



National Association of Government Employees

AFFILIATED WITH THE SERVICE EMPLOYEES INTERNATIONAL UNION

January 29, 2025

Dear NAGE Local Officials and Members,

On January 28, 2025, the Office of Personnel Management (OPM) issued an email titled "*Fork in the Road*," offering certain federal employees the option to resign by February 6, 2025, while allegedly continuing to receive pay and benefits until September 30, 2025. This initiative is part of the administration's broader, reckless effort to significantly reduce the federal workforce without regard for its impact on employees or the American public.

This offer is designed to pressure employees into resigning. Accepting it could have serious consequences—not only for you personally but also for the millions of Americans who rely on your dedication and expertise. A sudden reduction in experienced personnel will significantly disrupt essential services nationwide.

Furthermore, this action may be unlawful. Federal law governs voluntary separation incentives, reductions in force, and limitations on the use of administrative leave, and the Trump administration may not have unilateral authority to implement this action without congressional approval. We are actively reviewing this issue to ensure that employees' rights are upheld.

Each individual must make a personal choice about what is right for themselves and their family. We urge you to think carefully before submitting a resignation in response to the OPM email.

To ensure that you are making an educated decision, NAGE will be hosting a series of information sessions facilitated by retirement specialists with United Benefits.

NAGE values your service and stands with you. We remain committed to protecting your rights and ensuring fair treatment for all federal employees.

In solidarity,

A handwritten signature in black ink that reads 'David J. Holway'.

David J. Holway
National President