



# Southwest Seventh

## DEPARTMENT OF TRANSPORTATION HEADQUARTERS BUILDINGS

No. 47

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### EQUAL BENEFITS FOR MARRIED WOMEN

Public Law 92-187, approved December 15, 1971, provides the same treatment for married female employees, as is provided for married male employees, with respect to employee benefits. The new law corrects long-standing inequities in employee benefits as they are applied to female employees. It specifies that any provision of law giving a benefit to a male Federal employee, his spouse and children, shall be deemed to give the same benefit to a female employee, her spouse and children. Civil Service regulations are being revised to incorporate required changes under the law.

### POST OFFICE TO BEGIN DELIVERY OF MAIL BY ZIP CODE

Until now, the Post Office has not greatly emphasized the use of Zip Codes for government mail in D.C. However, it has now been determined that the Zip Code will be the sorting factor for delivery of mail and all 20590 Zip Code mail will be delivered to the DOT Headquarters Building and 20591 to FOB-10A. Current stocks of stationery and forms should be used until depleted but the Zip Code number should be corrected if you wish to avoid delay in delivery of reply mail. Please review DOT 1325.3, dated 6/30/71, which covers assignment of Zip Codes.



## POLITICAL ACTIVITY OF FEDERAL EMPLOYEES

Since this is a major election year, an early reminder of some of the do's and don'ts concerning political participation is appropriate. Certainly, all employees are encouraged to fulfill their obligation of citizenship by registering and voting for the candidates of their choice. However, as Federal employees there are some restrictions on the kinds of political activity in which we can engage. Below is a partial listing of things that Federal employees may do, and a reminder about some of the things that we may not do. These restrictions generally apply to all employees, except Presidential appointees. Because these lists are not all-inclusive, employees are encouraged to contact their Personnel Office if they are in doubt about their right to engage in a particular activity. Employees of OST, FRA, and UMTA, who desire additional information may contact the Personnel Operations Division, Office of Personnel and Training, Room 9405, DOT Headquarters Building. Other employees should consult their own Personnel office. Remember, it is your responsibility to avoid prohibited activities--if in doubt, ASK.

### Federal Employees May:

- . Express their opinion as individuals, privately and publicly, on political subjects and candidates;
- . Display political pictures, stickers, badges, or buttons;
- . Participate in the nonpartisan political activities of certain organizations;
- . Attend political conventions, rallies, and fund raising functions;
- . Make financial contributions to a political party or organizations;
- . Take active part, as a candidate or in support of one, in a nonpartisan election;
- . Perform nonpartisan duties such as election judge or clerk;
- . Take active part, as an independent candidate or a supporter of an independent candidate, in certain partisan elections.

A word of caution, however. Political activity that is otherwise permitted, may not be engaged in by employees on duty, or at other times if such activity would interfere with the efficient performance of official duties, or would create a



conflict or an apparent conflict of interest. For example, a DOT employee may not at any time engage in a political activity that could be interpreted by the public as indicating the Department of Transportation was in favor of a particular candidate or partisan issue.

Federal Employees May Not:

- . Use their official authority or influence to interfere with or affect the result of an election;
- . Serve as an officer of a political party or as a member or officer of a committee or a political club, or be a candidate for any of these positions;
- . Serve as a delegate, alternate, or proxy to a political party convention;
- . Directly or indirectly solicit, request, collect, handle, disburse or account for assessments, contributions, or other funds for a partisan political purpose;
- . Organize, sell tickets to, promote or actively participate in a partisan fund raising activity;
- . Become a partisan candidate for, or campaign for, an elective public office;
- . Solicit votes for or against a partisan candidate;
- . Act as recorder, watcher, challenger, etc., at the polls on behalf of a political party or partisan candidate;
- . Drive voters to the polls on behalf of a political party or partisan candidate.

"FROZEN" WITHIN GRADE INCREASE

On the basis of a February 23 Comptroller General's decision, the Civil Service Commission has announced that all Federal employees who were due within grade salary increases during the 90-day "freeze" period (August 15 to November 14, 1971) will be paid those increases retroactive to the original effective date. As soon as formal instructions are received from CSC, DOT will arrange retroactive payment for all employees affected.

The Comptroller General's decision also permitted retroactive payments to Wage Board Employees providing that the wage surveys, which control their pay, were ordered prior to August 15. This ruling will not affect any Wage Board Employees in the Washington, D. C. area since their wage survey was ordered after August 15.