

RESTRICTIONS AFTER LEAVING FEDERAL SERVICE

2021

A WORD ABOUT ETHICS

2021

Are there restrictions on me after I leave Federal service?

- Yes. After you leave the Government you may not represent (see below) anyone before a Federal agency or Federal court regarding:
 - any specific-party matter (see below) on which you worked or
 - for 2 years after leaving the Government, any specific-party matter on which a subordinate worked.

Are these the only restrictions?

- No. You also may not:
 - use protected nonpublic information,
 - receive payment for representational activities of others (such as a partner of yours) that took place during the period you worked for the Government, or
 - testify on matters related to your Government work.

What is a “specific-party matter”?

- Any matter in which those involved are identified by name, such as a contract, grant, patent, law suit, or license.

What is “representing”?

- Communicating to a Federal official to influence Government action on behalf of someone other than yourself.

Are there any additional restrictions?

- Yes. In addition to the general restrictions on all employees:
 - *senior employees* (employees with base pay of \$172,395 or more per year, paid under the Executive Schedule, or are O-7 or higher) are barred for 1 year from representing anyone before their former agency (2 years for a political appointee as well as contacting senior White House staff) and for 1 year from representing or advising a foreign government;
 - *senior political appointees* may not engage in lobbying activities or as a foreign agent before a political appointee for 2 years or the end of the President’s term (whichever is longer), and may not lobby or assist others in lobbying their former agency for 1 year;
 - *attorneys* are subject to bar rules;
 - *employees who received a buy-out* are barred for 5 years from Federal employment;
 - *procurements official and project managers* for a procurement of \$10,000,000 or more are barred for 1 year from receiving compensation from the contractor;
 - *EDA employees* are barred for 2 years from working for EDA grantees; and
 - *USPTO employees* are barred for 1 year from obtaining patent rights.