

Know Your Rights *Federal Employees*

Trump has accused federal government employees of “destroying this country” and described them as “unnecessary,” “crooked,” and “dishonest.” I disagree with Trump, and I am doing my part in Washington, D.C. If you are a federal employee who has been terminated because of Trump’s actions, consider these resources and steps you can take.

1

Code of Federal Regulations

Probationary employees are entitled to certain limited appeal rights to the Merit Systems Protection Board. If an agency terminates you for unsatisfactory performance or conduct during your probationary period, you are entitled to written notice on why you are being separated and the effective date for the separation. See 5 C.F.R. § 315.804. If your termination was not required by statute, you may appeal only if you allege that the termination was based on partisan political reasons or marital status. See 5 C.F.R. § 315.806.

2

What You Can Do:

Attorney & Non-Attorney Resources

Employees are encouraged to seek guidance from appropriate sources, including their union, HR department, or legal counsel, regarding workplace matters. Communication with your supervisor is recommended, and sharing your personal contact information with your supervisor and HR department is at your discretion.

Office of Personnel Management (OPM)

- Read about [Employee Rights and Appeals](#)
- Get a copy of [Form SF-50 Notification of Personnel Action](#)

Federal Employment History

Merit System Protection Board

- Read about [Prohibited Personnel Practices \(PPP\)](#)
- Read the New [Information Sheet](#) on Probationary Termination (02/21/2025)
- Click [here](#) to file an e-Appeal

LEGAL DISCLAIMER: This document is for general informational purposes only. Its contents are not legal advice. If you are in need of legal advice, please contact an attorney.