

**OFFICE OF PERSONNEL  
MANAGEMENT (OPM)**

**Statement of Regulatory Priorities**

The Office of Personnel Management's (OPM's) regulatory priorities for the coming year will continue to focus on human resource management reforms that will enable the Federal Government to meet the challenges of downsizing, increased use of technology, delayering, decentralization, improved labor-management relationships, and other changes that are reinventing the Federal workforce.

The progress made by this Administration to date to reinvent Federal human resource management systems has been both important and far-reaching as we strive to build a powerful bridge to the 21st century. It is now critical to continued progress toward centrally needed reform that there be passage of the Federal Human Resource Management Reinvention Act. Many of its provisions will increase the opportunities for Federal agencies to use broadbanding, more demonstration projects, and performance-based pay plans, such as team incentives and goal sharing. All of these tools are needed to lead Federal human resource management into the 21st century.

Pending passage of this legislation, OPM is using its regulatory authority, whenever possible, to achieve these goals. We will be continuing our implementation of the Hatch Act Reform Amendments of 1993 to address issues relevant to the localities whose federally employed residents have been granted a partial exemption from the Reform Amendments' prohibitions on candidacy for partisan political office and on soliciting, accepting, or receiving political contributions.

OPM also expects to produce final regulations implementing provisions of the Family and Medical Leave Act of 1993. These regulations, reflecting the Administration's goal of a family-friendly workplace, will ensure that all employees are fairly treated when they need time off for medical or family needs.

OPM will continue to improve its existing human resource management systems in order to attract and keep the best possible talent, to promote fairness and diversity, and to create a Government that works better and costs less.

**OPM**

**PROPOSED RULE STAGE**

**140. POLITICAL ACTIVITY—FEDERAL  
EMPLOYEES RESIDING IN  
DESIGNATED LOCALITIES**

**Priority:**

Other Significant. Major under 5 USC 801.

**Legal Authority:**

5 USC 7325

**CFR Citation:**

5 CFR 733

**Legal Deadline:**

Final, Statutory, February 3, 1994.

**Abstract:**

Congress amended the Hatch Act through the Hatch Act Reform Amendments of 1993; an interim regulation with a request for comments was issued on February 4, 1994, 59 FR 5313. The interim regulation addressed employee coverage and specifically described the political activities which the Reform Amendments permit and prohibit in connection with employee participation in elections for local partisan political office in the designated localities. The interim regulation also included a list of the localities whose Federally employed residents have been granted a partial exemption from the Reform Amendments' prohibitions on candidacy for partisan political office and on soliciting, accepting, or receiving political contributions. In view of the comments submitted on the interim regulation, substantive revisions to the regulation are planned. Therefore, a proposed regulation would be appropriated to provide the public with an opportunity to comment on such changes

**Statement of Need:**

Congress amended the Hatch Act through the Hatch Act Reform Amendments of 1993; an interim regulation with a request for comments was issued on February 4, 1994 (59 FR 5313). The interim regulation addressed employee coverage and specifically described the political activities which the Reform Amendments permit and prohibit in connection with employee participation in elections for local partisan political office in the designated localities. The interim regulation also included a list of the

localities whose Federally employed residents have been granted a partial exemption from the Reform Amendments' prohibitions on candidacy for partisan political office and on soliciting, accepting, or receiving political contributions. In view of the comments submitted on the interim regulation, substantive revisions to the regulation are planned. Therefore, a proposed regulation would be appropriate to provide the public with an opportunity to comment on such changes.

**Summary of the Legal Basis:**

The legal basis for issuing this regulation is the Hatch Act Reform Amendments of 1993, Pub.L. 103-94, 107 Stat. 1001, as codified at 5 U.S.C. section 7325.

**Alternatives:**

There is no alternative to issuing a proposed regulation in view of the substantive changes that are planned for the regulation. A final regulation also will be required to put covered employees on notice of the political activities that the Reform Amendments permit and prohibit in connection with elections for local partisan political office in the designated localities. Moreover, a consistent interpretation of the Reform Amendments' provisions is required for purposes of enforcement.

**Anticipated Costs and Benefits:**

There are no anticipated costs or risks associated with publication of a proposed regulation concerning the political activity of Federal employees residing in designated localities.

**Risks:**

None

**Timetable:**

Action	Date	FR Cite
Interim Final Rule	02/04/94	59 FR 5313
NPRM	10/00/96	
Final Action	01/01/97	

**Small Entities Affected:**

None

**Government Levels Affected:**

None

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OPM

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**FINAL RULE STAGE**


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**141. FAMILY AND MEDICAL LEAVE****Priority:**

Other Significant

**Legal Authority:**

5 USC 6387

**CFR Citation:**

5 CFR 630, subpart L

**Legal Deadline:**

None

**Abstract:**

Sections 6381 through 6387 of Title 5, United States Code as added by Title II of the Family and Medical Leave Act of 1993 (FMLA), Public Law 103-3, Feb. 5, 1993, provide certain Federal employees a total of 12 administrative work weeks of unpaid leave during any 12-month period for: the birth of a child and care of the newborn; placement of a child with the employee for adoption or foster care; care of an employee's spouse, son, daughter, or parent with a serious health condition; or the serious health condition of the employee that makes the employee unable to perform the essential

functions of his or her position. Section 6387 requires OPM to prescribe regulations for the administration of the FMLA. OPM's interim regulations implementing Title II of the FMLA were published on July 23, 1993. OPM's regulations establish a clear and uniform Federal Policy that ensures that all Federal employees are treated fairly and equitably when they need time off for medical problems or family needs. At the time of enactment of the FMLA, the Congressional Budget Office estimated "that enactment of this title would not result in significant additional costs to the Federal Government."

**Statement of Need:**

This regulation establishes a clear and uniform Federal policy that ensures that all Federal employees are treated fairly and equitably when they need time off for medical problems or family needs.

**Summary of the Legal Basis:**

Sections 6381 through 6387 of Title 5, United States Code, as added by Title II of the Family and Medical Leave Act of 1993, (FMLA), Public Law 103-3, February 5, 1993, provide certain Federal employees with a total of 12 administrative workweeks of unpaid leave for certain medical and other family related matters. Section 6387

requires the Office of Personnel Management to prescribe regulations for the administration of the FMLA.

**Alternatives:**

None

**Anticipated Costs and Benefits:**

None

**Risks:**

None

**Timetable:**

Action	Date	FR Cite
Interim Final Rule	07/23/93	58 FR 39596
Final Action	11/00/96	

**Small Entities Affected:**

None

**Government Levels Affected:**

None

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