



From the Desk of NASCOE President Kayla Mattson

Date: September 25, 2025

To: All Members

I want to begin by acknowledging that nobody can tell you how to feel, and there is no “right” or “wrong” personal reaction to the current situation. I say this because of the many media reports regarding the potential lapse in funding. There are reports that the OMB Director is communicating with agencies to prepare for possible mass Reductions in Force. Questions have also been raised about:

- The status of FSA as a whole and of each employee group (GS, CO, Temps, etc.) if there is a funding lapse.
- Whether FSA employees will be required to work during a lapse.
- Whether provisions in legislation such as HR 1 (the “Big Beautiful Bill”), the American Relief Act of 2025, or others might deem FSA employees essential and/or if there will be requirements for some or all employees to continue to work.

The truth is: there are many questions, and no one currently has definite answers. Understandably, this uncertainty is frustrating, especially for those of us who want to be informed and prepared. At this moment, we simply do not know more than what is being shared publicly.

The political environment we are experiencing is unlike anything many of us have seen before. Some reports use scare tactics to pressure Congress, while others repeat misleading statements. The reality may be that there is little accurate information available to share right now. Next week—particularly Monday and Tuesday—will be pivotal in Congress and across Washington, D.C. Developments during those days will give us a clearer picture of what lies ahead. Until then, we are all waiting for guidance on what we will be required to do as employees.

Please understand that NASCOE has no additional information at this time. If and when we do, we will immediately share updates through the NASCOE App and email. In the meantime, here are a few important steps you can take:

- Ensure you can access your Employee Personal Page from a personal device. Confirm you know your username and password.
- Download and register for the NASCOE App to stay connected with the latest updates.
- If you have not yet paid dues to your state association, please do so now. We strongly encourage using the FSA-444.
- Watch for details on a special Furlough Page on our website will soon launch to share helpful resources.

I also want to remind you that during the 2018/2019 shutdown, the 2019 Government Employee Fair Treatment Act was signed into law. This law guarantees that furloughed federal employees will receive backpay once funding is restored. It also directs payroll providers to process checks as soon as appropriations are approved, regardless of the next scheduled pay date. In the case of the 2018/2019 shutdown (following the passage of the above mentioned Act), FSA County Office Employees received back pay just like all other federal employees.

Once again, I cannot tell you how to feel about this situation—but I want you to know you are not alone. We are facing this uncertainty together. NASCOE, alongside Hunter and our leadership team, will continue to monitor developments and share updates as soon as reliable information becomes available.

Happy Rollover and End of the Year – we will be in touch soon!

Kayla