

## NEW ETHICS RULES JOB NEGOTIATIONS, POST-EMPLOYMENT AND INFLUENCING HIRING

*Some Highlights of Changes to Senate Rules and Applicable Laws and Regulations*

### **Senators: Filing Notice of Employment Negotiations**

If Senators want to engage in negotiations or make any arrangements for jobs involving lobbying, they must wait to do so until their successors have been elected. There are no exceptions to this rule.

What about for other types of private employment that don't involve lobbying? The same rule applies unless the Senator files a signed statement with the Secretary of the Senate within three days of beginning such negotiations or arrangements. This statement, which is public, must include the name of the entities involved in these job discussions and the date they began. You can find this form at the Office of Public Records (Hart 232).

### **Senators: Post-Employment Lobbying Restrictions**

For two years after leaving office, Senators cannot contact any Member, officer, or employee of the Congress on someone else's behalf (except the United States) in order to influence their official activities.

### **Senators: Influencing Hiring Decisions**

It is a violation of Senate Rules and federal law for Senators to attempt to influence—solely because of political affiliation—the hiring and other employment decisions of private entities.

Senators can still make phone calls, write reference letters, and take other steps to vouch for an individual's credentials.

*Please note that this is not a comprehensive summary of the changes to Senate rules, applicable laws and regulations through the "Honest Leadership and Open Government Act of 2007." The Committee will be issuing more comprehensive guidance, and mandatory training sessions will be made accessible to all Members, officers and employees. In addition, you must contact the Ethics Committee at (202) 224-2981 for advice concerning your specific situation.*



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### **Senior Staffers: Notifying Ethics about Employment Negotiations**

The Honest Leadership Act imposed new requirements and restrictions for Senate staffers who earn more than 75% of a Member's Salary (\$123,900 FOR CY 2007).

Effective immediately, these senior staffers must notify the Ethics Committee in writing within three days after they start negotiating or otherwise making arrangements regarding a job with a private employer. The disclosure form is available at [ethics.senate.gov](http://ethics.senate.gov).

Senior staffers engaging in these job negotiations or arrangements must also recuse themselves from legislative matters that create a conflict of interest (or an appearance of one); refrain from any contact with their prospective employers regarding legislative issues of interest to them; and notify the Ethics Committee in writing of such recusals.

In the coming weeks, the Ethics Committee will offer more detailed guidance for those senior staffers negotiating jobs with private employers and provide information about the new post-employment lobbying restrictions (which go into effect at the end of the session or year, whichever is earlier). In the interim, if you have any questions about your specific situation, please contact the Ethics Committee staff.

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