



Furlough FAQ

Q1: Will I receive backpay for my entitlements? LQA? Post Allowance?

A1: These allowances are generally payable when you are in a pay status and stop during a lapse in appropriations. When back pay is processed after the lapse in appropriations, the entitlements for the affected period should be calculated and paid retroactively.

Q2: Do my health benefits continue during a lapse in appropriations?

A2: Yes, your coverage continues. Enrollment in the Federal Employees Health Benefits (FEHB) program continues during a lapse in appropriations. Payroll deductions for premiums will stop until pay resumes. Once pay resumes, the agency will work to collect the missed premiums retroactively to ensure continuous coverage.

TRICARE benefits (if applicable to you/your dependents) will also generally continue, though there may be administrative delays in claim payments.

Q3: What actions are the leadership taking to assist?

A3: Leaders at every level of this command continue to engage senior leaders within the government to ensure they understand the stress a lapse in appropriations of this magnitude puts on family members and the toll it takes on mission readiness and effectiveness. A perfect example of leadership action is the continuance of extracurricular activities at Department of Defense Education Activities (DODEA) Schools in Europe. Continue to stay connected with your chain of command and express any concerns you have with them so they can be addressed.

Q4: How can I ask for financial support?

A4: There are several avenues for seeking support, though eligibility and availability depend on the specific lapse in appropriations:

Credit Unions/Banks: Many military-affiliated or federal employee credit unions (like Navy Federal, USAA, PenFed) offer zero-interest or low-interest short-term loans to members impacted by the lapse in appropriations.

Hardship Funds: Organizations like the Federal Employee Education & Assistance (FEEA) Fund often provide Lapse in appropriations Grants or Emergency Hardship Loans to qualifying civilian employees.

Ask your chain of command for other resources that may be of assistance or visit the USAREUR-AF resources webpage at <https://www.europeafrica.army.mil/Community/Furlough-Resources/>

Q5: Will my Thrift Savings Plan (TSP) contributions continue?

A5: Your TSP contributions (including the Agency Automatic 1% and Matching contributions) are paid through your paycheck and are paused while you are in a non-pay status. They will resume once you return to pay status.

Q6: Will my Federal Employees' Group Life Insurance (FEGLI) coverage continue?

A6: FEGLI coverage can continue at no cost to you for up to 12 consecutive months of non-pay status. You do not incur a debt for the missed premiums during this period.

Q7: If I'm furloughed, can I take a second job or seek temporary employment?

A7: Yes, but you remain a Federal employee subject to ethics rules. While furloughed, you may seek outside employment, but you must ensure it does not create a conflict of interest with your official duties. You must not use your official title, position, or non-public government resources for the benefit of your outside employer. Consult with your supervisor before taking outside employment to ensure compliance.

Q8: What is the status of Department of Defense Education Activity (DODEA) schools for my children?

A8: DODEA schools typically remain open and operational. The majority of school-level employees (teachers, administrators, support staff) are designated as "excepted" and are required to report to work. In Europe we have been able to secure continued extracurricular activities at DODEA schools.

Q9: If I am in 'Excepted' status, am I eligible for Unemployment Compensation?

A9: Employees who are designated as "excepted" are required to work and are therefore not considered unemployed or separated from service. As such, they are generally ineligible for Unemployment Compensation during the lapse in appropriations. Intermittent excepted employees may be eligible for partial unemployment compensation. Contact your State Agency for further information.

Q10: Will my TDY be cancelled?

A10: All official travel to support an excepted activity must be approved by the first General Officer of Senior Executive Service leader in your chain of command. All non-essential travel is cancelled or suspended.

Q11: Will my status change from 'Furloughed' to 'Excepted' during the lapse in appropriations, and how will that affect my expected back pay or unemployment filing?

A11: It is possible for your status to change if the agency determines your function becomes critical. If you are moved from Furloughed to Excepted, you must report back to work immediately. This change will mean you may no longer be eligible for Unemployment Compensation from that point forward. Pending approval through Congress, all employees affected by the lapse in appropriations should expect back pay for the entire period of the lapse in appropriations.



Q12: Will the time I was furloughed count toward my tenure for promotion or leave accrual?

A12: Generally, yes. Pending approval through Congress, employees who are excepted or non-excepted receive full back pay, and the period of non-pay status is treated as creditable service for most entitlements, including: Leave Accrual (restored after the lapse in appropriations ends), Retirement Service Credit, and Time-in-Grade for promotions.

All furlough hours for which retroactive pay is received are treated as time in a pay status for pay, leave, and benefit purposes. For example, for the purpose of applying General Schedule waiting periods associated with within-grade increases, the furlough time during the lapse in appropriations is treated as time in pay status.

Q13: I'm unable to pay my November rent, and my landlord is not being flexible. What are my options for this?

A13: This depends on which country you live in. First of all, each country has different landlord and tenant laws. Information papers are available at all of our law centers and posted to the USAREUR-AF website at <https://www.europeafrica.army.mil/Community/Furlough-Resources/>.

If you're going to have trouble making your rent payment, continue to communicate with your landlord. If your landlord is being uncooperative, form letters available at the website mentioned above that you can use to provide information to them. They are also available at our garrison law centers. The second thing is, if possible, make a partial rent payment. If you can show some good faith effort to pay some amount of money towards your rent, that will also help you in almost all countries. Finally, if you are eligible for legal assistance through your Servicing Law centers, each of the law centers has a host nation attorney who is an expert in host nation landlord tenant law, and you can make an appointment. Please reach out to those garrison law centers, make an appointment, and get in to see a host nation attorney as soon as possible.

Q14: I am currently furloughed, and my work is building up while I am out. Will the command pay overtime when we return to work?

A14: Upon returning to work, employees should work with their supervisors to determine the best approach to catch up on their work and utilization of premium hours.

Q15: How will the lapse in appropriations impact open season for health insurance?

A15: Open season is not impacted as of yet. It is still scheduled for 10 November through 8 December.

Q16: Will the program at the DeCA Commissaries about deferring payments when using the Militar Star Card be extended? It currently expires 31 Oct.

A16: That program, a partnership between AAFES and DeCA has been extended for the duration of the government lapse in appropriations.



Automatic withdrawals may need to be stopped in consultation with your financial institution. Military Star is waiving payment requirements for all active-duty service members, Guard members and Reservists, regardless of branch of service, during the government shutdown. Interest will accrue and cardmembers can voluntarily make payments. Other cardmembers may contact the Exchange Credit Program's contact center at 877-891-7827 to confirm eligibility.

Q17: Does Defense Commissary Agency (DeCA) or Army Community Service (ACS) provide food banks or other assistance for families in need during the lapse in appropriations?

A17: Operation Support the Force is an opportunity for folks to purchase goods at the commissary and leave them at the commissary. The USO picks up those paid goods and makes them available to anyone in the community at their USO locations.

Q18: Why do civilians who are working excepted activities have to code our timecards as furloughed when we are working every day?

A18: The requirement is applied to the Defense Finance Accounting System (DFAS), who is the authority for the department. They state that all coding from October 1 forward be coded in furlough status.

Q19: When can I tell my landlord to expect payment after the lapse in appropriations ends? Is it 10 days or a month?

Q19: Upon enactment of appropriations to end the lapse in appropriations, employees should be paid retroactively as soon as possible after the lapse ends. Most likely, you will receive retroactive pay on the next pay period following the end of the lapse in appropriations.

Q20: Will the German Ministry of Finance continue to support the cash flow of German Nationals through the duration of the appropriation lapse? What about the Netherlands and Belgium?

A20: The German government has agreed to pay German National salaries, for one month, with the expectation they will be reimbursed by the U.S. government. That's what we know for certain. Depending on how much longer the lapse in appropriations goes, Germany will have to make another decision on what they do.

We believe the Netherlands has committed to continue to pay employees until reimbursed by the U.S. Government. We heard the same from Belgium, but currently they've only committed to the first month.

Q21: Is there any sort of assurance that post allowance and LQA will be fully back paid once we receive our back pay and salary? Or is that not protected?

A21: The 2019 Government Employee Fair Treatment Act provides the authority to pay back government employees in the case of a lapse of appropriation. However, Congress may provide the appropriation for the pay back to occur.



Q22: I haven't paid my medical insurance premiums in about a month because I haven't got paid. Will my health provider pull my medical coverage?

A22: It is highly recommended that you contact your insurance company to ensure they understand your situation. In fact, you should contact any of your creditors to explain your situation. If your creditor is not responsive, and you qualify for legal assistance, make an appointment for legal assistance. Also check the resources page for information.

For civilians covered under the Federal Employees Health Benefit (FEHB) program, coverage will continue even if an agency does not make the premium payments on time. Following the lapse, each employee who returns to pay status will automatically begin to repay their share of FEHB premium that accumulated during the lapse through payroll withholding. If FEHB premiums are not withheld from retroactive pay, one additional payment in addition to the current pay period amount will be withheld in each subsequent pay period until the employee's accumulated share of premiums have been paid.

FEHB Termination - Employees in a non-pay status due to a lapse in appropriations (furlough) will not have the opportunity to terminate or cancel FEHB coverage outside of Open Season or experiencing a qualifying life event. The employee will remain covered; the enrollee's share of their FEHB premium will accumulate and be withheld from pay upon return to pay status.

FEHB changes - An employee who is furloughed and experiences a qualifying life event can enroll or make changes in enrollment in the FEHB Program. (See 5 CFR 890.301.) Employees can also enroll or make changes during the annual Open Season. Employees are encouraged to contact appropriate agency human resources staff to ensure they follow the proper processes.

Q23: Will the commissaries be open during the entire lapse in appropriations?

A23: That's the plan. We work with a capital fund and have about 60 days of operating funds at any given time. We currently are funded through the first week of December. We are continually working the financial challenges to keep the commissaries open as long as possible during the lapse in appropriations.

Q24: Can the landlord start using the security deposit to pay the rent?

A24: This is possibly a conversation with your landlord and may require an agreement to repay the monthly rent counted towards security deposit.

Q25: How can we expect work and operations to change as the lapse in appropriations continues?

A25: Clearly there are impacts. We continually discuss with the Pentagon to understand how this affects our operations. We receive approvals for individuals to go TDY if it's in support of an excepted activity and must still be approved by the appropriate general officer or senior executive service leader. But the longer this goes on, there will be more



impacts, which will impact everyone once you come back to work. We will have to reprioritize things and get them done as quickly as possible.

Q26: Will use or lose leave be adjusted to allow for a longer period to be used?

A26: The 2025 leave year will end on 20 January 2026. Employees who properly schedule their “use or lose” leave before 29 November 2025 but are unable to use some or all of the scheduled leave because of the lapse in appropriations are entitled to have that annual leave restored (i.e., any annual leave that was forfeited because of the lapse in appropriations must be restored— regardless of whether the affected employees were furloughed or excepted from the furlough). Supervisors and employees should make every effort to approve and use excess annual leave by 10 January 2026 to avoid forfeiture.

Q27: Will there be extra time to contribute to TSP since my contributions are not currently happening?

Q27: We continue to send questions like this back for answers. Currently we don’t have an answer, but will update this FAQ as soon as possible.

Q28: What specific duties are excepted during the lapse in appropriations and how are those determinations made?

A28: There is an extensive list of activities provided by the Department that we use as a guide on what we can and can't do that's considered excepted or not excepted. Along with that, there is a list of operations and exercises that we are allowed to continue. In the case of U.S. Army Europe and Africa, anything related or in direct support of Operation Atlantic Resolve or Kosovo continues as normal. The same with any activities related to NATO. We just completed Exercise Avenger Triad; that was a specific excepted activity. Those are the kind of things that are considered excepted. We also submit a list of activities to the Department of the Army weekly for consideration.

Q29: Is there help or support available for people to cope with stress, burnout or financial anxiety?

A29: We encourage you to reach out to one of the Employee Assistance Program (EAP) organizations at each of the garrisons for assistance. We would also encourage you to talk with your chaplains and your chain of command.

Q30: Are employees eligible to take NAF or commissary bagging positions during the lapse in appropriations?

A30: Recommend you talk with your supervisor and ensure your leadership approves. Then work with a legal advisor to ensure you’re not in violation of your responsibilities or ethical obligations.



Q31: Are all students in the DoDEA schools whose parents are furloughed eligible for free lunch during this lapse in appropriations?

A31: Yes. Information has been released for students who are eligible to apply. Approximately 1,600 students have been approved for free and/or reduced meals and recommend students and parents continue to submit applications.

Q32: Social media groups have identified issues with students going without snacks at school. Where can we provide donations?

A32: Contact your local school principal. We are funded to provide the snacks for preschool and also for our culinary arts program.

Q33: How is WIC being affected?

A33: We are waiting for information on this.

Q34: Can the DTS payments for TDY that was conducted at the end of the FY be processed like the LQA and post allowance payments?

Q34: Unfortunately, the interfaces between DTS and DFAS are shut down at the moment. We are not able to process those payments. We continue to work a solution.

Q35: Will my Government Travel Credit Card incur costs or fees during the lapse?

A35: Government Travel Charge Card customer service will remain open to support cardholders and APCs and their online CitiManager [citidirect.com] will remain available. Travel cards will remain operational to the extent accounts remain in good standing (no delinquent balance owed). In the event of a government-wide shut down, Citi will ensure accounts will not age delinquent or be suspended or cancelled. During a lapse in appropriations, finance charges will not be assessed; however, Statements of Account will continue to be generated. If an IBA is delinquent prior to the lapse in appropriations, it will continue to be considered delinquent until full payment is made.

Q36: Is non temporary storage or household goods in CONUS still funded during the lapse in appropriations for civilian employees?

A36: Yes.

Q37: As an excepted employee, working excepted activities, if we are working premium hours, will we be reimbursed for overtime or comp time along with our pay?

A37: When we're able to record the time cards, everyone who worked (to include premium hours) will adjust their time cards to the actual hours worked for approval. The type of compensation (comp time or overtime) depends on our situation with the budget.

Every employee working regular and premium hours should keep a spreadsheet of those hours so they can be recorded later when time cards are turned back on.



Q38: Are passport offices open for those trying to get appointments?

A38: We do have reduced services, but passport offices are open and available for those who need passport services. If there are concerns contact the garrison.

Q39: How will a DEROS and report date within the projected lapse in appropriations timeframe be adjusted for someone without orders prior to October 1, 2025?

A39: If a DEROS needs to be extended, then we do that usually for 90 days. If it requires longer, we'll get the appropriate signature to get the extension done.

Q40: Will the Italian local nationals be paid for their work in September?

A40: Yes, they will be paid. But the question is when. We are working with the Department to develop a solution.

Q41: Can teaching staff at DoDEA schools get reduced or free school lunch while working in the school?

Q41: It's a student meal program, so unfortunately not. However, teachers or staff who need support should contact their supervisor.

Q42: What changes to work hours, telework and overtime are there during the lapse in appropriations?

A42: Since February we haven't done telework; everyone returned to the workplace. There is situational telework based off medical or reasonable accommodations that we will continue to honor. Everything else is if you're supporting an excepted activity, you're coming in and working to perform against that function or the amount of hours as directed by your supervisor. Civilians will either be present for duty or furloughed. Excepted employees may request leave under 31 USC 1341 but payment will be deferred until the furlough period ends.

Q43: How is the TSP impacted by the current situation?

A43: In previous situations like this it was retroactively paid. Our hope is that it goes the same way and that your contributions catch up. According to the TSP booklet, because your contributions are a percentage of your pay, that same percentage will go in and the expected matching percentage will go in to match that contribution.

Q44: Will my tax bracket increase if I get paid all at once?

A44: No.

Q45: Does extending the furlough impact our SOFA status?

A45: No.

Q46: Will we be given additional time for our LQA reconciliation?

A46: Yes.



Q47: Why does the LES block for leave show furlough separately as a year-to-date amount and a pay period item?

A47: This display is correct on your Leave and Earning Statement (LES). Furlough hours are a form of leave without pay. The total number of furlough hours used in a pay period are record in the current pay period information. The total hours used are accumulated and displayed in the year-to-date total.

Q48: Where can I submit questions?

A48: If you still have questions or concerns, send an email to the address below and we will ensure it gets to the correct office.

usarmy.wiesbaden.usareur-af.mbx.odcs-g1-cpd@army.mil

