

HHS UPDATE

NTEU National Treasury Employees Union

2019 HOLIDAY LEAVE ALERT

Requests for Annual/Holiday Leave Must Be Submitted by Sept. 15

In NTEU's view, HHS is prematurely and illegally implementing a Federal Service Impasses Panel decision requiring employees to submit all annual leave requests for November-January to the Leave Approving Officials no later than **Sept. 15**.

Nevertheless, to increase your chances of having your holiday leave approved, NTEU encourages all employees to submit their leave requests in the next week.

In the meantime, NTEU is fighting back against the provision that forces you to rush time-off requests for the holiday season and limits those requests to only five consecutive days per month during the months of November, December and January. The union filed a national grievance asserting that the contract negotiated in 2010 remains in effect under the law until the parties complete negotiations on a new agreement. Under that contract, during periods of high leave use or operational needs, HHS may only require that requests for **extended** leave of five or more consecutive work days be submitted by a specific date.

At the hearing next week, NTEU will pursue a remedy for any employee denied leave as a result of the illegally-imposed Sept. 15 deadline. While an arbitrator has the authority to restore annual leave in appropriate circumstances, they will not have the ability to give you the time that could have been spent on vacation with friends and family, so we encourage you to submit your requests before this artificial deadline.

The union has three other pending grievances against HHS for its illegal bad faith bargaining tactics.

Please share this message with your colleagues to remind them to submit their annual leave requests prior to Sept. 15.

Reminder

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"...to ensure that every federal employee is treated with dignity and respect."