

ORDER TO RETURN TO DUTY

Date: August 7, 2025

From: Office of VISN 22 Network Director

Subj: Order to Return to Duty

To: All VISN 22 Labor Union Representatives

1. On March 27, 2025, President Trump signed Executive Order (EO) 14251: *Exclusions from Federal Labor-Management Relations Programs*, exempting the Department of Veterans Affairs (VA) from Chapter 71 of title 5 of the United States Code, the Federal Service Labor-Management Relations Statute (hereinafter referred to as Statute). EO 14251 exempted police officers, firefighters, and security guards from its coverage, and further delegated authority to the VA Secretary to exempt VA organizational components from the EO. On April 17, 2025, Federal Register Notice 16427 was published, exempting certain non-national unions from EO 14251's coverage.
2. On August 6, 2025, pursuant to EO 14251, the Secretary terminated master collective bargaining agreements, and all amendments, local supplemental agreements, and memoranda of understanding at all levels (collectively referred to as CBAs) with the American Federation of Government Employees (AFGE), the National Association of Government Employees (NAGE), the Service Employees International Union (SEIU), the National Nurses Organizing Committee/National Nurses United (NNOC/NNU), and the National Federation of Federal Employees (NFFE), except insofar as those agreements cover exempted employees.
3. As a designated representative of the above reference bargaining units, not serving in an occupation exempted from EO 14251, you are hereby notified that you are excluded from coverage under the Statute and are no longer able to exercise the rights or entitlements of persons or entities covered under the Statute, including, but not limited to the use of Taxpayer Funded Union Time and the performance of representational activities.
4. Accordingly, effective immediately you are instructed to return to your position of record, and report to your supervisor of record.
5. You must remove any personal belongings from union office spaces at your VA facility and coordinate with the Office of Information and Technology to return all Government-Furnished Equipment provided for the purpose of union duties, no later than August 12, 2025. Any union information contained on the agency local area network or other similar agency networks may, upon your specific written request, be saved and provided to you or a designated union representative currently covered by the Statute.

6. Failure to follow the instructions above could lead to appropriate administrative action up to and including removal from Federal service. Upon return to your position of record, your supervisor will assess and determine whether training is necessary for you to perform your assigned duties.
7. If you have any questions, please contact your local Human Resources office.

Stephanie Young, MHA, FACHE
Interim Network Director, VISN 22