



# NASA Deferred Resignation Program (DRP) Participants and Shutdown Furlough FAQ

Updated March 12, 2025

## 1. Do employees participating in the DRP need to conduct orderly shutdown activities?

Employees in the DRP and on administrative leave do not need to complete orderly shutdown activities. Employees in the DRP who are still working (not yet on administrative leave) will need to complete orderly shutdown activities.

## 2. How does a shutdown furlough impact the DRP 45-day review period or the 7-day rescission period for employees over 40?

The furlough is not an opportunity to extend the established review period or rescission period. A shutdown furlough generally does not impact an employee's 45-day review period or 7-day rescission period, unless the last day of either period falls during the shutdown furlough.

Employees can continue to review and consider the DRP during a shutdown furlough. Signing and approving DRP agreements is not considered excepted work and government computers should not be used to sign agreements that are pending. If the 45-day review period expires during the shutdown furlough, employees should plan on returning a signed agreement the next workday after a continuing resolution or appropriations have been passed. Limited flexibility is permitted when unusual circumstances prohibit the employee from returning a signed agreement on the first workday after the conclusion of a shutdown furlough.

Similarly, if the employee's 7-day rescission period concludes during a furlough, the employee has until the end of the first workday after the conclusion of a shutdown furlough to rescind their signed agreement.

## 3. What happens if an employee's administrative leave start date happens during a shutdown furlough and they are unable to return their equipment and complete their offboarding activities?

The dates in the signed DRP agreement do not change due to a shutdown furlough. Employees should return equipment and complete offboarding activities on the first workday after the shutdown furlough ends.

## 4. What happens if an employee's transition period is interrupted by a shutdown furlough?

If an employee's transition period is interrupted by a shutdown furlough the dates in the agreement do not change. Employees' transition duties must be completed by the date in the

signed DRP agreement. Employees must also begin their administrative leave on the date established in the signed DRP agreement.

#### **5. Will employees in the DRP get paid during a shutdown furlough?**

Employees in the DRP will be paid for the time they are affected by a shutdown furlough in accordance with 31 U.S.C. § 1341(c)(2), as soon as possible after the lapse in appropriations ends. At the conclusion of the shutdown furlough, retroactive pay will be granted; however, depending on the timing and length of the shutdown furlough event, receipt of retroactive paychecks may be slightly delayed, may be processed over multiple pay periods and/or require corrective actions. The agency will work with our payroll provider to ensure paychecks are received as quickly and with minimal issues as possible. This is the same for all employees, whether on furlough or DRP admin leave.

#### **6. Are DRP participants on administrative leave eligible for Unemployment Compensation?**

DRP employees on administrative leave are treated the same as non-DRP furloughed employees with regard to Unemployment Compensation eligibility. Entitlements to Unemployment Compensation are made by state employment commissions and may vary. Since retroactive pay is authorized, employees who receive them may be required to repay the Unemployment Compensation funds.

#### **7. Will transition activities be considered an excepted activity?**

No, duties associated with DRP transition are not excepted and would not continue during a shutdown furlough. If an employee has an approved agreement and has already transitioned to administrative leave prior to a shutdown furlough, they will be treated as non-excepted. If an employee has not yet transitioned to administrative leave and is identified as excepted, the employee's supervisor needs to ensure that another employee is assigned excepted duties by the transition date in the agreement. Generally, employees in the DRP with an imminent transition date should not be identified as excepted during a shutdown furlough. Supervisors should take an employee's DRP participation into account when identifying excepted personnel.

#### **8. How can DRP employees on administrative leave without access to NASA devices stay informed of the status of the shutdown furlough?**

NASA posts critical information about the shutdown furlough and relevant updates on the (publicly available) NASA Shutdown Information Webpage at <https://www.nasa.gov/shutdown>.

#### **9. Can a supervisor call a DRP employee who has begun administrative leave in to work during a shutdown furlough?**

Generally no; employees who have begun administrative leave are not expected to work during a shutdown furlough.

**10. Will the NSSC continue processing retirements or separations associated with the DRP?**

Yes, the NSSC plans to continue processing employee retirements during the furlough.