



Representing the bargaining unit employees of Passport Services, a division of the Department of State's Bureau of Consular Affairs

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Action Request

DATE: November 19, 2020

TO: Rachel M. Arndt, Deputy Assistant Secretary for Passport Services

THROUGH: Daniel Alessandrini, Director or Bradley Phillips, Division Chief, Office of Program Management and Operation Support

SUBJECT: Request for Leave Restoration for those that returned to work on June 11, 2020

PURPOSE: The following request is to sustain morale and award those that were able and returned to work on June 11, 2020.

Many employees who returned to the office on June 11, 2020 feel as though the work they have been doing has and is not being fully recognized. I have heard countless stories from fellow employees stating that they feel that their fellow co-workers who remained on Weather and Safety Leave were treated in a better light than those that chose to return and support the mission of the organization.

One of the big issues for those that returned in June is the fact that they had to use their own leave while those that remained on Weather and Safety Leave were allowed to continue earning leave at their normal rate. Not that the expectation was they should not be using their leave as appropriate, but the questions is how can one group appear to reap all the benefits and others not be allowed some sort of similar benefit to further the organizations mission.

Our people that returned to work in June request that Annual Leave/Sick Leave used between June 16, 2020 and November 13, 2020 be restored to them in some capacity as a good will acknowledgement of a job well done.

Effective leadership through this act will continue to sustain a positive work-place environment.

Professionalism will shine through if a positive environment is continued to be fostered by granting some form of leave restoration.

Integrity will be shown by the acknowledgment of a job well done.

Collaboration will be stimulated by those that have worked so diligently since June with those that have recently returned and those that will be returning when they can safely return.

I understand there may be legal ramifications to this request, but from an employee that returned to the office in June while using public transportation on a regular basis one would hope ones employer would find some way to reward those that worked to uphold the core values of the organization.

Finally, this is in no way meant to lessen or degrade the benefits that employees received while on Weather and Safety Leave from March to June of 2020. Additionally, it is not meant to harm those that needed and still need Weather and Safety Leave. This has been an extraordinary benefit for those at high-risk of contracting this dangerous virus. It is just an expression of frustration and exhaustion by those that worked from June until now and an idea on how to show them their work is appreciated.

This year has been full of stress in and out of the office. It is one of those years that it is impossible to separate the two. With those who came back to work, they risked a lot since no one knows every detail of this virus or how to prevent it, especially since a vaccine has not been approved by the FDA yet. Many specialists have taken more sick leave and annual leave than they would have normally to deal with the stress of work and combating this virus.

Please consider some form of acknowledgement to those that returned to work in June even if leave can't be restored in some form or another.

Thank you for your time and consideration regarding this Request for Action.