

154TH WING  
HISTORY OFFICE

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# kukailimoku



154TH FIGHTER GROUP (AD) HAWAII AIR NATIONAL ANG, HICKAM AFB HI 16 SEP. 67  
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## QUESTIONS YOU MAY HAVE ABOUT YOUR YRFT

Year round field training means taking time off from work, and to make employer-employee responsibilities as clear as possible in this area, the U.S. Department of Labor has issued a pamphlet on the subject. It has been distributed to all HANG units, but since there weren't enough to give one to each man, we are reprinting the questions here.

Q. Is an employer required to excuse a worker for military training duty?

A. Yes. The Universal Military Training and Service Act places responsibilities on the employee and his employer - one must go, and the other must let him.

Q. How about employee's pay for time lost from work because of military training?

A. Employers are not required to pay for lost time because of training. Some do as matter of policy or contract; others do not.

Q. Are all employees in all kinds of employment covered by this Federal law?

A. The law covers employees in private industry and the Federal Government, except those who hold temporary positions. Other exceptions are employees who work for state and local governments. In some cases even these are protected by state laws or regulations. Better check with state or local authorities if there is doubt.

Q. What is the employee's responsibility?

A. He should return to work as soon as his training has ended.

Q. May the employer demand to know exactly when the employee will return?

A. No. It is reasonable to want this information but sometimes impossible for the trainee to furnish. The law says the trainee should report for work following training at the beginning of his next regularly scheduled working period after the end of the last day necessary for him to travel from the place of training to his place of employment, or within a reasonable time thereafter if he is delayed by factors beyond his control.

Q. Does the branch of service make any difference?

A. None. Job protection extends alike to members of all branches of service and to all kinds of military training.

Q. Is the employee required to inform his employer?

A. Yes. He must request leave for the training period. No particular form is needed. When the reservist or Guardsman is told of his training dates, he should in turn tell his employer. In effect, the employee requests leave to participate in the training.

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