



NATIONAL FEDERATION OF FEDERAL EMPLOYEES

Affiliated with the International Association of Machinists & Aerospace Workers, AFL-CIO

NFFE Guidance: Bargaining the Deferred Resignation Offer

February 5, 2025

This morning, the Office of Personnel Management (OPM) [released a memo](#) stating federal agencies may be required to bargain limited aspects of the “fork in the road” deferred resignation offer with federal employee unions.

It is our impression that the memo is yet another display of a haphazard and poorly communicated attempt by the Trump Administration and Elon Musk to downsize the federal workforce. It is clear the initial proposal was riddled with flaws, and each subsequent communication has been an attempt to make the offer appear more viable. **Do not be fooled.**

At this time, the National Federation of Federal Employees (NFFE-IAM) strongly advises locals **NOT to bargain** over the deferred resignation offer. We also reaffirm our message that **NFFE members and all federal employees should not accept the offer.**

Instead, NFFE encourages local leaders to use official time to focus on the overwhelming majority of members who reject this proposal, stand in solidarity, and remain committed to their civil service work and the union.

NFFE does not recommend using official time to bargain the offer because we also fundamentally oppose downsizing the federal workforce. Engaging in negotiations could legitimize a harmful initiative that jeopardizes our members’ jobs and the essential services they provide. Reducing the federal workforce will create unbearable workloads for those who remain, and public services will suffer.

The work of NFFE members and the civil service is far too important – we must defend our rights and assert the laws protecting the federal workforce.