



An URGENT Message from NTEU

You may have received an email this afternoon or evening from hr@opm.gov with the subject line “Fork in the Road.” This email spells out a “deferred resignation program” and seeks to pressure federal employees into resigning their position, effective September 30, 2025. However, the employee must submit their resignation “letter” by February 6, 2025.

Make no mistake: this email is designed to entice or scare you into resigning from the federal government. We are reviewing the email closely and will have more information tomorrow. However, we **strongly** urge you not to resign in response to this email.

You are a vital part of the non-partisan civil service, and you work hard every day to deliver for the American people. We sincerely value you and will always have your backs.



An URGENT Message



We have reviewed yesterday’s “Fork in the Road” email more closely.

We continue to strongly urge you **not** to take this alleged “deal.” It is not good for you or for the American people.

Don’t be threatened or coerced into resigning from your job. The American people count on you as a member of the non-partisan civil service to deliver for them. The country needs you now more than ever.

Here’s what we know:

- **Email Authenticity:** Never trust an official email that is meant to circumvent—and undermine—the chain of command. You should be deeply concerned that the agency human capital offices were seemingly kept out of this process.
- **Clarity:** The “deal” that OPM says it is offering you, its “deferred resignation program,” simply does not add up. It lacks any concrete guarantees.

- **Precedence:** The way in which OPM is offering this incentive is unprecedented and there is no evidence at this point that it has the legal authority to do so. This indicates a desire to rush employees into making potentially irreversible decisions.
- **Legality:** It isn't even clear that an agency can legally put a federal employee who accepts OPM's deferred resignation offer on paid administrative leave for the rest of the fiscal year.

Regardless of what OPM or your agency **say**, there is no guarantee what they will **do** or that it can be enforced if you resign, especially given the uncertainty above.

We stand firm with you and will take all appropriate action to protect your rights. We will share additional information with you as it becomes available.