

FEDERAL MARITIME COMMISSION
PLAN FOR SHUTDOWN DUE TO LAPSE IN APPROPRIATIONS
(Pursuant to section 124.2 of OMB Circular A-11)

This is the Federal Maritime Commission's (Commission or FMC) plan to shut down should there be a lapse in current fiscal year appropriations.

Summary

Lapse Plan Summary Overview	
Estimated time (to nearest half day) required to complete shutdown activities:	<i>One-half (1/2) day</i>
Total number of agency employees expected to be onboard before implementation of the plan:	107
Total number of agency employees expected to be furloughed under the plan (unduplicated count):	95
Total number of employees to be retained under the plan for each of the following categories:	
Compensation is financed by a resource other than annual appropriations:	0
Necessary to perform activities expressly authorized by law:	4
Necessary to perform activities necessarily implied by law:	7
Necessary to the discharge of the President's constitutional duties and powers:	0
Necessary to protect life and property:	1
Brief summary of significant agency activities that will continue during a lapse:	
Only activities that are necessary to protect life and property, are necessarily implied by law, and/or are necessary to the discharge of the President's constitutional duties and powers — limited to the safe and secure maintenance of agency physical offices and continued communication and responsiveness to the Office of Management and Budget (OMB) and/or the Office of Personnel Management (OPM) will be performed.	
Brief summary of significant agency activities that will cease during a lapse:	
All work that furthers the agency's mission to ensure a competitive and reliable international ocean transportation supply system that supports the U.S. economy and protects the public from unfair and deceptive practices.	

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In the absence of appropriations, federal agencies may not incur any obligations that cannot lawfully be funded from prior appropriations unless such obligations are otherwise authorized by law. Federal agencies may incur obligations as necessary to protect life or property, for the orderly termination of the agency's functions, and for those functions for which there is express authorization by law to continue during a lapse in funding. However, without a continuing source of funding, funds may not be disbursed.

All Commission employees shall be furloughed except when performing any of the above enumerated functions and activities. Because Commissioners are Presidentially appointed and Senate-confirmed (PAS) Officers of the United States who are paid an annual salary that is not dependent on the hours or days they work, they are exempt from furlough because of a shutdown. Accordingly, the Commission's Chairman and its Commissioners may continue to work but will not be paid until funds have been appropriated. Similarly, the employees required to perform excepted activities (including employees providing legal advice and making decisions on whether certain activities fall within excepted activities) will report for duty as necessary to accomplish the excepted activities and will not be paid until funds have been appropriated.

Once appropriations have been restored, all employees will be notified to return to work. The Deputy Managing Director will initiate recall directions via a telephone/personal email tree. Employees also will be directed to view OPM and news websites to learn when funds have been appropriated, and to return to work on their next regular duty day. If employees have problems returning to work on the day specified, flexibilities available to supervisors include adjustments to regular work schedule, or the use of annual leave, compensatory time off, or credit hours.

Estimated Time to Complete Shutdown

Most of the activities associated with the orderly shutdown of the agency's operations, including securing the agency's IT infrastructure and records, and notifying employees of the furlough, should take no longer than one half-day.

Procedures

The plan contemplates that all employees will report to work on the first workday of a funding lapse and will be issued furlough notices via email. Employees will report to their worksites solely to engage in shutdown or excepted activities. If any employee has a pre-approved reasonable accommodation and does not normally report to the office, he/she will work with their supervisor and the Office of Human Resources to determine shutdown expectations, and shutdown activities will be performed from his/her remote work location.

All Commission activities are expected to be shut down by 12:00 noon. As with all plans that try to anticipate a set of circumstances that may or may not occur, it may be necessary to modify the plan depending upon the circumstances.

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The plan assumes that certain preparatory work will be done in advance, including the following:

- Preparing a press release to be circulated and posted on the FMC website notifying the public that the Commission will be closed;
- Preparing a notice for the Commission's electronic filing systems to advise the public that the FMC will not accept such filings during a shutdown;
- Providing guidance to parties in all pending proceedings;
- Processing as much pending priority work as possible;
- Arranging for receipt of mail and checks;
- Determining which employees will be on leave or on travel and rearranging travel plans, as necessary;
- Preparing email furlough notices with attachments;
- Taking steps to prepare for the suspension of contractual services (through stop-work notices), except those that are deemed essential or those that may continue to be funded with previous fiscal year appropriations; and
- Advising employees of the possibility of a furlough.

When notified by OMB that a lapse in funding has occurred, the agency head (FMC Chairman or designee, or all remaining FMC Commissioners if there is no designated Chairman) shall immediately notify OMB when shutdown activities have been initiated.

All employees will be expected to report to work on the first workday of the funding lapse but will only engage in actions necessary to shut down the Commission. These may include, among other things:

- Cancelling meetings, hearings, and other scheduled Commission business;
- Answering telephones and email inquiries and advising callers of the pending shutdown;
- Issuing a press release advising the general public of the shutdown and posting it to the website;
- Providing notification to parties to Commission proceedings;
- Petitioning courts for suspension or stay of any ongoing litigation;
- Securing files, confidential materials, office work papers, and documents;
- Issuing stop-work orders to affected contractors;
- Documenting the status of projects so that work can be resumed with the least disruption possible; and
- Recalling employees from travel and advising those on leave that they will be furloughed, etc.

The Deputy Managing Director, or the Deputy Managing Director's designee, will issue furlough notices via email. Furlough notices will indicate if the employee is excepted for any

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limited functions. Employees will be deemed to have received notice upon issuance of the Deputy Managing Director's email. If for some reason prior written notice is not feasible, any reasonable notice is permissible.

Once employees have completed their assigned shutdown tasks and received furlough notices, they will be asked to leave the worksite or cease remote work if on a previously approved reasonable accommodation request. Employees also will be advised to check OPM and news websites as well as communication from their immediate supervisor through a telephone/personal email tree for information concerning a recall.

As office shutdown functions are completed and employees furloughed, the immediate supervisor will notify the bureau or office director that all shutdown activities have been completed and all employees have been furloughed. As bureau and office shutdown activities are completed, each bureau or office director will report to the Office of the Managing Director that all shutdown activities have been completed for their program areas. Each bureau or office director whose function has been shut down will be furloughed by the Deputy Managing Director. The Deputy Managing Director will advise the Office of the Chairman once shutdown activities have been completed and the Commission is closed.

Upon OMB notification that the shutdown has ended, the Deputy Managing Director will initiate recall directions via a telephone/personal email tree.

Non-exempted employees will be furloughed as soon as their shutdown activities are complete, which is generally expected to be within four working hours of beginning their workday. Employees listed below may be retained beyond four hours.

<u>Office of the Chairman:</u>	Chief of Staff Deputy Chief of Staff Counsel to the Chairman
<u>Office of the Secretary:</u>	Secretary
<u>Office of the Managing Director:</u>	Managing Director Deputy Managing Director
<u>Office of the General Counsel:</u>	General Counsel
<u>Office of Consumer Affairs and Dispute Resolution Services:</u>	Acting Director
<u>Office of Administrative Law Judges:</u>	Chief ALJ
<u>Office of Equal Employment Opportunity:</u>	Director
<u>Bureau of Trade Analysis:</u>	Acting Director
<u>Bureau of Certification and Licensing:</u>	Director

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<u>Bureau of Enforcement, Investigations, and Compliance:</u>	Director Deputy Director
<u>Office of Enforcement</u>	Director
<u>Office of Investigations</u>	Director
<u>Office of Compliance</u>	Director
<u>Office of Budget and Finance:</u>	Chief Financial Officer
<u>Office of Human Resources:</u>	Director
<u>Office of Information Technology:</u>	Chief Information Officer Director
<u>Office of Management Services:</u>	Director
<u>Office of the Inspector General:</u>	Inspector General

Disposition of FMC Personnel During a Lapse in Appropriations

As of January 6, 2026, the Commission has 107 employees on board. The Commission has no employees that will be retained under its shutdown plan engaged in military, law enforcement, or direct provision of health care activities. Most of the Commission's employees are funded by annual appropriations. The Commission does not anticipate having any employees not financed by annual appropriations who may be excepted.

The FMC has five (5) presidential appointee positions that are exempt from furlough. Four of these positions are currently filled. As PAS positions, provisions of law provide their exempt classification per OPM guidance.

Ten (10) Commission positions, two of which are currently vacant, are required to perform excepted activities under the terms of 31 U.S.C. §§ 1341 et seq. The positions are retained under the plan to perform activities that provide advice to the Chairman and Commissioners on the extent to which other activities may or may not be performed under statutory exceptions, and to protect property. In unusual circumstances, these employees may be retained to discharge the President's constitutional duties and powers to swear in a political appointee. As such, these employees are not subject to furlough for the necessary functions that support these requirements. These functions are limited and, in most circumstances, will not require full-time excepted status. These Commission positions remain restricted from performing all other non-excepted job functions until appropriations are restored. Employees required to perform excepted activities will not be paid until funds have been appropriated.

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Retained positions are:¹

(Vacant) Chief of Staff
Deputy Chief of Staff
General Counsel
(Vacant) Managing Director
Deputy Managing Director
Chief Information Officer
Director, OIT
Chief Financial Officer
Director, OHR
Director, OMS

Approved: January 29, 2026

By: Laura DiBella, Chairman

¹ As a result of the Managing Director and Chief of Staff vacancies, the number of retained *employees*, as listed under the Lapse Plan Summary Overview, is two less than the number of retained positions listed here.