

the Constitution and laws of the United States, do hereby proclaim November 2003 as National American Indian Heritage Month. This month, I encourage citizens to learn more about the rich heritage of American Indians and Alaska Natives and the role they have played in building and sustaining our Nation and to commemorate this month with appropriate programs and activities.

**In Witness Whereof**, I have hereunto set my hand this fourteenth day of November, in the year of our Lord two thousand three, and of the Independence of the United States of America the two hundred and twenty-eighth.

**George W. Bush**

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**Memorandum on Return of  
Activated Military Members to  
Federal Civilian Employment**  
*November 14, 2003*

*Memorandum for the Heads of Executive  
Departments and Agencies*

*Subject:* Return of Activated Military  
Members to Federal Civilian Employment

As we welcome home returning Federal civil servants who were called to active duty in the continuing Global War on Terrorism, we recognize the contributions they have made in the defense of freedom. Whether they served with the Reserve Forces or the Air and Army National Guard, each of them has my personal gratitude and the respect and admiration of a grateful Nation.

The Federal Government will continue to be the model for employer support to the Guard and Reserve. We are the guarantors of the rights of returning service members under the Uniformed Services Employment and Reemployment Rights Act, and I am personally committed to providing each of them with our full support, recognition, and assistance. Accordingly, I hereby direct you to

grant Federal employees under your authority who are returning from active duty 5 days of uncharged leave from their civilian duties, consistent with the provisions of Federal law.

We also are grateful for the extra efforts of the many Federal civilian employees who, in the absence of their fellow activated workers, have contributed to the War on Terror, and I urge you to recognize these Federal employees by appropriate means.

**George W. Bush**

NOTE: This item was not received in time for publication in the appropriate issue.

**Letter to Congressional Leaders  
Reporting on the Deployment of  
United States Military Personnel as  
Part of the Kosovo International  
Security Force**

*November 14, 2003*

*Dear Mr. Speaker: (Dear Mr. President:)*

In my report to the Congress of May 14, 2003, I provided information regarding the continued deployment of combat-equipped U.S. military personnel as the U.S. contribution to the NATO-led international security force in Kosovo (KFOR) and to other countries in the region in support of that force. I am providing this supplemental report prepared by my Administration, consistent with the War Powers Resolution (Public Law 93-148), to help ensure that the Congress is kept fully informed on continued U.S. contributions in support of peacekeeping efforts in Kosovo.

As noted in previous reports, the U.N. Security Council authorized member states to establish KFOR in U.N. Security Council Resolution 1244 of June 10, 1999. The mission of KFOR is to provide an international security presence in order to deter renewed hostilities; verify and, if necessary, enforce the terms of the Military Technical Agreement (MTA) between NATO and the Federal Republic of Yugoslavia (FRY) (which is now the Union of Serbia and Montenegro); enforce the terms of the Undertaking on Demilitarization and Transformation of the former Kosovo Liberation Army; provide day-to-day operational direction to the