

# Fort Knox CPAC...



## HR Tip of the Week

### The Hatch Act

Working for the federal government is vastly different from most private sector jobs in that public servants must adhere to a number of rules, regulations, and restrictions. The rule that most protects our political system from improper influence and limits political activity within the executive branch is the Hatch Act.

The Hatch Act gets a lot of publicity during presidential campaigns, but violations can occur anytime politics are involved. Violating the Hatch Act is a serious matter. Violations can lead to a reduction in grade, suspension, reprimand, fines, a ban from federal service for up to five years, and even removal, as amended by the Hatch Act Modernization Act of 2012.

The rules that apply to most federal employees are often referred to as the five main prohibitions or the 24/7 prohibitions. The first four apply 24 hours a day and seven days a week. The fifth rule applies depending on the time, place, and manner of the political activity. Under the 24/7 prohibitions, federal employees may not:

1. Use their official authority or influence to affect the outcome of an election.
2. Solicit, accept, or receive political contributions.
3. Be candidates in partisan elections.
4. Solicit or discourage political activities of a person with business before their agency. Depending on the time, place, and manner of the political activity, employees may not:
5. Engage in political activity when:
  - a) On duty.
  - b) In the federal workplace.
  - c) Wearing a government uniform or official insignia.
  - d) Using a government vehicle

If you notice or suspect violations of the Hatch Act in the workplace, it is imperative to speak to your chain of command so that this issue is addressed appropriately. For more information or questions, please contact your servicing MER/Labor Specialist in the Ft Knox CPAC.