

in this part were not followed in rating their examinations or in making selections for appointment may appeal to CEO. In the event they are not satisfied with CEO's decision, and they can show reason to believe that CEO's action was arbitrary, capricious, or in violation of these regulations, they may request a review of the decision by the PAPB.

### Subpart J—Records and Reports

#### § 253.291 Applicability of Federal Personnel Manual.

(a) The provisions of Chapter 296 of the Federal Personnel Manual will, except as indicated below, apply to the preparation of notifications of personnel action taken under the regulations in this chapter.

(1) All appointment and conversion actions will be prefaced by the term "Canal Area" or "CA" and will be identified as taken under the authority of the regulations in this chapter.

(2) The noncompetitive appointment of a former Federal employee under the provisions of § 253.44 will be termed a reappointment rather than a reinstatement.

(b) The provisions of Chapters 293 and 298 of the Federal Personnel Manual will apply, respectively, to the maintenance of employment records and the reporting of employment, except that the Official Personnel Folders of non-U.S. citizen employees who separate from service may be retained by the employing agency for not to exceed two years following separation. Upon expiration of this period, the Official Personnel Folders will be transferred to the National Personnel Records Center for permanent storage.

[51 FR 33262, Sept. 19, 1986]

### Subpart K—Labor Management Relations

#### § 253.311 Labor-management and employee relations.

Labor-management and employee relations of agencies, their employees and the exclusive representative of employees in an appropriate unit in an agency shall be governed and regulated solely by Chapter 71 of title 5, United

States Code and other applicable laws, rules and regulations of the United States.

### Subpart L—Equal Employment Opportunity

#### § 253.331 Policy concerning equal employment opportunity.

(a) All Personnel actions affecting employees or applicants for employment shall be made free from any discrimination based on race, color, religion, sex, age, national origin, handicapping condition or marital status.

(b) Agencies may adopt regulations to carry out the provisions of this subpart and may provide for appeals of personnel actions alleged to be based upon discrimination prohibited by this subpart.

(Secs. 1211 through 1225 of the Panama Canal Act of 1979; 93 Stat. 463; Executive Order 12215)

## PART 255—[RESERVED]

## PART 256—SALARY OFFSET FOR FEDERAL EMPLOYEES WHO ARE INDEBTED TO THE UNITED STATES

Sec.

- 256.1 Collection of debts by offset; scope of regulations.
- 256.2 Definitions.
- 256.3 Pay subject to offset.
- 256.4 Advance notice of debt; request for records; submission of information.
- 256.5 Formal notice to employee.
- 256.6 Request for a hearing; prehearing submissions.
- 256.7 Hearings; time, date, and location.
- 256.8 Consequence of employee's failure to meet deadline dates.
- 256.9 Hearing procedures.
- 256.10 Representation.
- 256.11 Applicable legal principles.
- 256.12 Standards for determining extreme financial hardship.
- 256.13 Collection of debts on behalf of other agencies by offsetting the pay of a Commission employee.

AUTHORITY: 5 U.S.C. 5514, as amended by section 5 of Public Law 97-365, 96 Stat. 1751-1752.

SOURCE: 50 FR 34123, Aug. 23, 1985, unless otherwise noted.