



Comp Time Arbitration Settlement

1. Management will normally grant all requests for compensatory time in lieu of overtime pay submitted by eligible BUEs, as defined by 5 CFR 550.114. Management will allow eligible BUEs to use compensatory time earned in the same manner as annual leave, subject to leave usage considerations. Compensatory time leave requests will not receive a higher or lower priority than annual leave requests.
2. The parties will send a joint email notification to all BUEs advising them of this policy to ensure all BUEs understand the consequences of taking compensatory time in lieu of overtime pay. The Agency cannot guarantee that BUEs will get to use compensatory time earned. Unused compensatory time will be paid out at the end of 26 pay periods in accordance with 5 CFR 550.114.
3. Language in Article 29, Section 1 of the Master Agreement, currently being negotiated by the parties, will be changed to reflect the proper pay-out time for unused compensatory time as stated in 5 CFR 550.114.
4. The parties agree to split the cost of the arbitrator's cancellation fee. The parties agree that this splitting of the bill is not precedential.
5. The Union agrees to withdraw, with prejudice, its grievance on the compensatory time in lieu of overtime pay, submitted on February 20, 2015 and amended on March 26, 2015.

For the UNION:

Date:

3/16/18

Title: President, NFFE Local 1998

Title: Secretary Treasurer, NFFE Local 1998

For the AGENCY:

Brenda D. Sprague

3-22-2018

Title: DAS for Passport Services
Bureau of Consular Affairs