

# The Bulletin

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## Huntsville Center closes out FY20 virtually, completes \$2.4B in contract actions for Global Stakeholders

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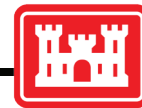
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**OFFICIAL PUBLICATION OF THE  
U.S. ARMY CORPS  
OF ENGINEERS,  
U.S. ARMY ENGINEERING  
AND SUPPORT CENTER,  
HUNTSVILLE**



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# Commander's Thoughts

**“ I continue to be amazed at your great work, flexibility, and positive attitudes ”**



**Col. Marvin Griffin**

**W**ith another end-of-year under our belt, I continue to be amazed at your great work, flexibility, and positive attitudes. We came together “virtually” completing more than 5,000 contract actions totaling more than \$2.4 billion in obligations for our stakeholders.

Each of you play an important role in this organization and contributes to our collective success, and each of you should be proud of the work we did to close out FY 2020.

This past year, I have asked for your help in improving our organization via the Defense Equal Opportunity Management Institute and Federal Employee Viewpoint survey.

For those who participated in the DEOMI survey, thank you for your feedback. I have reviewed the results and each directorate has received a back-brief on the results and your comments. Huntsville Center is a great organization, with great people. However, we do have room to improve and areas to address. Leaders at the directorate and division levels will be taking actions to improve and incorporate your feedback as we move forward.

The 2020 FEVs launched Sept. 15 and closed Oct. 27. The FEVS is an annual governmentwide, non-

attributional survey that offers you a great way to provide your perspective in many critical areas, including your work experience and agency. It is an excellent opportunity to share your feedback with me and the other Center leaders.

One thing unique to this year's survey are questions on the COVID response and working conditions (telework). Please know that I am very much looking forward to hearing your feedback.

I hope everyone had an opportunity to participate in the Occupational Safety and Health Administration's National Safety Stand-Down To Prevent Falls in Construction Sept. 14 -18.

Many thanks go out to Safety Engineer Andrew Boston along with Safety Manager Jason Walsh who provided a virtual Fall Protection End User class on focusing on EM 385-1-1 and OSHA fall protection requirements. A hands-on equipment class will be provided when we return to the building.

Regarding a return to Quality Circle and the suites, we are preparing to implement Phase 2a of our Return to Work Plan.

Phase 2a is a return to the office place of up to 25% of the workforce. The 25% consists primarily of supervisors, key and critical employees,

and project development teams as identified by chiefs and directors across Huntsville Center.

A guide is being prepared for all supervisors which will detail requirements for them to talk to their personnel identified to return to work in Phase 2a, and to identify any employees who may be at “high risk.”

High risk employees are those that may be at an elevated hazard of contracting COVID-19 due to other health conditions, and employees that may need to stay home due to family situations. High risk employees will continue to telework, as will the remainder of the workforce not required to return to work under Phase 2a. To be clear, there is no one-size-fits-all in determining who is at high risk. I am leaving this determination up to first line supervisors who are best positioned to have discussions with their employees. We are working all necessary precursor requirements to implement Phase 2a, such as notifying the union, ensuring the workspace allows for proper physical separation of employees, ensuring the proper personal protective equipment and personal hygiene equipment/material is available.

Again, great job in executing our end of fiscal year 2020 work.

# Center closes out FY20 virtually, completes \$2.4B in contract actions for global stakeholders

By William S. Farrow  
Huntsville Center Public Affairs

Completing Fiscal Year 2020 virtually due to ongoing COVID-19 safety precautions, the U.S. Army Engineering and Support Center, Huntsville delivered the program with outstanding success for the U.S. Army Corps of Engineers and its stakeholders, ending the fiscal year with more than 5,000 contract actions totaling more than more than \$2.4 billion in obligations worldwide.

Huntsville Center transitioned to maximum telework in late March requiring its more than 1,000 professionals to quickly develop new processes for executing more than 40 ongoing programs worldwide.

Albert “Chip” Marin, Huntsville Center programs and business director, said completing the end-of-year work virtually over the last two months has been a remarkable success.

“In years past, on Sept. 30, there were project managers, contracting officers, lawyers, resource management personnel and the like running all over the workspace conducting last-minute coordination through face-to-face, on-the-spot discussions on how to solve problems,” Marin said.

“Now, for the first time ever, all of this happened virtually. There was no script, there was no end of fiscal year virtual experienced personnel in Huntsville Center, there is no next cubicle neighbor. There was only the employee, a phone and a laptop. And they do not miss a beat. All the hustle and bustle happened virtually – silently to many – but nonetheless it happened and happened perfectly.”

A mere seven months ago Marin said he would have thought completing year end operations virtually wouldn’t have been possible.

“I would have been dead wrong,”

“No mission is more noble and every Huntsville Center employee is a part of this marvel.”

Albert “Chip” Marin  
Huntsville Center Programs and  
Business Director

Marin said. “I should have known better.”

Marin said the professional workforce of Huntsville Center always completes the mission despite any obstacles, challenges and no matter how difficult the work.

The \$2.4 billion in contract actions increased not only Department of Defense readiness and effectiveness through global medical facility renovations and modernization, resilient power and water utilities projects, military training facility updates and cybersecurity programs aimed at strengthening our nation’s defenses, it also provided vital support to ongoing federal, state and local programs and projects aimed at improving and increasing our nation’s health and safety during the continued response to the coronavirus pandemic.

“No mission is more noble and every Huntsville Center employee is a part of this marvel,” Marin said.

“The workforce has proven once again that there is no better organization in the Army Corps of Engineers than Huntsville Center and as the programs director, I am both proud and humbled to be part of this fantastic team.”

Rebecca Goodsell, Huntsville Center Office of Small Business Programs chief, said she is extremely proud of the efforts made to ensure contracts were

awarded to America’s small businesses, especially when so many small businesses are feeling a strain due to the global pandemic.

“Over \$816 million was awarded to small business primes. Those real dollars awarded to small business concerns help drive industry growth and stabilize our nation’s economy,” Goodsell said.

Unlike Corps districts that can predict what their FY workload will be and therefore makes percentage goal assignments more easily achievable, Goodsell said Huntsville Center’s challenge has always been the unknown while taking in new work throughout the fiscal year.

“This is why we do market research for every requirement and scrutinize whether or not a set aside for small business concerns is appropriate,” she said. “Our consideration for small business concerns made all the difference in making this possible.”

Revolutionizing has been at the heart of the Huntsville Center mission from its beginnings in 1967, and FY20 highlighted the remarkable adaptability of this team of professionals who continue to engineer solutions for the Corps’ toughest challenges through cutting-edge approaches to contracting, program management and custom-designed solutions, successfully delivering the program year-after-year.





Photo by Michael May

Colleen O’Keefe, Huntsville Center contracting chief, and Albert “Chip” Marin III, Huntsville Center programs and business director, participate in the Society of American Military Engineers Huntsville Post’s virtual Small Business Forum Oct. 20.

## Huntsville Center participates in virtual small business forum 2020

By William S. Farrow and  
Kristen Bergeson  
Huntsville Center Public Affairs

Subject matter experts from the U.S. Army Engineering and Support Center, Huntsville, joined other U.S. Army Corps of Engineers and Redstone Arsenal personnel to participate in the Society of American Military Engineers Huntsville Post’s virtual Small Business Forum Oct. 20.

More than 350 participants, mostly small business owners and business representatives from across the country, logged in to learn about Huntsville Center’s more than 40 programs and upcoming acquisitions.

Col. Marvin Griffin, Huntsville Center commander, provided an overview of the Center’s unique mission and how it has evolved over time to

meet the needs of the nation.

“As new needs arose, new requirements have come up in highly technical, very specialized areas, and Huntsville Center picked up those specialized missions with all the capabilities and technical expertise,” he said.

“We rely on industry as we develop those technical competencies, and make the services and capabilities we provide work for our warfighters and our nation.”

Virtual attendees also got a closer look at individual programs via interactive round table sessions with Huntsville Center and other Corps of Engineers districts program managers and contracting specialists.

These sessions focused on energy; electronic technology; facilities and facility technology; military support; medical facility architectural and

engineering contracts; ordnance and explosives; safety and pre-award contracting.

Although most Department of Defense organizations transitioned to maximum telework in March, Griffin said there is still a requirement to execute the mission and deliver the program.

“We ended the fiscal year with 5,000-plus actions and over \$2.4 billion contract awards,” Griffin said.

“I want to sincerely congratulate everyone on that effort—not just because those are great numbers but because each and every one of those contract actions are critical to our national defense, critical to support our nation and essential to supporting and providing the facilities and resources needed for our Soldiers, Sailors, Airmen and Marines serving around the world.”

# Facilities Reduction Program delivers through virtual contracting

By Kristin Bergeson  
Huntsville Center Public Affairs

While Huntsville Center is taking precautionary measures to protect its workforce and do its part to slow the spread of COVID-19, the organization remains fully operational.

Even programs that generally require intensive on-site visits are finding innovative solutions to maintain the high level of quality expected of Huntsville Center.

One example is the Facilities Reduction Program, which provides contracting services and oversight of projects to eliminate excess facilities and structures at installations across the country, ultimately leading to a reduction in fixed installation costs and an increase in energy savings.

Typically, this type of job requires two on-site visits: a site-scoping visit for Huntsville Center engineers to visually assess the site and develop a plan that addresses the customer's requirements and any potential safety or environmental concerns, and a pre-proposal visit with potential offerers for contractors to get a clear understanding of the work to be performed.

However, the rapid spread of COVID-19 and resulting travel restrictions have required Huntsville Center employees to conduct these site visits virtually. According to FRP Program Manager Michelle Clark, these virtual visits have been a huge success, allowing the program to continue accomplishing the mission while protecting its workforce.

"Eliminating these on-site visits altogether would jeopardize the quality of the work and put the contractors at a greater risk, so we are doing them virtually, and so far, it's going very well," Clark said.



Courtesy photo

**Huntsville Center's Facilities Reduction team has transitioned to virtual site visits to minimize the spread of COVID-19 while ensuring the satisfaction of stakeholders. Team members are utilizing a variety of online tools, such as virtual conferencing platforms and aerial images such as the one seen here of a demolition site at Naval Air Station Corpus Christi, Texas to gather information needed to develop an effective plan.**

In order to obtain the necessary information for designing a plan for demolition or deconstruction, the Facilities Reduction Program team has been working with the installation's quality assurance specialists to take pictures and videos of the site, as well as using online meeting platforms such as WebEx to get feedback in real time.

FRP project managers are also facilitating the information and question-answer portions of the pre-proposal site visits with contractors virtually. Installation personnel take the contractors on a virtual tour of the facilities and identify any items of concern that would require additional discussion prior to awarding the contract.

"It has really come down to an increased focus on communication and

collaboration. This has allowed us to keep doing what we've always done and maintaining that high level of quality," Clark said.

The Facilities Reduction Program worked 16 new projects this fiscal year, 12 of which have year-end requirements. Of those, five were started pre-pandemic. The remaining seven—including demolitions in Southern California, Hawaii and Mississippi.—have already involved or will involve virtual site-scoping visits.

"Our entire team knows how important it is for our stakeholders and the public to keep work on schedule despite the national emergency. We are committed to that mission, and we are able to accomplish that while also understanding that public safety is our number one priority," Clark said.





Courtesy photo

Huntsville Center is providing technical and contracting support for the Army's Smart Barracks Initiative. Barracks at Fort Benning, Georgia, pictured here, have been selected for the pilot program with plans to implement effective changes across many installations.

# Huntsville Center supports Army's Smart Barracks Initiative

**By Brandy Hicks**  
**Huntsville Center Utility Monitoring and Control Systems Program**

**F**ocusing on the Army's priority of taking care of its Soldiers, the U.S. Army Engineering and Support Center, Huntsville, recently awarded a \$4.5 million contract to Spectrum Solutions, Inc. in support of the U.S. Army Materiel Command's Smart Barracks Initiative.

The initiative will strive to modernize Soldier barracks by applying innovations and best practices in smart technology, cyber and physical security, energy systems, and quality-of-life improvements for the Soldiers who call these facilities their home.

In July, AMC reached out to the U.S. Army Corps of Engineers for the Huntsville Center's expertise to help execute this initiative after its leaders identified the program's top five objectives:

- Provide increased security to prevent suicide, harassment and assault
- Provide increased water and power efficiencies to include sustainability
- Provide ease of maintenance to the facility and its systems to make it more efficient
- Provide a means of capturing the performance/status data association with all Army baseline systems and the analytics that allow the data to be shaped, assessed and used

by decision makers

■ Increase the appeal of barracks to young Soldiers, making the facilities a place where they want to live.

Responding to the request for support, Jelani Ingram, architecture branch chief with the Huntsville Center, established a product deliver team within days, and prepared a briefing to demonstrate his team's technical and contracting ability to award the effort for fiscal year 2020.

Huntsville Center also outlined a phased approach to establish a prototype strategy that can be implemented across many installations. AMC has designated Fort Benning, Georgia, as the initial site.

The Utility Monitoring and Control Systems (UMCS) Mandatory Center of Expertise's newest contract award, UMCS V, was identified as the best contract vehicle for the first phase of the project. The task order for Phase 1 provides utility monitoring and control system, heating ventilation and air conditioning, electrical retrofits, fire detection/protection modifications and wireless communications, maintenance and service, and plumbing enhancements at Fort Benning.

A virtual site visit was conducted Aug. 11. Phase 1 was awarded on Sept. 22 and is expected to be completed by April 22, 2023. Planning of Phase 2 of the Smart Barracks Initiative, which includes furnishing and electronic security systems, will begin in October with contracts awarded by the end of fiscal year 2021.



Courtesy photo

In their efforts to increase energy efficiency and resiliency at installations worldwide, resource efficiency managers explore the latest in renewable technologies, such as this wind turbine at Tooele Army Depot in Utah.

## Resource efficiency managers support modernization of defense industrial base

**By Robert Straitt  
Huntsville Center REM program**

**D**ue to the ever-changing demands of the information age, access to secure and reliable energy has become one of the most critical factors in ensuring our nation's ability to protect and provide for its citizens.

In response to our expanded energy needs—from powering the advanced weapons systems used to defend our nation to powering the neonatal units used to care for premature infants—the Army's energy program has rapidly evolved into a complex system of systems designed to ensure not only the simple ability to buy and sell energy resources but also to provide secure and reliable energy to meet our needs across the globe. At the forefront of this mission Huntsville Center's Resource Efficiency Manager program, which brings the best minds in the free world together to introduce new technologies and processes that extract

every possible unit of energy from the most fuel-efficient and resilient energy-system technologies available.

REMs, often called the “energy boots on the ground,” provide vital expertise to develop site energy plans encompassing projects that achieve sustainable, renewable and secure energy management. Ensuring energy access at Department of Defense installations worldwide is a complex task, requiring REMs to conduct ongoing analysis of data from multiple sources to detect potential energy issues and outages before they happen.

To improve this process, REMs are currently working with U.S. Army Materiel Command to embed advanced artificial intelligence and machine-learning technologies for tracking and reporting energy usage, project initiation, security, and emergency-management response information into a single, easy-to-use interface that is both adaptive and secure. The interface

can process mountains of data, identify trends, and alert decision makers of possible threats in a matter of seconds.

In our energy-dependent world, this is truly a life-saving tool. In addition to improving our means of analyzing existing energy systems, REMs are exploring new, emerging technologies to generate resilient, sustainable energy for Army missions around the world.

They are currently providing their technical insight in support of the DOD's Pele Program, which involves the development of a safe and mobile nuclear microreactor to generate power for remote operating bases. These microreactors could help keep Army weapons systems armed and ready, while also providing our warfighters with the energy they need to maintain sustainable and acceptable living conditions in the most demanding environments. The latest renewable

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Courtesy photo

Soldiers of the 48th Infantry Brigade Combat Team approach a target during a live-fire drill as part of the unit's 2018 rotation at the Joint Readiness Training Center at Fort Polk, Louisiana. Huntsville Center is the designated Range and Training Land Program Mandatory Center of Expertise.

## Range and Training Land program keeps service members on target

By William S. Farrow  
Huntsville Center Public Affairs

**F**iring weapons at targets is fundamental to U.S. armed forces readiness.

Soldiers, Sailors, Airmen and Marines must master the basics of marksmanship with a variety of weapons and weapon systems in an assortment of scenarios designed to accomplish the military's mission to protect and defend the United States, at home and abroad.

Huntsville Center is the designated Range and Training Land Program Mandatory Center of Expertise.

"The RTLP MCX provides centralized management and engineering support to all parts of the Training Support System enterprise.

TSS includes the Sustainable Range, Soldier Training Support and Mission Training Center Program, all designed to meet the challenges of a dynamic threat environment," said Kent Ingram, RTLP project manager.

Live fire training, maneuver exercises, flight operations and myriad other training activities provide hands-on experience critical to support national security objectives and to ensure a high state of military readiness. Test ranges serve critical functions in the development and testing of new

weapon systems.

The RTLP MCX is the centralized repository for information and expertise in planning, programming, design and construction of automated ranges, Training Support Centers, Combat Training Centers standards and Mission Training Complex standards, and projects for the TSS Program.

The RTLP MCX assists the Department of the Army and installations in planning, site development, programming and design of ranges — both military construction, and operations and maintenance funded.

"The goal is to standardize ranges while decreasing the overall cost of range design, construction, operation and maintenance as well as implementing new technologies to improve training capability in support of new weapons systems and tactics," Ingram said.

"We design ranges to meet Army requirements for training and maintain range requirement baselines."

At U.S. military ranges across the globe, Huntsville Center's RTLP helps ensure our nation's military personnel have cutting-edge designs and technology for targets, target retrieval systems, range control and hit detection systems to meet the readiness needs of our nation's warriors.

# Professional development program teamwork provides foundation for future leaders

By William S. Farrow  
Huntsville Center Public Affairs

**O**n Aug. 5, 17 participants completed Leadership Development Program Level I and are now working with deeper insights into their personalities and leadership styles.

The eight-month long program utilized a variety of methods for delivering content to develop competencies including: communication, time management, conflict management, customer service, and contribution to mission.

The LDP is a U.S. Army Corps of Engineers program with four levels corresponding to the Corps' structure.

Levels I and II are administered locally, Level III is at the division level, and Level IV is at Headquarters, USACE. The program here at Huntsville Center is organized, administered and centrally funded through the Human Capital Office and is designed to give general schedule 11, -12 and -13 employees a broad picture of leadership.

Brandy Percell, procurement analyst with the Center's Office of Small Business Programs, participated in the LDP-1 program. She said the greatest aspect of the course was learning that leadership is a behavior, not a position.

"The most valuable thing I have learned during LDP-1 is that in order to successfully lead others, you must learn to effectively lead yourself," Percell said.

To lead the group through the program, senior Huntsville Center employees were course champions. The LDP-1 champions were Wes Trammell, Robert Jackson, and Michelle Crull. Jackson said the LPD 1 course was a challenge when Huntsville Center transitioned to maximum telework due to COVID-19 crisis which began in March, only two months after the



Courtesy photo

LDP-1 course began.

"The LDP-1 participants were starting to develop a camaraderie with each other as well as gaining insight from the various 'Strength Finders' and leadership discussions. Then, COVID-19 got worse in the US which lead to the HNC max telework starting," Jackson said.

The challenge, Jackson said, was to return to the momentum participants had gained before the maximum telework policy was in put in place.

"One of the first things we did—once we were able to get organized ourselves—was to reach out to them as group to let them know we hadn't forgotten about them and that the LDP-1 would still continue to move forward," Jackson said.

"We were able to continue our group discussions virtually. We increased our communication through email and made ourselves available to them individually by phone as needed to answer questions."

Jackson said he and the other two champions continued managing the course by increasing virtual contact via email and conference calling. The champions collaborated to keep the course on schedule, pass down information to participants, reviewing

participants submitted course material, and communication channels open between the champions and the Corporate Board.

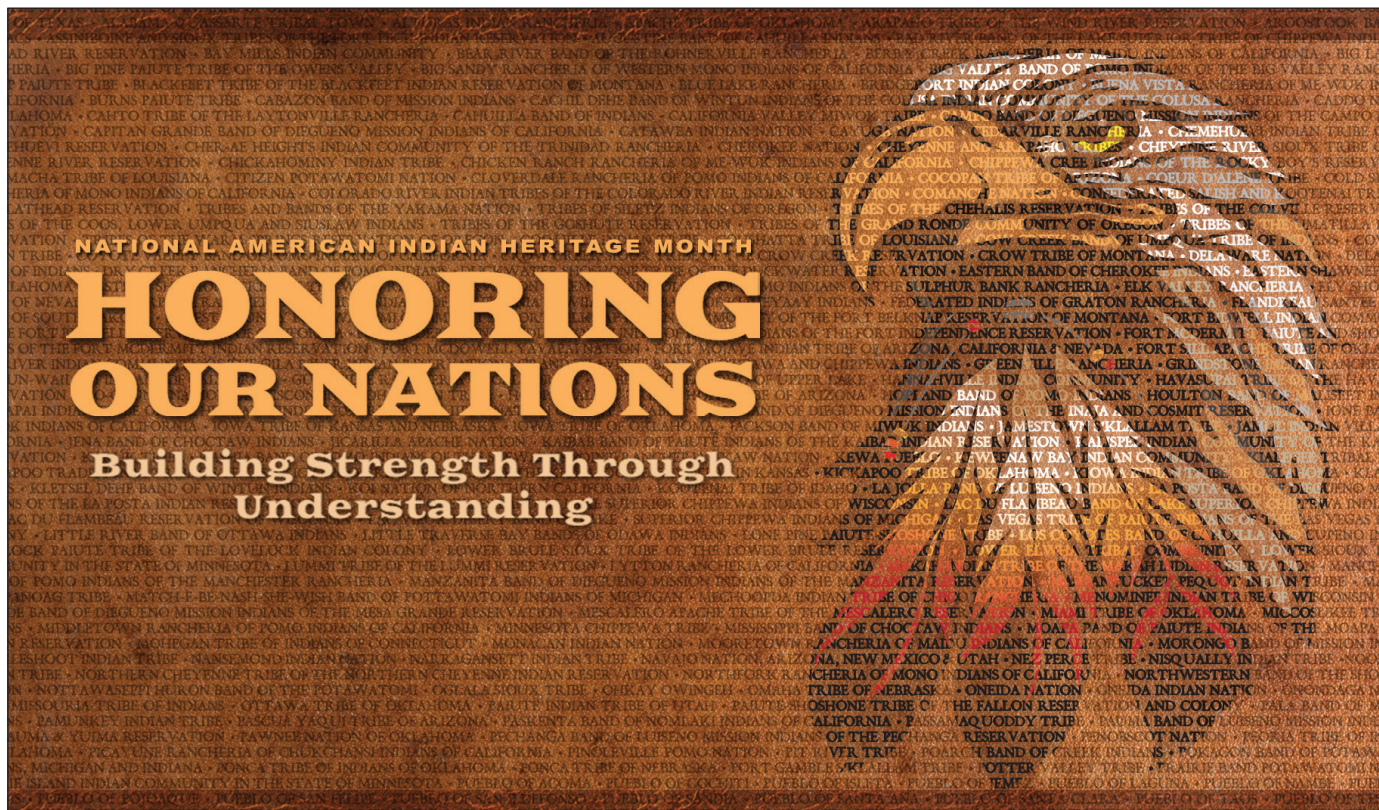
"We had to use some of the same leadership principles that were being discussed within the LDP- course to keep things progressing forward," Jackson said.

Course participant Gabrielle Savior, and environmental engineer in the Engineering Directorate, said taking the course during maximum telework wasn't ideal, but she said she adapted.

"In general, COVID-19 has caused me some difficulties," Savior said. "I am an extrovert, so in-person activities are always preferred. However, I had to accept that telework has become the new norm, and I did not want to fall behind the rest of my class by over fixating on a situation I cannot change. Adaptation is not optional for those desiring success."

Other graduates of the LDP I course were Stephanie Ancira, Precious Baker, Heather Covington, Hwaok Crabtree, John Daniel, Sheena Espindola, Jamie Godfrey-Fanning, Darcy Hackler, Sydney McDonald, Tracey Neal, Hannah Niedergeses, Utevia Nobles, Daniel Richey, Maureen Slater and Brody Taylor.





Courtesy graphic

## History of National American Indian Heritage Month

What started at the turn of the century as an effort to gain a day of recognition for the contributions of the many intertribal cultures, as well as to educate everyone about the rich history, heritage, art, and traditions of the original American peoples made to the establishment and growth of the U.S., has resulted in a whole month being designated for that purpose. To date, there are 566 federally recognized tribes and more than 100 state-recognized tribes across the U.S. National American Indian Heritage Month is celebrated with community gatherings and festivals and government and educational activities. Please find the time to participate in any of the various celebrations in your area honoring the traditions, art, music, culture, and contributions of these original Americans.

### REM

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technologies such as wind, hydro and solar offer another promising solution to meeting our extensive energy needs, and this is another area in which REMs have proven to be an asset.

REMs, such as those assigned to the U.S. Army Materiel Command, have extensive hands-on experience with these technologies and have worked in these industries to design, build, install and maintain utility-scale wind turbines around the globe.

REMs are also exploring gasification and plasma-ionization technologies that will one day provide Army installations with clean and resilient energy generation while eliminating scrap

hazard materials in environmentally friendly ways.

As investigators from organizations such as Army Futures Command look into an ever-widening range of developing energy-resilient technologies for Army installations of the future, they turn to REMs for assistance, due to their proven experience in data compilation, energy-resiliency assessment, and life-cycle cost analysis of some of the most advanced energy concepts being explored by the commercial, academic and government sectors.

REMs provide installation and command energy managers and energy program senior leaders the knowledge

base to make informed strategic decisions on Army energy resilience and productivity initiatives.

*Editor's note: Dr. Robert Straitt has 30 plus years of experience in the field of energy reliability and security and currently serves as a resource efficiency manager with Sain Engineering Associates at HQ AMC. His most recent projects include gasification and plasma-ionization technologies power generation, Army metering and control systems modernization, Army mobile nuclear power systems, cyber and CEMA security planning and implementation, and developing energy, water, and control system strategy for Army installations in multi-domain operations.*

## Elections, telework and the Hatch Act

By Melanie Braddock  
Office of Counsel

The Hatch Act always becomes a much hotter topic of interest around the time of national elections. However, this year, as these elections roll around, many of us are finding ourselves in different circumstances than previous years.

The telework of most Huntsville Center employees means we all need to be aware of how the Hatch Act still applies in this environment.

Simply put, the Hatch Act prohibits all employees from engaging in political activity while:

- On duty (including telecommuting).
- In the federal workplace (including break rooms, conference rooms, if inside a federal building).
- Wearing a government uniform or badge.
- Using a government vehicle.

Political activity includes:

- Displaying buttons, posters, flags, coffee mugs, screen savers, candidate photographs, etc. that support or oppose partisan parties or candidates at work.
- Wearing or displaying t-shirts, hats, buttons, etc. that support or oppose partisan parties or candidates at work.
- Distribute campaign materials or items.
- Engaging in political activity via social media while on duty such as:
  - Posting a comment to a blog or a social media site for or against a partisan political party, candidate, or

group

- Using any email account or social media to distribute, send, or forward content for or against a partisan political party, candidate, or group
- Making on-line political donations or contributions to a partisan political party, candidate, or group.

Below are some reminders if you remain in telework status:

The Hatch Act prohibits federal employees from soliciting or receiving political contributions. This fundraising prohibition is an absolute prohibition which means it applies all day, every day. This applies whether you are at the office, at home, or on leave. For example, federal employees may not ask for contributions, collect or accept contributions, host or forward an online political fundraiser, or promote political fundraisers at any time. Remember this also applies to the use of social media to fundraise, so be careful of links on sites such as Facebook, Twitter, Instagram, emails, etc., so that you do not inadvertently send fundraising links which violate this prohibition.

Your duty location is wherever you are teleworking. If that location is your home, then even at home you **may not** do any political activities at your home while on duty. For example, you may not wear a political button or display partisan political paraphernalia in the home telework location that could be seen during an online meeting or video call.

Even after your duty hours, employees are prohibited from using government-issued office equipment, email, and smartphones for the purpose

of engaging in political activities. For example, employees may not send or forward political material or messages using their government laptop or government mobile phone after completing a day of telework.

Employees may also not use their government laptop or government mobile phone to post, tweet, like, or follow a partisan political candidate or party.

While on duty, an employee may not wear or display t-shirts, hats, buttons, posters, flags, coffee mugs, screen savers, candidate photographs, etc. that support or oppose partisan parties or candidates at work.

For example, an employee may not wear a face mask, face shield, gloves, or other personal protective equipment featuring a picture of a candidate for partisan political office, a campaign slogan, or the name or logo of a political party.

A teleworking employee may use your personal computer or personal mobile phone to engage in political activity while on a lunch break during a telework day or after the completion of their telework day.

However, if you are in a federal building such as 475 Quality Circle (i.e., not teleworking), you cannot engage in any political activity even on your lunch break and using your personal device.

All employees are encouraged to participate in the upcoming elections, and to support the candidates of their choice. Please remember to do so within the rules and regulations.

If you have specific questions or concerns please reach out to Margaret Simmons, Clay Weisenberger or myself.