



NATIONAL FEDERATION OF FEDERAL EMPLOYEES

Affiliated with the International Association of Machinists & Aerospace Workers, AFL-CIO

May 12, 2025

NFFE-IAM Members and Bargaining Unit Employees,

We are writing regarding the Forest Service HRM guidance sent out on May 8, 2025, announcing interim caps on premium pay for Forest Service employees on fire assignments.

The NFFE Forest Service Council (NFFE-FSC) worked with Congress to ensure that up to \$9,000 of premium pay was authorized in the Continuing Resolution passed this February.

NFFE-FSC is prepared to file a national grievance and take other legal action, if necessary, should the Forest Service attempt to withhold the premium pay that our members have earned and are legally owed.

To ensure that we are prepared, NFFE-FSC recommends that all employees track any days that they are prevented from claiming premium pay because of the interim cap on premium pay.

Some glitches in the NFC system may soon be resolved in the next several weeks, in which we are told this will be **temporary**.

Please contact your Local to alert them if you are prevented from claiming premium pay before reaching the \$9,000 annual cap. We hope that this guidance will be rescinded before that occurs.

NFFE and the Forest Service Council will fight to make sure that backpay is provided quickly in the event any employees are prevented from claiming the premium pay they have earned.

In Solidarity,

Warner Vanderheuel

National Federation of Federal Employees, Forest Service Council