



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



Warner Vanderheuel, President | Matthew Brossard, General Vice-President | Jon Mikkelson, Secretary-Treasurer

Update: Telework and Remote Work Grievance

09 April 2025

The Office of the Chief of the Forest Service issued a notice on March 4, 2025, that all bargaining-unit employees (BUEs) 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.”*

On March 14, 2025, HRM sent a follow-up email to all USFS employees entitled “Notification of Return to Office Duty Location Assignments.” The email included the above return-to-office deadlines for NFFE BUEs.

In response to this direction, the Union filed a national-level Step 2 Grievance on behalf of all BUEs on March 26. The Return to Office direction and subsequent actions taken by the Forest Service violate the Master Agreement, policy, and law, all of which result in negative impacts to employees and the agency.

Remedies requested in the grievance include the restoration of previously established telework and remote work agreements, reinstatement of any employees who may have been terminated due to an inability to return to office as required, and reenabling the telework and remote work agreement portal.

The grievance will likely not be resolved before the required return to office dates, and the Union advises employees to comply with Agency direction to the best of their ability until we are able to resolve the issue through the grievance process or through arbitration. Please reach out to your local union representative if you have additional questions or concerns.

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