

# NFFE News



## NFFE Guidance on February 22 OPM Email

**February 23, 2025**

NFFE members and Bargaining Unit Employees,

The Office of Personnel Management (OPM) has sent out an email asking federal employees to respond with five bullet points regarding what they worked on last week. Most of the emails federal employees received state the deadline to respond is not until Monday. The email does not threaten termination or implied resignation, however, Elon Musk posted on Twitter indicating failure to reply would be considered a resignation.

NFFE believes this email and the threat by Elon Musk are illegal. We advise you to forward the email to your immediate supervisor and ask for their guidance. If your immediate supervisor does not give you instruction to reply, please wait to respond until further notice is given by your agency, your supervisor, or NFFE. If your immediate supervisor advises you to reply to the email, please do so.

OPM and Elon Musk do not have legal authority to take personnel action based on this request. This is yet another ploy by the Trump Administration and Elon Musk to create an atmosphere of intimidation and is not a legal manner to manage America's largest workforce.

We recognize many employees cannot disclose what they are working because of security concerns, while others may be on leave or special assignment and unable to comply with this illegal request in a timely manner. Federal employees have privacy rights, and this request from a generic mailbox at OPM may violate those rights. There is no connection between this request from OPM and any current legal performance management mechanism.

NFFE understands that every federal worker carried out their duties to meet their agency mission last week and upheld their oath to the Constitution. We do not tolerate the ongoing attacks against the workforce by the President and Elon Musk. We know that you are committed to serving the American people and we value your work, as do hundreds of millions of others.

NFFE will forcefully challenge any action taken to terminate or discipline any individual in connection with this illegal request. We are contacting OPM to immediately reverse this instruction or to clarify their authority to make this request.

Again, if your immediate supervisor advises you to reply, please do so. Otherwise, please await further guidance from your agency, your supervisor, or NFFE. We will update this guidance on Monday so that you have sufficient time to act as needed to protect yourself and your job.

Please forward this message to your colleagues. If you are not yet signed up to [receive emails from NFFE](#) please do so.

**[www.NFFE.org](http://www.NFFE.org)**