetts-based formation that served in both World Wars, continues to promote camaraderie, remembrance, and historical education related to the division's contributions.

These organizations, though varied in their origins and specific missions, collectively embody the enduring spirit of Massachusetts' citizen-soldier tradition. Together with the National Guard and Organized Militia, they ensure that the Commonwealth's military heritage remains vibrant and relevant in the modern era, preserving a living connection between the past and present.

The purpose of this policy is to formally govern the structure, duties, and operations of the Organized Militia of the Commonwealth of Massachusetts, ensuring that these historic units remain mission-ready, legally compliant, and integrated into the overall military framework of the state. As direct descendants of the men who fired the first shots at Lexington and Concord, today's Organized Militia members continue to honor their legacy through service to the Commonwealth and its citizens.

Chapter 1 Introduction

1.1 Purpose

- a. Purpose. This policy establishes the organizational structure, roles, and responsibilities of the Organized Militia of the Commonwealth of Massachusetts in accordance with M.G.L. c. 33. It also defines key components of the Military Division, the Massachusetts Military Forces, and affiliated ceremonial and administrative entities.
- b. Applicability. This policy applies to all personnel, units, and subordinate elements assigned to or operating under the authority of the Adjutant General of the Commonwealth of Massachusetts.

1.2 References

Required and related publications and prescribed and referenced forms are listed in Appendix A.

1.3 Explanation of Abbreviations and Terms

Abbreviations and special terms used in this regulation are explained in the glossary.

1.4 Responsibilities

- a. The Adjutant General (TAG) is the overall authority for Organized Militia personnel.
- b. Military Division or designee will publish all SAD orders as they relate to the Organized Militia.

Chapter 2 Organization

2.1 Proponent

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

2.2 Duties

Members of the organized militia are eligible to be called to State Active Duty. 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 and courts-martial, or perform any other duties.

Chapter 3

3.1 Roles and Responsibilities

a. Governor. Serves as the Commander-in-Chief of the Military Forces of the Commonwealth under M.G.L. c. 33, § -1. May order the Organized Militia or National Guard into active state service in time of war, emergency, insurrection, riot, or other need for military support to civil authorities.

- (1) Appoints the Adjutant General and other senior military officers as required by law.
- (2) Approves policies governing the use, organization, and employment of the Military Forces when not in federal service.
- (3) Issues executive orders governing the administration of the state military structure as necessary.

b. The Adjutant General. Serves as the chief military officer of the Commonwealth and is responsible for the command, administration, training, and readiness of all elements of the Military Forces of the Commonwealth (M.G.L. c. 33, § 4).

- (1) Directs and supervises the Military Division and all full-time staff supporting the mission of the Massachusetts National Guard and Organized Militia.
- (2) Issues policies, regulations, and orders as necessary to ensure the effective administration and operational readiness of the Organized Militia. Coordinates with the Governor, state agencies, and federal military authorities on matters affecting the Massachusetts Military Forces.
- (3) Maintains oversight of ceremonial and historical units, such as the National Lancers and 54th Massachusetts Honor Guard, and ensures their mission supports the broader objectives of the Military Division.

3.2 Definitions

a. Military Division. The Military Division is the administrative and operational agency of the Executive Department charged with supporting the Governor and Adjutant General in the execution of all military affairs in the Commonwealth. It includes the Office of the Adjutant General, the State Staff, full-time military and civilian personnel, and any supporting branches responsible for the oversight of the Massachusetts National Guard and Organized Militia.

b. Military Forces of the Commonwealth. The Military Forces of the Commonwealth include all military organizations recognized under Massachusetts General Laws Chapter 33, including:

- (1) The Massachusetts Army National Guard (MAARNG)
- (2) The Massachusetts Air National Guard (MAANG)
- (3) The Massachusetts State Defense Force (if active)
- (4) The Massachusetts Organized Militia (e.g., ceremonial or historical units not federally recognized)

These forces are under the command of the Governor as Commander-in-Chief and administered by the Adjutant General.

c. Organized Militia. The Organized Militia refers to state-recognized military units that are not part of the federally recognized National Guard but are organized for ceremonial, historical, or support purposes. These include the National Lancers, the 54th Massachusetts Volunteer Regiment, and other designated ceremonial units placed under the authority of the Adjutant General.

d. Unorganized Militia. The Unorganized Militia serves as a legal and constitutional reserve of manpower available for state service in times of emergency, disaster, or war, should the Governor find it necessary to expand the military forces of the Commonwealth. While members of the unorganized militia

are not trained, equipped, or compensated unless called to duty, their existence provides the statutory foundation for rapid mobilization of additional forces under Chapter 33, Section 13, which authorizes the Governor to organize such forces as may be required for the defense or security of the Commonwealth.

e. State Staff. State Staff refers to officers appointed by the Governor or Adjutant General to serve in administrative, ceremonial, or specialized support capacities. This includes assistant adjutant generals, legal advisors, quartermasters, medical officers, ceremonial liaisons, and others serving under state authority.

f. State Aides-de-Camp to the Governor. State Aides-de-Camp to the Governor are honorary or ceremonial officers appointed pursuant to M.G.L. c. 33, § 6. They may be selected from among current or retired officers of the Armed Forces, Massachusetts National Guard, or Organized Militia. While holding no command authority, they perform ceremonial duties, assist in official functions, and represent the dignity and tradition of the Commonwealth's military heritage at state events.

g. National Lancers. The National Lancers are a mounted ceremonial unit recognized as part of the Massachusetts Organized Militia. Dating back to 1836, they perform duties at parades, funerals, and historical observances, and may be called into service by the Governor. As an element of the Organized Militia, they operate under the authority of the Adjutant General in a ceremonial capacity. M.G.L. c. 33, § 4A governs the administration and operation of the National Lancers.

h. 54th Massachusetts Volunteer Regiment. This ceremonial unit commemorates the Civil War-era 54th Massachusetts Infantry Regiment, one of the first African-American regiments in the Union Army. As part of the Organized Militia, it performs honors at public events and memorials and operates under the direction of the Adjutant General.

i. First Corps of Cadets Veterans Association / Second Corps of Cadets Veterans Association. These are private, nonprofit veterans' associations composed of former members of the historic First and Second Corps of Cadets of Massachusetts. Though not currently operational military units, they preserve the heritage, traditions, and artifacts of their respective corps. They may coordinate with the Military Division on ceremonial functions or heritage preservation, but they do not exercise any command or operational authority under M.G.L. Chapter 33. Yankee Division Veteran's Association.

j. The Yankee Division Veterans Association. The Yankee Division Veterans Association (YDVA) is a historical and commemorative organization formed by former members of the 26th "Yankee" Infantry Division of the U.S. Army, originally composed of National Guard units from New England. Established after World War I, the association serves to honor the legacy, service, and sacrifices of Yankee Division soldiers through reunions, memorial events, and the preservation of historical artifacts and records. It also fosters camaraderie among veterans and supports activities that commemorate the division's contributions in both World Wars and later military service.

k. Ancient and Honorable Artillery Company of Massachusetts. The Ancient and Honorable Artillery Company (AHAC), founded in 1638, is a historic military organization headquartered at Faneuil Hall. It operates today as a private, nonprofit, patriotic and ceremonial body. While not part of the Organized Militia or subject to the command of the Adjutant General, it maintains a strong historical relationship with the Commonwealth and the Massachusetts Military Forces. Members often participate in ceremonial state events and may serve as liaisons between the Commonwealth and the public on matters of military tradition and history. AHAC maintains its own bylaws and structure.

l. State Retired List. The State Retired List comprises retired officers and enlisted personnel of the Massachusetts National Guard, Organized Militia, or State Staff who have been formally placed on the retired rolls under M.G.L. c. 33, § 22. These individuals may be authorized to wear their uniform and perform operational, ceremonial or advisory duties as assigned by the Adjutant General.

m. State Defense Force. The Massachusetts State Defense Force (MASDF), also historically known as the Massachusetts State Guard, is a state military organization authorized under Massachusetts General Laws Chapter 33, Sections 10 through 15, and established under the exclusive authority of the Governor as Commander-in-Chief. The MASDF is a component of the Organized Militia of the Commonwealth,

distinct from the federally recognized Army and Air National Guard and serves solely under state control. It may be organized, activated, and maintained at the Governor's discretion to provide military, emergency, and civil support within the Commonwealth when the National Guard is deployed, unavailable, or when additional forces are required for state missions.

3.3. Armed Forces of the Commonwealth

The Armed Forces of the Commonwealth consist of the Massachusetts Army National Guard and the Massachusetts Air National Guard, which together form the federally recognized National Guard of the Commonwealth. These components operate under dual federal and state authority, and their organization, mission, and status are governed by both Title 10 and Title 32 of the United States Code, and Massachusetts General Laws Chapter 33.

a. Massachusetts Army National Guard (MAARNG). The Massachusetts Army National Guard is the land-based component of the National Guard of the Commonwealth and is a reserve force of the United States Army. Members of the MAARNG serve in either a dual-status (Title 32) capacity or may be activated under state active duty (SAD) or federal active duty (Title 10).

The MAARNG is composed of units organized, trained, and equipped in accordance with Department of the Army regulations and federal law. It delivers sustained land combat power and multi-domain dominance through combat arms, combat support, and combat service support units, along with special staff and administrative personnel.

Responsibilities:

- (1) Maintain readiness to respond to federal mobilization or state emergency.
- (2) Conduct training consistent with federal military standards.
- (3) Support civil authorities in times of natural disaster, civil unrest, or homeland defense

under state authority.

- (4) Operate under the command of the Governor unless federally mobilized.

b. Massachusetts Air National Guard (MAANG). The Massachusetts Air National Guard is the air component of the National Guard of the Commonwealth and serves as a reserve of the United States Air Force. Members of the MAANG serve in either a dual-status (Title 32) capacity or may be activated under state active duty (SAD) or federal active duty (Title 10).

The MAANG is composed of units organized, trained, and equipped in accordance with Department of the Air Force regulations and federal law. It provides global vigilance, reach, and power in the air, space, and cyberspace domains through combat, combat support, and combat service support organizations, along with special staff and administrative personnel.

Responsibilities:

- (1) Maintain readiness to respond to federal mobilization or state emergency.
- (2) Conduct training consistent with the federal military standards.
- (3) Support civil authorities in times of natural disaster, civil unrest, or homeland defense under state authority.

- (4) Operate under the command of the Governor unless federally mobilized.

3.4 Status and Command Relationships.

State Status (State Active Duty): Members of the Army and Air National Guard may be ordered to state active duty by the Governor for emergencies, natural disasters, ceremonial functions, or other state-directed missions.

Federal Status (Title 10 U.S.C.): The President may mobilize National Guard forces into active federal service, at which time they operate under federal command and no longer fall under state control.

Title 32 Status: Members serve in a federally funded but state-controlled duty status for training, administrative tasks, or homeland security functions.

Governor's Authority. While not federally mobilized, the Governor remains Commander-in-Chief and may employ both Army and Air National Guard forces in accordance with state law and the Massachusetts Constitution.

Adjutant General's Role. The Adjutant General is responsible for the training, discipline, readiness, and administration of the Army and Air National Guard forces when not in federal service.

Chapter 4

Personnel Policies For The Organized Militia

This section outlines administrative and operational requirements governing pay eligibility, personnel accountability, training schedules, and issuance of state orders for all members of the Massachusetts Organized Militia, in accordance with the provisions of Massachusetts General Laws Chapter 33, and under the authority of the Adjutant General.

a. Pay Entitlements. Members of the Massachusetts Organized Militia may be authorized up to fifteen (15) days per state fiscal year of paid duty status, contingent upon approval by the Adjutant General and subject to available appropriations.

Pay for authorized duty shall be issued in accordance with the rates prescribed under M.G.L. c. 33, § 83 and related state personnel policy for military service.

Paid duty days are intended for participation in approved training events, ceremonies, parades, funerals, and other official duties that further the mission of the Military Division.

All additional duties beyond the authorized paid days shall be considered unpaid, unless additional funding is secured through state appropriations or emergency activation by the Governor.

b. Rosters and Accountability. Each commanding officer of a unit or component of the Organized Militia shall submit to the Office of the Adjutant General an annual roster of assigned personnel.

The roster shall include:

Full name

Rank and position/title

Home address

Contact information

Dates of appointment or enlistment, if applicable

Rosters must be submitted annually by January 1st or upon any personnel change.

Rosters will be maintained on file within the Military Division for administrative control, reporting, and eligibility tracking.

c. Health Insurance Compliance. All service Members called to SAD are required to comply with MGL regarding health insurance, specifically the mandate under MGL c. 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. Service Members without health insurance will not be placed in a SAD status and are ineligible for SAD missions and orders while serving in the Organized Militia.

d. Training Calendar and Event Planning. Each Organized Militia unit commander shall submit a detailed annual training calendar, no later than January 1st, outlining all planned activities and duties to be conducted during the fiscal year.

The training calendar shall:

- (1) Identify each event or duty by name, date, and location.
- (2) Indicate whether the event is to be supported by paid or unpaid duty status.
- (3) Include a summary of the purpose and expected personnel participation.

Changes or additions to the training calendar must be submitted to the Adjutant General for review and approval, especially if additional paid days are being requested.

e. Issuance of State Duty Orders. Individual duty orders shall be issued to every participating member of the Organized Militia that will cover a two (2) year period. These orders:

- (1) Will serve as the formal instrument placing the member in state active-duty status.
- (2) Ensure coverage under the provisions of M.G.L. c. 33, §§ 85–90, including eligibility for disability and death benefits through the State Military Disability and Death Boards.
- (3) Shall include the member's name, rank, unit, dates and location of duty, and funding authorization if applicable.

Orders must be signed by the Adjutant General or their designated representative and retained in unit files and forwarded to the Military Division for archival and payroll purposes.

No member may be placed in duty status or authorized pay without the issuance of proper orders.

Chapter 5 Uniforms And Command Appointments

5.1 Authorized Uniforms for Wear

General Policy. All members of the Massachusetts Organized Militia shall wear uniforms appropriate to their unit's history, mission, and role as approved by the Adjutant General. Uniforms must be neat, serviceable, and reflect the professionalism and dignity of the Military Forces of the Commonwealth.

Authorized Uniform Types:

- a. Historical Units. (National Lancers, 54th Massachusetts Volunteer Regiment)
Period-accurate ceremonial uniforms may be worn for parades, ceremonies, and public events.
Modern military uniforms (Army Service Uniform, Army Green Service Uniform, Air Force Service Dress Uniform), or appropriate equivalent may be worn with distinctive insignia identifying the unit.
All uniform components must be approved by the Office of the Adjutant General.
- b. State Staff and Aides-de-Camp. May wear the service uniform corresponding to their branch (Army, Air Force, Navy, etc.) or a designated Massachusetts State Staff uniform approved by the Adjutant General.
Aides-de-Camp may wear aiguillettes and other appropriate ceremonial accoutrements as authorized.
- c. Special Ceremonial Details. Uniforms specific to honor guards, funerals, or color guards will be designated and standardized by the Adjutant General.
- d. National Lancers. The current full-dress uniform on the National Lancers consists of a white British style helmet, red tunic, blue breeches, black riding boots, black leather belts, white gauntlets, and spurs.
- e. 54th Massachusetts Volunteer Regiment. Members of the organization wear reproduction historical uniforms that the Civil War era wore. This includes a dark-blue kepi, dark-blue jacket with brass buttons, sky blue pants, leather shoes, and a waist belt with U.S. buckle. In addition to their uniform, they carry reproduction gear such as a cartridge box, a bayonet and scabbard, canteen, haversack, and a reproduction musket.

5.2 Wearing of Uniforms.

Uniforms may only be worn during official duties, ceremonies, or training events for which orders have been issued. Unauthorized or unapproved modifications to the uniform are prohibited. Unauthorized wear of federal insignia or decorations not personally awarded is strictly prohibited.

The Adjutant General retains the authority to rescind authorization for any uniform, item, or insignia deemed inconsistent with the image or regulations of the Commonwealth's military forces.

Funding and Issue. Uniforms may be self-purchased by members or issued through state supply channels if authorized and funded.

Uniform allowances, if provided, must follow Massachusetts procurement and state payroll guidelines.

5.3 Appointment of Organized Militia Commanders

Appointment Authority. All unit commanders of the Massachusetts Organized Militia shall be appointed by the Adjutant General of the Commonwealth, in accordance with M.G.L. Chapter 33, §§ 4, 6, and 10.

a. Eligibility, Commanders must:

- (1) Have honorable service in the Massachusetts National Guard, federal Armed Forces, or Organized Militia.
- (2) Demonstrate leadership experience and professional conduct consistent with the values of the Commonwealth.
- (3) Nomination Process. Recommendations for commander appointments may be submitted by existing unit leadership, veterans' associations, or Military Division staff.

Final selection and approval rests solely with the Adjutant General.

Term and Removal. Commanders serve at the pleasure of the Adjutant General and may be removed or reassigned at any time, with or without cause.

Commanders may request to resign or retire from command by submitting a written request through the chain of command to the Adjutant General.

b. Authority of Commanders, once appointed, commanders shall:

- (1) Exercise command and control over their unit consistent with this policy.
- (2) Ensure compliance with duty rosters, training calendars, and uniform standards.
- (3) Submit required administrative reports and represent the unit at official functions as

directed by the Adjutant General.

Chapter 6

6.1 Employment Status of Organized Militia Members

Non-Employee Status. Members of the Massachusetts Organized Militia serve in a voluntary capacity and are not considered employees of the Commonwealth of Massachusetts. Their service does not establish an employer-employee relationship with the state.

Independent Contractor Designation. For administrative and legal purposes, Organized Militia members are designated as independent contractors when performing duties under official orders. This designation aligns with Massachusetts General Laws Chapter 149, Section 148B, which outlines the criteria distinguishing independent contractors from employees. Under this statute, individuals are considered independent contractors.

6.2 Compensation and Benefits.

Compensation for Organized Militia members is provided only when they are on State Active Duty under official orders issued by the Adjutant General or their designee. Members are not entitled to state employee benefits such as health insurance, retirement plans, or paid leave, unless specifically authorized by statute or regulation.

When on State Active Duty, members are eligible for protections under Massachusetts General Laws Chapter 33, including disability and death benefits.

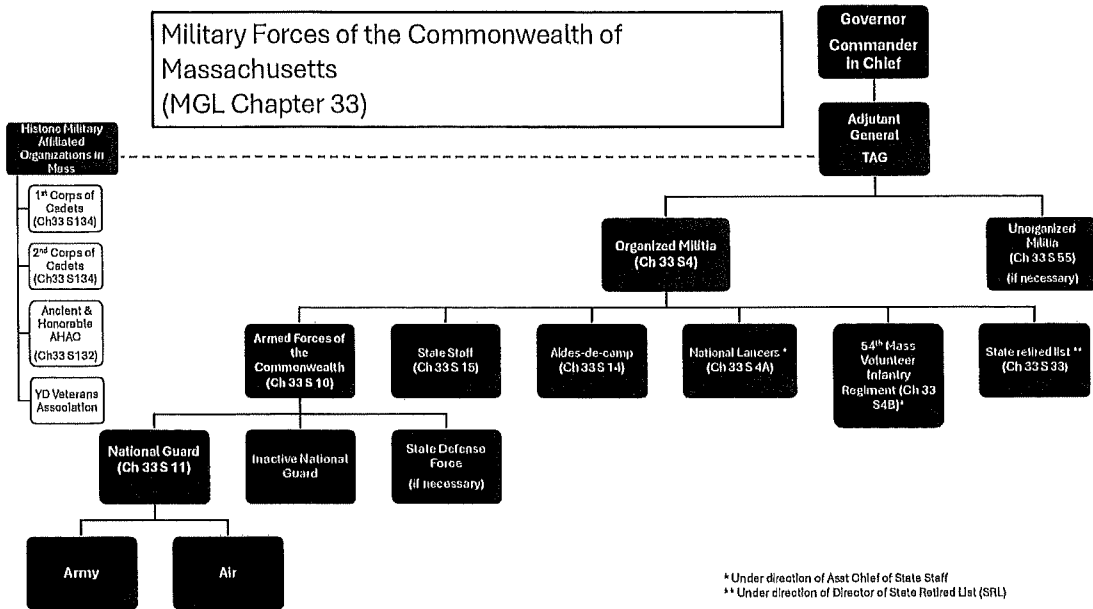
6.3 Liability and Legal Protections.

While performing duties under official orders, Organized Militia members are considered agents of the Commonwealth for purposes of liability and legal protections. They are subject to the same legal immunities and protections afforded to state agents under applicable laws and regulations.

6.4 Tax Implications.

Compensation received by Organized Militia members is reported as income for tax purposes. Members are responsible for any tax liabilities associated with their compensation, including self-employment taxes, if applicable.

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



Appendix B
Abbreviations:

ARRO
Activate, Respond, Recover, Operate

MANG
Massachusetts National Guard

MANGR
Massachusetts National Guard Regulation

MAOM
Massachusetts Organized Militia

SAD
State Active Duty

SRL
State Retired List

Appendix C

Terms:

MANG Form

A form used throughout the Massachusetts National Guard and the SRL approved by The Adjutant General.