



United States Department of the Interior



BUREAU OF LAND MANAGEMENT
California State Office
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Sacramento, CA 95825
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October 18, 2005

In Reply Refer To:
1400-630 (CA-945) P

EMS TRANSMISSION: 10/18/005
Instruction Memorandum No. CA-2006-003
Expires: 09/30/2007

To: All Employees
From: State Director
Subject: Avoiding Forfeiture of Annual Leave and Requesting Restoration of Leave

This is to remind you that the current leave year expires on January 7, 2006, and that you may not carry more than 240 hours of annual leave into the new leave year. In order to avoid forfeiture of annual leave hours exceeding 240 hours, it is important that you plan to use all excess annual leave between now and January 7, 2006.

Annual leave that will be in excess of the maximum leave ceiling must be scheduled **in writing no later than November 26, 2005**. Informal notification of your leave plans does not meet the documentation requirements of the regulation - the request must be in writing. Supervisors and managers must approve or disapprove these leave requests in writing as well. If disapproved, the supervisor or manager must provide the reason(s) for such denial.

Documentation should be on an OPM Form 71, Application for Leave, or similar evidence. The OPM Form 71 is available on BLM's intranet or OPM's website at www.opm.gov. Annual leave that is forfeited because it is in excess of the maximum leave ceiling may be considered for restoration because of an exigency of the public business (response to a pressing, urgent need, or an emergency situation); sickness of the employee; or an administrative error.

In case of an exigency of the public business, the request for restoration must be submitted to the State Director for restoration determination. This should be done at the time that the exigency occurs. There is no authorization to restore leave due to an employee's own determination that an exigency exists. It is the mutual responsibility of employees and management to plan and schedule the use of annual leave throughout the year. Supervisors and employees should note that approval of an exigency requiring cancellation of scheduled annual leave does not absolve them of the need to try to reschedule the leave for use before the end of the leave year, if at all possible.

Employees who forfeit excess annual leave because of working to support the Nation during the National emergency are deemed to have scheduled their excess annual leave in advance. These employees are, therefore, entitled to restoration of their annual leave.

Requests for restoration of annual leave should be submitted through the appropriate supervisory official to the Human Resources office (CA-945) after the end of the current leave year. Requests should be submitted on the attached Form 4727-78, Request for Restoration of Forfeited Annual Leave and should include documentation regarding the approval and disapproval for all periods of scheduled annual leave.

Restored annual leave must be used within two years from the end of the leave year in which the leave was restored. For example, if leave is restored in February 2006, it must be used by the end of leave year 2008.

If you have any questions please direct them to Angie Dailly in Human Resource Services at (916) 978-4476.

This memorandum supersedes IM No. CA-2005-002, dated October 7, 2004.

Signed by:
Karen Barnette
Acting State Director

Authenticated by:
Richard A. Erickson
Records Management

Attachment
Attach 1 - Form 4727-78

REQUEST FOR RESTORATION OF FORFEITED ANNUAL LEAVE

Under the provision of 5 U.S.C. 6304, it is requested that previously scheduled leave forfeited due to exigencies of the public service or due to sickness (injury) be restored. In support of this request, the following required information is provided (complete items 1 through 5 and 7 through 9 for request due to exigencies of service; complete items 1 through 3 and 6, 8, and 9 for request due to illness).

- 1. Date annual leave was scheduled _____ (Attach copy of approved SF-71.) (Leave must have been scheduled at least three pay periods before the end of the leave year.)
2. Period (from _____ to _____) and amount (days/hours) _____ of leave that was requested as reflected by the SF-71.
3. Date leave was approved _____.
4. Date Leave was canceled _____ (attach copy of cancellation).
5. Date(s) (from _____ to _____) during which the leave was rescheduled.
6. If due to sickness (injury or disability), indicate dates and duration of sickness in an attachment. Attach copies of medical certificate (if any), sick leave approval, or a copy of the approval of disability retirement application.
7. Date exigency was approved by the Assistant Director or State/Center Director _____.
8. Actual number of hours requested for restoration _____.
(Do not submit before end of leave year.)

Signature of Employee

Date

- 9. The supervisor must attach an explanation of the nature of the exigency which must include the beginning and ending dates of the exigency, and efforts made to reschedule employee's leave. If due to sickness (injury) explain in an attachment the efforts to schedule leave and why it could not be accomplished.

Signature of Supervisor

Date

1. _____ 2. _____
Servicing Personnel Specialist/ Date Personnel Officer/Date
Review for Regulatory Conformance

3. _____ Approved for _____ hours
Assistant Director/State Director/Center Director Date
Disapproved for _____ hours