



Department of Energy

Washington, DC 20585

March 13, 2025

MEMORANDUM FOR: All Impacted Employees

FROM: Reesha Trznadel 
Acting Chief Human Capital Officer

SUBJECT: Rescission of Notification of Termination
During Probationary/Trial Period

You are receiving this memorandum because on March 13, 2025, in the case of *AFGE, et al. v. OPM, et al.*, No. 3:25-cv-1780 (N.D. Cal.), Federal District Court Judge William Alsup ordered federal agencies to notify terminated probationary employees of his holding that their terminations were “unlawful.” Therefore, the Department of Energy (DOE) is hereby rescinding the Notification of Termination During Probationary/Trial Period (Notification) that you received on or about February 13 or 14, 2025.

You will be returned to your previous position with DOE, and to federal service effective the date of your Notification. You will be carried in an Administrative Leave (paid, non-duty) status from the date of your Notification through when you are directed to report for duty. Administrative Leave is a management authorized leave category and does not count against your annual or sick leave balance. The Notification will be removed from your electronic Official Personnel Folder (eOPF) and your record will not show this termination action.

Your Departmental Element is processing your reinstatement and reissuing your equipment and your Personal Identity Verification (PIV) badge so you can resume work as soon as possible. A representative from your Resource Manager’s Office will contact you to discuss the specifics of your return. If you decline to return, DOE will treat such declination as a resignation from your position and federal service.

If you have any questions regarding reporting to work, please contact ProbationaryEmployees@hq.doe.gov.

