



CSOSA

January 9, 2019

Message to CSOSA Staff:

I and the Senior Executive Leadership Team (SELT) want to reiterate our concern for the well-being of our staff during this furlough period. We have been in regular communication with the Office of Personnel Management (OPM) and the Office of Management and Budget (OMB) in an effort to stay informed of any changes that would affect our staff.

OPM and OMB are committed to pursuing all avenues available to find a workable resolution to the current lapse in appropriations. They understand the serious implications for our employees and are attempting to minimize the effects as much as legally possible.

If you need financial assistance during the shutdown, you may consider contacting FOH, CSOSA's employee assistance program (EAP) as their services include financial consultation services. You may want to contact your financial institution, credit union or learn about your options through the Thrift Savings Plan (www.tsp.gov). In addition, you should have received a letter for creditors (attached) that may assist you in making arrangements with your creditors. OPM has also provided employee resources on www.opm.gov.

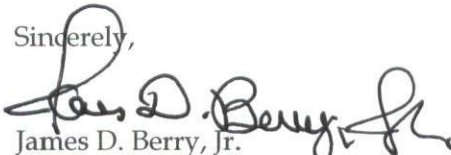
How this furlough will affect pay is of importance to all of us. Unfortunately, the deadline for pay submissions has already passed for CSOSA employees. We, like most furloughed Federal employees, will experience a delay in pay. OPM is working with all payroll providers to try to alleviate additional delays or issues that may arise.

Employees performing excepted work (or work required to support excepted work, by necessary implication) during the shutdown will be paid for the work performed, as agencies incur an obligation to pay for such work; that is not in question. Backpay for furloughed employees will depend on Congressional action.

Employees will continue to be covered under the Federal Employees Health Benefits (FEHB) program during the shutdown and the employee's share of the FEHB premium will accumulate and be withheld from pay upon employees return to a pay status.

We are all in this together and we all hope for a speedy end to this government shutdown.

Sincerely,



James D. Berry, Jr.
Deputy Director/ Agency Head