

SUBJECT: Annual Reminder Concerning Use/Lose Annual Leave

TO: All Employees Marketing and Regulatory Programs

This is to remind employees that annual leave which exceeds personal annual leave ceilings at the end of the leave year could be forfeited (lost) if not used. For most employees, the maximum amount of annual leave that may be carried over from one leave year to the next is 30 days (240 hours); for certain other employees, the maximum carryover is 45 days (360 hours). With some exceptions, members of the Senior Executive Service are entitled to a maximum carryover of 90 days (720 hours).

Employees in a use/lose situation must pay particular attention to their leave balances and work closely with their supervisors to schedule and use any use/lose annual leave. If annual leave is forfeited at the end of the leave year, the following conditions must be met before it will be considered for restoration:

- The leave must be requested in writing, and approved in writing, no later than 3 pay periods prior to the end of the leave year. (In leave year 2011, this cut off date is the end of pay period 23, November 19, 2011); and
- The prescheduled and approved leave was canceled in writing by the supervisor, with approval of a higher level official.
- Cancellation of the pre-approved leave was based on an emergency, unusual operational demands, or other exigencies; or
- The leave was forfeited due to personal illness or administrative error.
- Compensatory time off in lieu of overtime pay should not be used during the leave year before use/lose annual leave. Use/lose annual should be used first. Compensatory time used before use/lose annual leave will not be subject to restoration. This does not include compensatory time off for travel (CTOT). Annual leave forfeited under the above conditions may be restored at the beginning of the new 2012 leave year and, generally, must be used by the end of the second leave year after restoration (i.e., restored in leave year 2012 to be used by the end of leave year 2013). Restored leave still remaining to the employee's credit at the end of this period will be forfeited without the right to further restoration.

Note to employees who are projected to have annual leave that otherwise would be subject to forfeiture at the end of the leave year and who wish to donate leave to individuals approved under the Leave Transfer Program: You may donate no more than the number of hours remaining in the leave year (as of the date you sign the leave donor form) for which you are scheduled to work and receive pay.

A [checklist](#) found in the Human Resources Desk Guide (HRDG) may be used to assist employees who will be requesting leave restoration. Additional information may be obtained by reviewing [Subchapter 4630 of the HRDG](#), Absence and Leave, or by referring questions to your resource management contact or me. I can be reached through email or on area code (301) 734-5382.

Nella Roberts
Human Resource (HR) Specialist
HR Policy Branch
MRP Human Resources Division