



Impact of a Shutdown Furlough on Pay and Benefits

Pay

The furlough will not affect the scheduled pay dates for hours worked through September 30, 2023. Employees will receive pay as scheduled on October 3, 2023, for Pay Period 20 (pay period ending September 23, 2023). Employees will receive pay on October 17, 2023, for Pay Period 21 (pay period ending October 7, 2023) for hours worked through September 30, 2023.

Under provisions of the "Government Employee Fair Treatment Act of 2019" (31 U.S.C. 1341(c)), Federal employees affected by a lapse in appropriations that began on or after December 22, 2018, must receive retroactive pay at the employee's "standard rate of pay" for the lapse period as soon as possible after the lapse ends, regardless of scheduled pay dates, and subject to the enactment of appropriations Acts ending the lapse.

Leave and Other Paid Time Off

An employee may not use leave or other paid time off during a furlough period.

Leave Accruals - a full-time employee does not earn annual or sick leave during a pay period when he or she reaches 80 hours of nonpay time. However, leave accruals will be credited to an employee when retroactive pay is made and the nonpay status no longer applies.

Transit Benefits

The Transit Benefit subsidy should only be used when commuting from home- to – the official work site and from the official work site- to – home to perform work. For employees in a non- pay, leave or telework status, the transit benefit should not be used and use could result in disciplinary action.

Payments for benefits premiums will be made from an employee's bi-weekly pay. If pay is insufficient to make premium payments, coverage will continue and the employee may make payments once returned to a non-furlough status.

Page Last Modified: 09/28/23 13:44 EDT

Messages from Leadership

- Message from the Assistant Secretary for Administration (https://my.faa.gov/focus/articles/2023/09/Message_from_the_Ass.html)

Resources

- White House FAQs and Contingency Plans (<https://www.whitehouse.gov/omb/information-for-agencies/agency-contingency-plans/>)
- DOT FAQs (<https://dotnet.dot.gov/payroll-benefits/faqs-lapse-appropriations>)
- ATO Shutdown Furlough Resources (<https://my.faa.gov/go/ATOfurlough>)
- Employment Verification (https://my.faa.gov/org/staffoffices/ahr/employment_verification.html)
- Procedures for Emergency (Shutdown) Furlough and Recalling Furloughed Employees (https://my.faa.gov/org/staffoffices/ahr/program_policies/policy_guidance/hr_policies/hrpm/emp/emp_ref/media/rmshutdownrecallproc.html)
- EMP-1.27a Shutdown Furlough (https://my.faa.gov/org/staffoffices/ahr/program_policies/policy_guidance/hr_policies/hrpm/emp/emp-1-27a.html)
- HRPM Volume 1 - Employment Reference Material (https://my.faa.gov/org/staffoffices/ahr/program_policies/policy_guidance/hr_policies/hrpm/emp/emp_ref/RMQ&ASaveMoneyFurlough.html)

***This page can be viewed online at:
<https://my.faa.gov/org/staffoffices/ahr/furlough/impact-shutdown-furlough-pay-benefits.html>***

