



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



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## **NFFE-FSC Support Circular 01: Information for Terminated Forest Service Bargaining Unit Employees**

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The recent mass terminations of probationary employees are clearly illegal. NFFE is doing everything it can to appeal these terminations, and is seeking full restitution for terminated employees. The Union is working hard to evaluate the best options for representing employees who are in the Forest Service bargaining unit, and plans to file a national-level grievance on behalf of these terminated employees.

We know terminated employees are eager to move forward on actions to appeal their termination, but please keep in mind that most appeal routes have a 30-day time limit. This means that employees and the Union have until the middle of March to file a complaint. While employees can file complaints as individuals, the Union currently recommends that bargaining unit employees hold off from filing any type of complaint, if they wish to participate in NFFE's national-level grievance action. This is because in most cases, employees may only seek redress for their termination through one appeal process.

**Only employees who were bargaining unit employees (BUEs) with the US Forest Service at the time of their termination are eligible to participate in the NFFE grievance.** (It does not matter whether or not you were a dues-paying member at the time.)

The Union will soon publish more in-depth guidance for terminated probationary employees regarding the full range of options for appeal as well as the pros and cons of each option. We will post information on options for BUEs as well as non-BUEs.

The Union is circulating two surveys to collect information from terminated probationary employees. **The first survey is available.** Any terminated probationary USFS employee may fill out the survey, regardless of your BUE status.

Respondents to the initial survey will receive a follow-up survey from either an official NFFE account or from Justin Brown to collect additional documentation and information. If you have received the second survey, please submit your responses as soon as possible.

**Note:** According to OPM, terminated probationary employees who accepted the deferred resignation offer are now eligible for that program. If you accepted the deferred resignation offer you have waived your rights to appeal your termination and you will not be eligible for appeal through any forum.

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