

November 6, 2006

**MEMORANDUM**

TO: HHS Chapter Presidents

RE: Newly Adopted Sick Leave Policy

**SUMMARY: NTEU and HHS have signed a Memorandum of Understanding (MOU) agreeing to the implementation of the new Office of Personnel Management (OPM) regulations adopted September 18, 2006, which create new rights for employees.**

On September 18, 2006, newly proposed OPM regulations related to sick leave were approved and became effective, which provide additional rights for our members. As a result, NTEU and HHS have signed a MOU agreeing to the implementation of these new regulations. We have attached a copy of the regulation, as well as a notice provided by the Rockville HR Center Employee and Labor Relations Division.

These new regulations no longer require employees to maintain 80 hours of sick leave in their accounts to be entitled to use up to 104 hours of sick leave per leave year for general family care or bereavement. Further, they also establish a government-wide, 15-calendar day time frame for providing "administratively acceptable evidence" for using sick leave. This time period can be extended to a full 30 days if employees have been unsuccessful in obtaining this information, so long as they have made a good faith effort to comply.

Colleen M. Kelley  
National President

Attachments

NEGMOU