



UNITED STATES MARINE CORPS  
MARINE CORPS INSTALLATIONS EAST  
PSC BOX 20005  
CAMP LEJEUNE NC 28542-0005

MCIEASTO 12810.2  
G-1/HRO  
8 Feb 11

MARINE CORPS INSTALLATIONS EAST ORDER 12810.2

From: Commanding General  
To: Distribution List

Subj: AUTHORITY TO PROPOSE AND DECIDE ADVERSE ACTION REGARDING ABSENT  
EMPLOYEES WHO ARE RECEIVING WORKERS COMPENSATION BENEFITS

1. Situation. Currently within the Marine Corps Installations East (MCIEAST) area of responsibility there is a need to set policy, procedures, and responsibilities regarding the status of civil service employees who are in a Leave Without Pay (LWOP) status, and are receiving Workers' Compensation benefits.

2. Cancellation. CG Policy Letter 006-07 of 6 Sep 07.

3. Mission. To establish procedures and outline responsibilities for MCIEAST regarding civil service employees in a LWOP status and in receipt of Workers Compensation benefits under the roles and Unit Identification Codes serviced by the MCIEAST Federal Employees Compensation Act (FECA) program manager.

4. Execution

a. Commander's Intent and Concept of Operations

(1) Commander's Intent. To establish the Proposing and Deciding Officials for any adverse or other actions under 5 U.S.C. Chapters 43 or 75, or for any action entitling the employee to grievance rights under any collective bargaining agreement.

(2) Concept of Operations. The MCIEAST FECA Manager, in conjunction with the G-1, will provide oversight and management responsibilities regarding all adverse action(s) as it pertains to absentee employees who are in a LWOP status, and are receiving Worker's Compensation benefits. The Chief of Staff (COS) will serve as arbiter in all cases where the need arises.

b. Subordinate Element Missions

(1) MCIEAST FECA Program Manager

(a) Monitor employees who are in a LWOP status and are receiving Workers Compensation benefits.

(b) Implement appropriate reassignment coordination measures.

(c) Ensure these employees remain assigned to their original positions and sections for all other purposes unless properly removed.

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(d) Employees who are able shall return to the work section to which assigned prior to their absence, or to other appropriate work sections as determined by the Assistant Chief of Staff (AC/S), G-1 after consultation with the FECA Program Manager.

(2) Deputy Assistant Chief of Staff (AC/S), G-1

(a) Serve as Proposing Official for any adverse or other actions under 5 U.S.C. Chapters 43 or 75.

(b) Serve as Proposing Official for any action entitling the employee to grievance rights under any collective bargaining agreement.

(c) In the event the employee's supervisor or any other management official desires the Deputy AC/S G-1 to initiate an action as described above, that supervisor or official shall forward their written recommendation and any supporting materials or information to the Deputy AC/S G-1 for decision.

(3) AC/S, G-1

(a) Serve as Deciding Official for any adverse or other actions under 5 U.S.C. Chapters 43 or 75.

(b) Serve as Deciding Official for any action entitling the employee to grievance rights under any collective bargaining agreement.

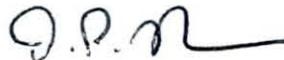
(4) MCIEAST COS. In the event the Deputy AC/S G-1 or the AC/S G-1 has a conflict with the case, the Chief of Staff will determine appropriate processing.

5. Administration and Logistics. Recommendations concerning the contents of this Order may be forwarded to the MCIEAST G-1 (HRO).

6. Command and Signal

a. Command. This Order is applicable to MCIEAST.

b. Signal. This Order is effective the date signed.



D. P. THOMAS  
Chief of Staff

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