



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

Friday, August 23, 2013

**MEMORANDUM FOR: Chief Human Capital Officers**

FROM: Elaine Kaplan  
Acting Director

Subject: 50th Anniversary of the March on Washington

To commemorate the 50th anniversary of the March on Washington and the inspirational “I Have a Dream” speech by Dr. Martin Luther King, Jr, there will be a number of events taking place in the Washington, DC, area on Wednesday, August 28, 2013. The events are expected to impact both the morning and afternoon commutes in and out of the Washington, DC, area.

The Federal Government in the Washington, DC, area will remain “OPEN” on August 28th. The U.S. Office of Personnel Management (OPM) is committed to maintaining productivity and continuity of operations during this event, while ensuring the safety of Federal employees and the public. Due to the increase in traffic, road closures, and related commuting disruptions on this day, Federal employees who work in the Washington, DC, metropolitan area should expect significant commuting delays and travel disruptions. Those employees should allow extra time for travel to and from work whether by private vehicle or public transportation.

To help alleviate traffic congestion, we are fortunate to have several human resources flexibilities that will allow employees to continue to work, re-arrange their work schedules, or take leave. Accordingly, OPM strongly urges the use of telework to keep the Government operating while helping to minimize traffic congestion and unproductive time during this event. Employees who can be spared from their duties may also request to adjust their work schedule and use their alternative work schedule day off or take annual leave, leave without pay, and/or previously earned compensatory time off or earned credit hours under a flexible work schedule.

Please visit <http://50thanniversarymarchonwashington.com/> for more information regarding these events. For additional guidance, agency Chief Human Capital Officers and Human Resources Directors may contact OPM Pay and Leave at [pay-leave-policy@opm.gov](mailto:pay-leave-policy@opm.gov). Employees should contact their agency human resources offices for assistance.

cc: Human Resources Directors