



DEPARTMENT OF THE ARMY
1ST ARMORED BRIGADE COMBAT TEAM, 34TH INFANTRY DIVISION
3300 WEST 98TH STREET
BLOOMINGTON MN 55431-2742

03 August 2020

Dear Minnesota National Guard Member Employer:

First, allow me to express my immense gratitude for the support you show our Soldiers. You make it possible for our Guardsmen to train, stay ready, and serve and protect our great country and Minnesota communities.

Next, as you know, our state and nation have experienced unprecedented challenges due to the COVID-19 pandemic. Minnesota is taking extraordinary steps to prevent and respond to the pandemic. The Minnesota National Guard has implemented measures to prevent the spread of COVID-19 as we continue to fulfil our federal and state missions.

We now need our Minnesota National Guard member employers to welcome back their employees after a successful mission.

The Guard member you employ is a member of the 1st Armored Brigade Combat Team, 34th Infantry Division, and participated in training at Fort Irwin, California, at the National Training Center (NTC). Prior to and during the training rotation at NTC, units implemented preventative measures. A procedure immediately implemented was the COVID-19 testing of all Soldiers as they arrived on orders. Soldiers who tested positive were isolated until symptom-free and only released from isolation after testing negative. The unit also performed contact tracing and quarantined at-risk Soldiers. Additional measures taken to ensure the health and safety of our Soldiers occurred throughout the exercise. These efforts were implemented to protect the health of our Guard members and their communities upon their return home.

Understanding your rights and obligations as an employer of a Guard member can be challenging, especially during this COVID environment. The Department of Defense's Employer Support of the Guard and Reserve (ESGR) program is a great resource for you and the Guard member you employ regarding employment rights as covered under the Uniformed Services Employment and Reemployment Rights Act (USERRA). You can reach the Chief, Ombudsman Services for ESGR at 1-800-336-4590 (option 1). The Minnesota Human Rights Commission is another resource regarding Guard members' reemployment rights.

USERRA and state law provide that Soldiers returning from duty are to be reemployed in the job that they would have attained had they not been absent for military service. This includes the right to return to work the next business day following their return from duty. Both state and federal law prohibit employers from delaying a service member's reemployment. Employers are required to take reasonable efforts to return an employee to his reemployment position. Reasonable efforts include, but are not limited to: temporarily

providing paid leave, remote work, or placing the employee in another (preferably lateral) position. These measures can be enacted during a period of quarantine; and are equally applicable if an employee may have been exposed to COVID-19.

We could not conduct our federal, state and community missions without your support, and you have your nation's gratitude. We ask that you continue to support the Guard members that you employ as we all work to get through these challenging times.

Sincerely,

TIMOTHY T. KEMP
COL, AR
Commanding