



NEBRASKA NATIONAL GUARD

JOINT FORCE HEADQUARTERS
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18 November 2020

MEMORANDUM FOR Nebraska National Guard Commanders and Staff
Nebraska Military Department Supervisors

SUBJECT: Increasing COVID-19 Risk

Our state continues to experience aggressive community spread of COVID-19, with the Nebraska Military Department being more impacted every day. The positive cases, quarantines, and self-monitoring of worker situations now expand across more than 10% of our full-time and traditional force. While a significant majority of our positive cases are coming from exposures outside the workplace, we must continue our own aggressive management of risk if we hope to protect the health of our force and remain ready to answer the needs of our communities when called.

Recall my COVID-19 vectors - Preserve the health of our force; Protect our families and communities; Ready to serve our state and nation. As we enter the holiday season, we need to address specific areas of risk that create vulnerability to our force. In the workplace, our risk areas are well known - gatherings of personnel above occupancy levels or within physical distancing guidelines (six feet), not wearing masks in common spaces or meeting areas, and transmission from commonly touched surfaces. Outside the workplace, we also know our high-risk activities - gatherings in crowded or confined spaces, social contact with those outside of our family group, and not following directed health measures of wearing a mask or physical distancing. Increased travel and holiday social gatherings over the next month will also pose a significant risk to our force if not managed carefully. However, I believe each of us can make an impact on these risk areas effectively and, with team effort, be able to move beyond the impacts of this pandemic.

I've directed the staff to maximize the tools available to our workforce, both in the workplace and at our homes, to mitigate risk while retaining cohesive and ready teams able to respond to our state and federal missions. I highly encourage commanders and supervisors to maximize the use of the following ways to reduce our overall footprint in the workplace at any given time:

- use of telework,
- alternate work schedules,
- work team "shifts,"
- and "team bubbles".

These tools are meant to isolate the impacts of exposures in the workplace, but not to isolate the workforce from each other. Maintain your personal connection to your teammates - every day - to ensure you know your team and are able to influence as necessary, especially as we enter a holiday season that can be isolating and difficult for many in our ranks.

These tools, along with risk awareness and following our simple and effective directed health measures, protect our ability to respond to our communities when needed. They also protect our Military Department families' ability to gather over the upcoming holidays by reducing the risk of needing to quarantine and/or isolate. I need every Soldier, Airman, and civilian to share in the leadership role of setting and enforcing the standard in the workplace and our communities. Thank you for your commitment to each other, our families and communities, and the mission - I am proud to serve with you.

A handwritten signature in blue ink, appearing to read "D. Bohac", is located below the text.

Daryl L. Bohac
Major General
Nebraska's Adjutant General