

Update for terminated probationary employees

[This message is bcc'ed to all probationary employees from the Deschutes and Ochoco National Forests who were terminated in February.]

On Wednesday, March 5, 2025, the Merit Systems Protection Board issued a 45-day stay on the terminations of all U.S. Department of Agriculture probationary employees terminated since February 13, 2025. This email is to provide notice that by Wednesday, March 12, the Department has placed all probationary employees who received February termination letters in pay status (if in a pay status at the time of termination) and provide each with back pay from the date of their respective termination. As part of a phased plan for return-to-duty, upon returning to pay status, employees will initially be placed on paid administrative leave.

Accordingly, if you were in a pay status at the time of your termination, the Forest Service has brought you back into a paid status, completed your timesheets for pay periods PP03 and PP04 (February 9 – March 8, 2025), and anticipates that you will be issued pay through this weekend's payroll cycle. For awareness, due to system processing capacity issues currently being experienced, it may take until PP05 (ends March 22) for all employees to receive backpay for PP03.

Please note that you will remain on paid administrative leave until we provide you additional notice and information on your specific return to duty date, along with instruction concerning your LincPass, systems access, government furnished equipment, and work-site location, if applicable.

All Permanent Seasonal Employees who would have been in a non-pay status absent the terminations remain in a non-pay status until their supervisor submits the planned return to duty personnel action at their regularly scheduled time of return. Human Resources Management has been working with supervisors to submit these personnel actions.

If you have questions related to your pay or benefits, please reach out to our Benefits team at HRM_Contact_Center@usda.gov. USDA appreciates your patience during this process and continued dedication to our Mission.