



National Federation of Federal Employees
Forest Service Council
International Association of Machinists and Aerospace Workers



Warner Vanderheuel, President | Matthew Brossard, General Vice-President | Sandee Conner, Secretary-Treasurer

Valentine's Day Massacre

NFFE-FSC has been made aware agency management has apparently been directed all terminations (e.g., probationary employees) be completed by close of business, Monday, February 17, 2025, a federal holiday.

NFFE-FSC is sharing the following with those agency employees being directed by their supervisors to work outside of their normal work schedule this Sunday and/or Monday (a federal holiday!), so their supervisors can directly fire them from their positions.

It is recommended that those employees who are Bargaining Unit Employees (BUEs) subject to the protection of the NFFE-FSC Master Agreement contact their supervisors IN WRITING using the following language:

"I am requesting that you confirm IN WRITING that you have directed me to work on either Sunday February 16, 2025 or Monday, February 17, 2025, which are my regular days off. Per 5 CFR 610.111(d) and Article 18.3.b.c of the Master Agreement, I am entitled to premium pay should I work on either day as directed. Please confirm IN WRITING I am authorized by the Agency to receive Sunday premium pay and/or holiday pay for Monday (President's Day). Please also confirm IN WRITING I will be paid overtime pay for this assignment pursuant to Master Agreement Article 18.4.

"Would you please provide me with a copy of the written authorization for me to perform this work? I am well aware of the requirement to have secured approval for the increased operational costs associated with the premium pay required in this situation PRIOR TO performing the work directed.

"I fully intend to comply with your direction to work on either Sunday or Monday but I do have concerns that required procedures are not being followed. Article 18.1.b provides: "No intimidation, coercion, or threats may be placed on employees by Management, the Union, or other employees regarding work schedules." I would like you to confirm IN WRITING that I will not be disciplined for working on Sunday or Monday for premium pay days when the required PRIOR written authorization has not been secured and provided to me. If this situation does present any risk that I could be disciplined, I request you explain IN WRITING exactly what could result in potential discipline by tomorrow (Saturday) so that I may consider it before returning to work.

"I am requesting annual leave for both Sunday February 16th and Monday February 17th. Please let me know tomorrow (Saturday, February 16, 2025) if my request is granted. "

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