



Office of
Management and Budget

U.S. Office of
Personnel Management



October 23, 2026

M-27-01

MEMORANDUM TO THE HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

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SUBJECT: Status of Documents Addressing RIFs During a Lapse

On September 24, 2025, the Office of Management and Budget (OMB) sent an email to officials in the Executive Branch that addressed the possibility of a lapse in appropriations beginning on October 1, 2025. The email instructed agencies, in the event of a lapse, to consider issuing reduction-in-force (RIF) notices to employees assigned to certain unfunded programs, projects, or activities.

The Office of Personnel Management (OPM) issued guidance in late September 2025 that also addressed RIFs. Two OPM documents, one titled “Guidance for Shutdown Furloughs” (Guidance), and the other titled “Special Instructions for Agencies Affected by a Possible Lapse in Appropriations Starting on October 1, 2025” (Instructions), stated that “agencies are authorized to direct employees to perform work necessary to administer the [reduction-in-force] process during the lapse in appropriations as excepted activities.”

Pursuant to the settlement agreement in *AFGE et al. v. U.S. Office of Management and Budget et al.*, Case No. 3:25-cv-08302, all three of these documents—OMB’s September 24, 2025, email, as well as OPM’s September 2025 Guidance and Instructions—have since been rescinded in full and are no longer operative.