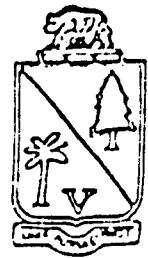




HEADQUARTERS  
Fifth Infantry Brigade, State Military Reserve  
5575 E. Shields Ave  
Fresno, CA. 93727  
(209) 292-1040



CASR-BE-C

1 January 1989

Dear Employer:

The 5th Infantry Brigade of the California State Military Reserve (SMR) appreciates your understanding and cooperation in allowing your employee to perform his/her required military duties. Because many employers are not aware of state and federal laws which guarantee military leave, we are making this information available to you.

- Under the provisions of the California Military and Veterans Code Secs. 564, 566, SMR members enjoy the same rights as do National Guardsmen.

- In accordance with Title 38, US Code, Sec. 2024 both public and private employers must grant members unpaid leave to attend monthly weekend drills. An employer may, however, require the SMR member to make up the leave time on an hour for hour basis.

- The California Military and Veterans Code, Secs. 395, 394.5 provide that both public and private employers must also grant SMR members leave when they are ordered to "state active duty." Public agency employers must allow up to six months of such leave each year. Private employers must allow up to seventeen days per year.

- As outlined in Sec 395.01 of the California Military and Veterans Code, SMR members who have been employed by a public agency for at least one year must be paid their regular salaries for up to thirty days of state active duty each year.

- Sec. 394 of the California Military and Veterans Code provides that any employer who discriminates against an SMR member because of his/her military affiliation is guilty of a misdemeanor.

Your employee is a valuable asset of the State Military Reserve, and we salute you for encouraging his/her service to our state. We, in turn, encourage you to become more familiar with the SMR--our state defense force--its missions, service requirements and capabilities. We would be happy to answer any questions you might have if you telephoned us at (209) 292-1040, on weekdays between 9:00 AM and noon or wrote to us at the address that appears above.

Sincerely,

DAVID W PATTON  
COL, IN (CSMR)  
Commanding