Please stand by for realtime captions.

Good afternoon everyone. My final audio check.

Thank you Leigh. Good afternoon everybody. My name is Maritza and I am a program specialist with the human resource technical training team. I would like to welcome you to the October HR community of practice. Today's topic will be the Hatch act. I would like to welcome our presenter today Alison Richards who is an attorney from the office of General Counsel. At the end of the presentation we will have our question and answer window open and please use it for any questions for the presenter. Before I turned it over check a moment to check that you signed in under the correct naming convention. This would be the last name, first name, and location to make sure that you get your credit for attendance in TMS. With that said I will turn it over to Alison.

Hello everyone and I'm hoping that everybody can hear me. I am an attorney with the at the especially team and will go to a presentation today on the Hatch act. I have to give a as I live in the state of Washington and today is our great shakeout, a yearly earthquake event, and I do live near an evacuation Syring -- siren because of a dam up near us and when it goes off it is very loud. If you do hear it go off I am not in any danger and will probably keep talking through it. I am letting you know that it may happen and I cannot get a confirmation today if they would tested during the event. If you do hear that and it sounds like something significant is occurring it is part of a drill that is occurring around 10:20 AM our time and 1:20 PM on the East Coast. The Hatch act. We will focus on the things that every employee needs to know. There is some local events occurring, but these are things to start thinking about as we move into the next round. It is not just during election season. To think about this. We will go to understanding the Hatch act and recommend how it will impact federal employees and work you -- where to go for advice and guidance. We have a duty to maintain and create ethical culture and it ties into the Hatch act and what they offer especially team does with public service and public trust. It has to maintain the public's confidence in the VA and the government. We have agreed is to abide by and loss with conflict of interest and those are the things that our office that the specialty team will address along with looking at the Hatch act in connection with the office of special counsel. So what is the Hatch act? It is a law that governs the political activity of federal civilian executive branch employees. It serves two purposes. Ensure programs are administered in a nonpartisan fashion and to avoid political coercion. This law was created in 1939 by Senator Hatch. It limits certain activity that federal employees can do and part of what makes this interesting is that in 1939 we was in a very different place. There was no social media and there was a disability about information can transfer so things have had to evolve with time to fit within the Hatch act and understand it. In the Hatch act there is to two groups. There is what is called less restricted employees which are employees that are less restricted and in many ways most everyone. Then there are further restricted employees, and even those are subject to additional restrictions regarding their ethnic participation. For the most part these are folks like intelligence and enforcement type agents like Secret Service, CIA and FBI. It is a number of as he has employees and judges. For purpose of this presentation today I am focusing on the less restricted employees. We do a separate one for the further restricted employees by focusing on the rules. For the less restricted though for the most part it is everyone in the VA. So what is political activity? I'm going through this the way it is designed and at the end people can ask questions. I'm going to do some -- some things where we will have participation and use the thumbs up and thumbs down button and when I get to that I will let you know. So what is political activity? This is just a definition for the Hatch act and for purposes of the Hatch act this is how they would look at it if there is a violation. It is activity directed toward the success or failure of a political party, partisan political group, or candidate for partisan political office. Somethings we will talk about later is when someone is or is not a candidate. It is directed toward the success of either political party and not necessarily the two political parties that most people think of. There is a number of other political parties that would fit in there as well as long as partisan political groups or candidates for political office. So what is not political activity? Here is an example of a few things that is not considered political activity. Taking an active part as a candidate or in support of the candidate in a nonpartisan election. Most often these are for example but not always but most school board elections are nonpartisan and you are not declaring one side or the other. Often some city Council can be nonpartisan. The issue is that nobody in the election can declare themselves as the political candidate. Other things are like serving as an election judge or clerk or in a similar position performing nonpartisan duties as prescribed by state or local law. It is a key that the activity must not show support for or against a political party or candidate. Here is a couple of things that are not considered political activity. Participating in nonpartisan activities of a civic, community, social, labor or professional organizations such as nonpartisan voter registration efforts. A lot of people ask questions about working at a polling place and most often that is not political activity as long as it is not affiliated with a particular group. Those types of things even if they deal with issues as long as they are nonpartisan they will fall not into political activity. Also discussing nonpartisan issues including referendum questions, legislation, constitutional memos, and balance, and things like that is not a political activity along with attending an issue march or rally. You are not showing support or opposition to a political party or candidate. So what is it that all employees can do? Everybody can register and vote as you choose. You can display campaigns I've ate your home. I will talk about in a minute how it applies with the number of people now telework. You can display a political bumper sticker on a personal vehicle. You can be a member of a political club or party. This is less restricted employees as there is some difference for the further restricted. You can be candidates for public office in nonpartisan elections. Things like school board and city Council as long as nobody declares a candidacy. Sometimes it may start out as nonpartisan and someone in their says I am running as they Democrat or something that changes it into a partisan election. If that happens people will want to discuss it with their office. You can campaign for and against referendum questions and constitutional memos or municipal ordinances. What we cannot do is engage in productivity while on duty. On duty includes teleworking and being on official union time. If you are sitting in your house and if you are on duty that is considered on duty even if you may not be in a federal building, workspace or government vehicle at the time. You cannot engage in political activity while in a government room or building that includes break rooms or conference rooms. Essentially it is our entire campus. You cannot engage in. Activity while wearing an official uniform or insignia. You cannot have a position where they are wearing their lab coat and then going to participate in a commercial for the local candidate for governor or something of that nature. That would be impermissible. You cannot participate in. Activity while using a government activity. You cannot put the same bumper sticker on a government vehicle. Teleworking. That became a big one for this last election because most folks was teleworking. You are considered on duty for the hours that you are working. That would be whatever your tour of duty is if it is 7:00 a.m. until 3:00 p.m. That does not include your lunch break. Videoconference and virtual communications you have to think about things and light for many of us you may be more relaxed on what you are wearing at home but you could be wearing partisan political clothing or having parts of material. So if I am doing my zoom call and you guys could see me I should not have a candidate display behind me or something of that nature. Start to think about, social media use. If you are engaging in things [indecernible] , and when is that permissible? Just because you are sitting at home you may think it is fine to do it but if you are on duty there are certain rules. It doesn't include your lunch break. I mentioned earlier about having a campaign sign in your yard and that was to be okay even if you are teleworking. The issue is you cannot be seen with it. So if your computer faces your yard and you can see the sign or something out there that would not be permissible. So permitted duty. Often most of these things, those restrictions relate to when you are on duty. When you are away from duty all work for the most part you can do most activities but there is a few things you cannot do. You can still committed -- commit money to partisan groups and attend rallies or fundraisers and sign and nominate the petitions, and [indecernible]. This is off duty and away from work. If you are teleworking and it is 10:00 a.m. and you are not on break you should not be commenting on social media. You need to do it during your lunch break or after work. This is even if it is your personal social media and using your iPhone or whatever. You cannot be doing those things while you're technically on duty. Another thing that you can do off duty and away from work is circulate petitions and work as campaign volunteers and distribute literature. You can speak on behalf of a candidate and you can serve as a delegate to a party convention and organize events and serve on the committee. Those are all things that less restricted employees can do off duty and away from work. You are not there is a VA employee but engaged in those activities. That is permissible. There are a few things that you cannot do at any time. These are the prohibited activities and it doesn't matter if you are on leave or away from federal property. These are things you cannot do if you are a federal employee. You cannot use your official authority or influence to interfere with the special election. I have an example for this one and it made some attention. It was a post office employee and someone had come in with their ballot and asked how much it was to mail the ballot? He said something like $.25 if you are Democrat and a dollar 50 if you are a Republican. There was another person in the lobby at the time they got nervous that their ballot would not be mailed. It ended up being a Hatch act violation and received a fine. That would be concerned they have influence over the ability to deliver mail and if that would affect an election. That would be a concern that comes up. You cannot solicit or discourage participation in political activity. If people was concerned this would impact my ability in the election. There is certain limited situations with federal labor other employees, for the most part you cannot receive political contributions. Someone who is taking in fundraising and can hope if you have a candidate or be a candidate you would not be the host of a fundraising event. It is like one thing if it is $200 to attend a presidential campaign dinner at cannot be at your house or the person hosting it if it involves seeking political contribution. It applies when you are on leave. If you are going to take a sabbatical and run for this office and if don't get it I will come back. Doesn't count and you cannot be a federal employee and do that. The federal position if you wanted to run for the public office in a partisan election. You should not be using your official title or position when engaging in empirical activity. As the chief of human resources at the VA, I support this candidate or something of that nature. Those are things that you cannot do and you should never be inviting support and employees to political events or otherwise suggest they attend political events or take their partisan political activity as there is a concern for coercion. As a supervisor you should not be doing. So here is where I start with some examples. What I want the folks to do is give me a thumbs-up or thumbs down if you think these things would be permitted. Would a federal employee be able to walk into one of our spaces with the GOP, and any of these things they are carrying them or wearing them or have them display. With these things be permissible to be displayed while on duty or in a federal workplace? You can just give a thumbs-up or a thumbs down. I am seeing a lot of people with a thumbs down. All of these reference a political party. These are not permissible at any time and it doesn't matter if we are in election season and at no point with these things be okay. You cannot display them and you can have them on your coffee mug and you cannot have a sign behind you on a zoom call. All of this would be impermissible. There is a couple of other things. So what about these things? Mom's demand action for gun since in America. Could someone have this coffee mug sitting on their desk? I am seeing some differences here. I am seeing some thumbs down and some thumbs up. This would most likely would be okay because it is not specifically referencing a political party or group or candidate. It depends if there is something else on the back it might change or something of that nature. Sort of the same idea of things like displaying current issues or things of that nature and that is okay. So I had the Joe Biden for president and the campaign slogan of former President Trump make America great again. Right now neither of these individuals is a candidate for office. Let's say they are. With these be permissible for federal employees to have these in their office, wearing the hat and walking into work, would this be okay if they was a candidate? I am seeing fairly consistently no which is correct. When they are a candidate and this should serve as an example it is not permissible when he is a candidate. When they are no longer a candidate they are okay. If they declare candidacy lot before the last election President Trump declared it pretty early so that limited the ability to win the folks could do it right now and right now I haven't seen that president Joe Biden has officially declared for the next election. Right now folks could potentially were one of President Trump's make America great again hat. If he said I am running in the next election then we have to say again you cannot wear them. I am in the state of Washington and for a period of time our governor was running as a presidential candidate. When he declared that if people had pictures of things of him in his office, they would need to take that down. Also presidential photos and I will touch on that. The last question will create some interesting things because there is some questions of, but they say after election day is when it is permissible again to display the items. There can be some things like if there was some discussion or things of that nature. Even though the president doesn't necessarily inaugurate into office until January and usually it is after the November election day. While they are a candidate those things should not be displayed. It is not permissible to support the office for political candidate so you cannot display things that for example, and cannot be displaying things of that nature while you are a candidate. I'm going to do these one by one. So what if someone had multiple candidate hats and this is during an election season. There is multiple candidate hats in the back of their personal vehicle parked on government property and would this be okay? A thumbs-up or a thumbs down. Again it is mixed. This actually is not okay because it is multiple. The office of special counsel sort of looks at it this way. What we often saw originally was people had tons of bumper stickers. So now people don't use bumper stickers but hats. It cannot be a campaign vehicle. If you are having like one, it will be okay like that one upper sticker. But if you had let's say you was voting for Bernie Sanders and you had your entire back window full of hats for Bernie Sanders that would not be permissible. It hasn't crossed over from the idea of a campaign vehicle and they are not permissible. They pretty much said one is okay and have not said two. So I go on the more than one, you should be taking them down. So like if your spouse is running for the local county council or a state representative see and understand you want to support your spouse but you cannot be putting up a bunch of while you are on property, you have to be removing those and you should not be having those when you get the property. What about multiple campaign stickers on a veterans vehicle? Would that be permissible? I am seeing for the most part people are saying yes. It is okay because the issue is the Hatch act does not apply to veterans but federal employees. This includes without compensation employees and includes volunteers depending on the level of their volunteer and it is the one that volunteers will modest two days a year whether or not the Hatch act applies to that person. If somebody is a consistent volunteer and say they are in one of our hospital buildings and they said at the front desk and help people know where to go, that individual, the Hatch act will likely apply to them. For a veteran themselves if they come into the building and political gear that is fine. We have had issues like someone would try to gift political items to employees. You should not be accepting gifts anyhow but potentially you could hit a Hatch act violation if you accept a gift or do something with it. The next one is hanging a candidate flag out the back of a personal truck parked on government property. A large candidate flag, OSC has said that that is similar to a campaign vehicle by having large flags across the back of your truck and hung on the side would be impermissible. Someone mentioned that is an employee and if you are veteran and an employee remember you are always the employee. Even though you may be there on your day as a veteran it is not changing and you are still a federal employee even though you are off-duty and it would be best to not have those things displayed. Wearing a vote shirt while on a teams call. That would be okay. They are focusing more on signs and if you said vote Republican or for a particular person that would not be okay. But touching on political issues would be okay as long as you don't cross over to showing support for a candidate, party or group. Can you display a personal photo of the president? Plus if you have a picture of you and current president Joe Biden, and if he has announced he is running for president again. Would you be able to display that photo during election season? Could folks display that photo? I am giving folks a chance here. That is interesting. It is one that is split. Some are saying yes and some are saying no. Photos serve an instant thing and everybody probably knows that when you are in any presidential building there is a photo of the current president and usually the lobby or front area. Those are considered official photos so those do stay up even after the president has announced their candidacy. But let's say about the photo being in your office? The issue is if in an election season there has to be a couple of things to be allowed to keep their personal photo up. Unless it was something that you display before the election season started. You cannot be all of a sudden like I have this photo and will set it up. It has to have been up prior to that time. It is like one of the photos that you have on your desk for a period of time. You as an employee need to be in the photo. So like if you was at a wedding or a birthday party or somehow know the candidate in a personal way, it cannot be one of those things where I attended the dinner and I live out here in Washington, and I went to dinner with somebody at the Microsoft office and the president was there and I got my picture with him and I paid for that. That will not count. It really has to be you in a personal photo. This is if you know people at the state or local level running for elections. Again there needs to be some type of relationship that starts it and you cannot be displaying the photo for political purposes. The best course is this something you had displayed prior to that time, and then it is personal and shows it was basically of photo taken because of a personal relationship. So if you wanted to put it up after, and we had some people who want to put up my photo of President Obama after the election. You can bring out your photo after the election even if it is not a personal photo. You could be displaying a photo of him right now because he is not running for any election. He couldn't say Democrat or anything like that on it but that would be okay. When it is personal photos during the election season you have to make sure that it fits all of those requirements. Someone asked would it be advocating for a political party of any past president on your desk? They don't look at it that way and even though they was affiliated with a political party, if you are displaying it for a little purpose in terms of we need to bring back the Democrat, and just the photo itself is going to be okay. The last one that I have on here is a Confederate flag on your coffee mug? Would this be permissible under the Hatch act? I am seeing a lot of thumbs down. The issue of the Confederate flag, it is not a Hatch act violation. There is other rules that relate to this, but it has to have something on there that is focused on a political party or group. There is usually other policies in place that are going to say you should not have it on your coffee mug potentially, but is not specifically a Hatch act issue. Sometimes it tends to be what else might be displayed with it. Those are things to think about. The reason and the things like that but just the flag on the coffee mug will not necessarily be a Hatch act violation. Social media. Again this law was in 1939 so social media was not even on the horizon on what would come into our lives today. It has a great potential for being involved in political activities. Emailing, texting or blocking or using social media for political activity is a violation even if you use your personal device on duty or in the workplace. If you are in the federal building or you are on duty you should not be doing activities related to political activity even on your personal social media. At lunch would be okay but during duty time it would not be. You should not be doing it on duty are in the workplace like forwarding emails or things of that nature or liking or sharing tweets. You cannot like or follow the social media page of a candidate in the workplace. You should not be sharing a post of political contributions. We cannot solicit look at contributions as a federal employee. If you click on it it is still the same thing. Also there are rules related to social media in your official capacity that is limited. Let's say maybe your personal social media page says I am John Smith and such and such at the VA regional office or something of that nature. If that is all that is on there that will usually be fine. When you are off-duty and you do some political thing on your page as long as that is one detail like I also graduated from a certain college or high school. Those things would be okay and that is like a background thing. You cannot be like I, John Smith, at the regional office X say you should vote for so and so. That would be impermissible because you are using your title connected to the political activity. I have some things related to social media. Would it be a Hatch act issue if you received a partisan political email while on duty? Would that be a Hatch act violation? I see a lot of thumbs down. Receiving it would not necessarily be, as you cannot control what is happening to you while on duty and you should not be using your government email if that is the thing. You cannot forward it or engage anything further with it. This would be the same that if someone sent something to your personal social media. Let's say they put something on your Facebook and tagged you. You cannot be impacted for that. But if all of you are on duty and you chose to forward it or things of that nature that would be where the Hatch act would come in. Just receiving it will not be an issue. Let's say on their personal social media a supervisor Ford's apolitical pace to subordinates while off-duty. Would this be okay? I see a lot of thumbs down which is correct. The supervisor should not be sending political content to subordinates. You run into these inching issues and let's say if the supervisor and they have subordinates who are there Facebook friend or people they engage with on Twitter, and if it is something they sent to everybody that was a focus to just subordinates it potentially likely would be okay. But if they was targeting subordinates in some manner that it would not. So if it is six of your 400 friends that is not likely going to be an issue. An individual tweets a message soliciting political contributions to an employee social media. I touched on this one and the fact it was tweeted you and you did nothing will not be okay. You cannot read tweets because this one would solicit a political contribution. It will not matter if you was on are off-duty and if you shared it or send it or retweeted it and that would be an issue which is not permissible. An employee like a presidential campaign page during lunch. With that be okay? I see that most folks say yes and that is okay. You could not do the same thing before or after lunch but you could do it during lunch. You just have to make sure and make clear that you are on lunch at the time. Do you always take your lunch at 8:15 AM in the morning? You just have to make sure you are on lunch. What if you display a campaign logo of some nature? All those things like people attached to the social media, as a cover photo or on your personal Facebook account. With this create a Hatch act issue? I see a lot of folks saying no and I see quite a few say it is okay. This one creates that unique situation, and it sort of depends on how it works. If you put it on your profile picture when you engage in later social media activity that will shoot out your profile picture. Let's say you are sending pictures of your dog and issue is if your profile picture includes you and the campaign logo and you do that during duty you potentially have a Hatch act violation. Somebody hit it right there about mentioning duty hours. The cover photo is slightly different because it doesn't necessarily always show up unless you click on it or you go to that person's profile. That probably will not likely be an issue but thinking about that profile picture you have to be thinking that through. If you are doing regular everyday Facebook and I am checking on my children's school or I am wanting to buy something on the local marketplace. If you do that during duty and it includes your profile picture it is a potential Hatch act. There is other issues about permissible and not permissible use. Something to think about if you add the campaign logos about what you might be doing on your social media while you are at work. If you do it after the end of the day that will not be an issue but that is something to be thinking about. Fundraising. You can never solicit or accept oversee political contributions by any means at any time. Inviting others to a fundraiser or hosting would not be permissible. As long as you are identifying and you are on the paperwork and on the hey we are hosting this event and seeking political, that would be an issue and you cannot be doing that. If it was an event like at your house and not fundraising involved that is potentially okay. You cannot share a fundraising post on social media and this is at all times. You cannot take further action as it involves things like fundraising for political parties, candidates or groups. If it is fundraising for nonprofit that is not the same thing. Serving as a treasury most likely that will not work because you are probably taking political contributions. If you can figure out a way to serve without receiving any political contributions that would be okay. I don't know how you would do that but that would be something that you have to think about. Be sure that in no way are you receiving political contributions or engaging in fundraising. Working on a phone bank. This will depend if it is asking questions about the candidate or try to get information out to people and going door-to-door to may be okay. If you are going to ask for money in connection with that and you have an issue and that is an activity you cannot be participating in. Candidacy. As I mentioned you cannot be a candidate for public office in a partisan election. Again members of political parties are not necessarily Democrat or Republican and if somebody in the group says I am part of the green group, you are permitted to be a candidate for public office in a nonpartisan election. That would be, and usually your school board and your city Council and some other things and it could become partisan, and you cannot be a candidate for party office. Can you host at your house if it is your spouse? This gets tricky and if it is a fundraising event you should not be identified as a host. It may still be at your house but you should be nowhere on that paperwork or involved in any way on the invitation. Even though I realize it is at your house that should be your spouse or somebody else that is hosting it. If you are not seeking look a contribution or engaging in fundraising then it will be okay. There is a number of people out there that has a spouse that will run for office. If you are ever in that I highly suggest contacting our office just so that you are aware of the rules like if a member of your family is running for a political office you know what you can or cannot do. You can still support them but there is rules on how you do that. A lot of folks asked about this one this year. A coworker or election official [indecernible]. You are not prohibited from working at a poll on behalf of a political party, or some political group or campaign. You can go do those things, and you are just not doing it as part of your federal job or using your official title. So what about politically charged discussion? This is not prohibited from expressing your personal opinion about issues. It could become political activity for a candidate or political party. You have to think about, and you might be I am for, and one that is big right now is mandates related to vaccine or covid policy. You can talk about the event but if you are flipping them to this is why we need to get rid of the governor or whoever, and then you will change it to political activity. If you are talking about it consistently that should be things to think about. But talk about the issues themselves will not necessarily be Hatch act violations even if it might be or have some political conversation. Lobbying comes up occasionally. There is an anti-lobby statute and you can't lobby in your official capacity and should do it in your capacity without the use of a VA title. You cannot appear that the VA is endorsing your view. This comes up sometimes because folks are like this is really important to me at the VA employee, and I have one recently and there will be some limits on the use of narcan for people that overdose. Like a licensing rule or something that affects you. Usually can be fine doing so and your personal, but it should be like I am a VA employee, and this is what should or should not be happening. There is official channels for those things where the VA wants to say that we want to get involved in this issue or be concerned about it. Maybe like a state has some rules that will impact the ability to do voluntary commitments or things. That could affect a welfare check and that might be thinks that the V8 will look at. But for the most part you shall lobby in your personal capacity without your VA title. Someone wanted to share their views about covid and vaccination during a staff meeting. According to the Hatch act there may be other reasons for not having those types of discussions. As long as you are not tying it to a candidate will not necessarily be a Hatch act violation. I want to say I am an ethics attorney. It is not the best discussion, and if it is a Hatch act violation is sort of depends on how they are resenting it. There is controversial topics and they can create friction in the workplace, but to say if it is a Hatch act violation would depend on if they are talking about that in terms of a political party group or candidate. There may be other reasons those discussions are not to be occurring in the workplace. So this kind of goes through those like a VA sponsored event on reproductive health. That is likely going to be okay as long as you are not focusing on a candidate or event. Wearing a BLM math will be okay right now as they are not considered a political party or group. Sometimes that can change because sometimes they are attached to things like contributions that can create political on the side. But at this point the office of special counsel said it is more an issue and a statement and that would be permissible and is not a Hatch act violation. Listening to a radio program that discusses partisan politics while in office. This is usually okay. It has come up a lot because there's always been some issues about what TV channels are playing in the VA waiting room. Sometimes people say one particular newschannel is focusing is one party or another and is that okay? OSC has said if you are playing Fox News or something that is not a Hatch act violation. If you say that a BLM math would be okay but if you say you believe that BLM, you need to support Governor Y you have turned it into an Hatch act issue. I'm going through these because I know we are getting close to the end. Colleague start discussing why the former president lost the election. This gets into lots of things about little Candace and you have probably crossed the line. Writing your congressperson, unless you had some official approval to do so that will potentially be a lobbying issue. You may totally want to deal with those preventive measures but for the most part should not be doing that on your own letterhead with the VA title. For the Hatch act it will depend on the issue. For certain people they make a recommendation for discipline. They can also reprimand or suspend you and there has been a number for example is someone lettuce on a tour of the campaign facility that was $1000 fine and not permissible. For the most part they would tell you to stop doing that and probably tell you more than once. If you are using your government email to send political information they would tell you don't do that. They will probably say don't do it again and probably say not to do that unless it was a pretty big event. We will say to you neither idea, unless you really cross some significant line. Usually people are told at least once to please stop doing this behavior. This is our contact information and if you need advice on anything you can contact us and we have a SharePoint. The office of special counsel is a group that handles Hatch act violations and investigations, and they have an amazing FAQ on there and if you are ever think about running as a candidate or you have a spouse that is running they have lots of great information on there about what you can or cannot do. This is a members of the ethics specialty team and you can find your state and that is how you would contact us. It gets assigned to one of us that handles that and we will get an answer to you. Most hatch asked of picks up around election time but you can reach out any time if you have a question. That is the end and I got a little speedy at the end so I could get through. But I am happy to address or handle any questions.

Thank you Alison and that is a lot of great information. We are going to put up the question and answer box and if you have any question please put it in the box. Our goal is to make sure that we leave here today with all the information that you need. The practice topic for November will be Worker's Compensation. I want to thank all the riches was for your attendance and time and I know that everybody's time is valuable. I want to thank Alison for her presentation today. I want to thank our course advocate for supporting our program and on behalf of myself and the team we look forward to seeing you at our next community practice. Have a great rest of your day.

I will start addressing these questions for the folks that want to stay on. Can you use a government ID to vote? Yes you can to establish your name and preferably use your drivers license or passport. You are just saying that I want to basically register to vote and you are not talking about any political party. [ Event Concluded ] This message is intended only for the use of the Addressee and may contain information that is PRIVILEGED and CONFIDENTIAL. If you are not the intended recipient, you are hereby notified that any dissemination of this communication is strictly prohibited. If you have received this communication in error, please erase all copies of the message and its attachments and notify us immediately.