



Member Update

Updates on Executive Orders, Actions, and Memorandum

Since he took office, President Trump has issued a host of Executive Orders (EO) and other executive actions that affect federal employees. The Administration also has issued additional memoranda through the Office of Management and Budget (OMB) and Office of Personnel Management (OPM) that implement these actions as policy changes.

It is not yet clear how each of these actions will affect NATCA bargaining units and whether the administration will grant exemptions for operational personnel responsible for public safety.

Last week, the President issued a [freeze on the hiring of Federal civilian employees to be applied throughout the executive branch](#). He stated that the order does not apply to “positions related to ... public safety” and further stated, “Moreover, it does not limit the hiring of personnel where such a limit would conflict with applicable law.” That said, the FAA immediately took down all vacancy announcements posted on USA Jobs for non-operational positions and earlier this week took down all vacancy announcements for ATC positions as well.. NATCA believes that both exceptions apply to FAA operational personnel responsible for public safety, and we are confident that when newly confirmed Secretary of Transportation Sean Duffy is officially sworn in, he will reinstate the ATC and other operational vacancy announcements at minimum.

The President also issued a [return to in-person work Presidential Memorandum \(PM\)](#). The OMB and the OPM issued a [memorandum](#) requiring the implementation of the PM. Thus far, NATCA has not received notice or a briefing from the FAA on the implementation of this PM. Yesterday, the OPM issued a [letter to all federal employees via their government e-mail](#). In the letter, OPM offered employees the option to submit a “deferred resignation letter” by February 6, 2025, which would be effective no later than September 30, 2025. OPM subsequently issued a [memorandum providing guidance regarding the deferred resignation program](#) to heads of departments and agencies explaining that employees who elect deferred resignation will not be subject to the return-to-work requirements and should have their work reassigned. In the FAQ for Chief Human Capital Officers attached to the memorandum, the OPM makes it clear that each employing agency may

specifically exclude positions from “deferred resignation” eligibility.

At this time, the FAA has not made any determinations as to which positions will be excluded. As such, we recommend that you do not submit a deferred resignation letter until we receive additional information on how it would affect your retirement, benefits, and what positions are excluded. NATCA has asked for a briefing from the FAA on this matter.

We realize these changes are all moving fast, and we want to assure you that we are paying attention and will provide information as we receive it. Many federal agencies were unaware of these actions in advance, so they do not have a plan to implement them. As soon as NATCA learns more about how these orders and memoranda affect our members, we will share those details with you.

In Solidarity,

NATCA National Executive Board

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