



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



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NFFE-FSC Guidance for Return to Office (RTO)

04 March 2025

The Office of the Chief issued a notice on March 4, 2025, all bargaining unit employees covered by the **NFFE-FSC Master Agreement** must report to their duty station full-time no later than April 18, 2025, and remote BUEs must report to an assigned duty station by June 2, 2025. Specifically:

- *“All National Federation of Federal Employees (NFFE) Bargaining Unit employees on telework agreements will report to their assigned duty station on a full-time basis no later than April 18, 2025, to the degree they have a dedicated seat.”*
- *“All NFFE Bargaining Unit employees on remote agreements will report to an assigned duty station on a full-time basis no later than June 2, 2025, as long as they have a seat assigned.”*

The Forest Service Council (FSC) believes the reason given in the notice violates the requirements defined in Article 31.3.l of the Master Agreement. FSC will be taking action to fight this. In the meantime, you should prepare to comply with management direction. It is unlikely that a resolution will be reached before April 18 or June 2.

You have options and hopefully your supervisors will do the right thing, what is best for you, and the Agency.

- You may request a reasonable accommodation to allow modifications.
- You may request temporary schedule adjustments. (see Article 7.2)
- If you have a personal hardships, request consideration of schedule or duty station modifications (See Article 42) by March 14.
- You may work with your supervisor to maximize use of Flexible Schedules. (see Article 18.3)

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