



**DEFENSE FINANCE AND ACCOUNTING SERVICE**  
8899 EAST 56<sup>TH</sup> STREET  
INDIANAPOLIS, IN 46249-0201

April 17, 2024

MEMORANDUM FOR AMERICAN ASSOCIATION OF GOVERNMENT EMPLOYEES

SUBJECT: Notice of Exclusion from Representation in Accordance with Executive Order 14251, "Exclusions from Federal Service Labor-Management Relations Programs," and Accompanying Actions

As directed by the Secretary of War in his memorandum dated April 9, 2026, Termination of Certain Collective bargaining Agreements in Accordance with Executive Order 14251, "Exclusions from Federal Labor-Management Relations Programs," this memorandum serves as formal notification that, effective immediately, all collective bargaining agreements (CBAs) between the American Federation of Government Employees, AFL-CIO (AFGE) and U.S. Department of Defense, Defense Finance and Accounting Service (DFAS), are hereby terminated in accordance with Executive Order (EO) 14251, "Exclusions from Federal-Labor Management Relations Programs," dated March 27, 2025. This order invoked the President's authority under 5 U.S.C. § 7103(b)(1) and 22 U.S.C. § 4103(b) to exclude agencies and agency subdivisions from the provisions of the Federal Service Labor-Management Relations Statute. By operation of 5 U.S.C. § 7103(b) and EO 14251, DFAS is no longer subject to the collective bargaining requirements set forth in chapter 71 of title 5, United States Code (5 U.S.C. §§ 7101-7135). EO 14251 does not apply to exempt employees as identified in EO 14251, and the certification published in 90 FR 17052, "Executive Order 14251 Certification," April 23, 2025. Additionally, bargaining units covered by a court order enjoining implementation of EO 14251 are not covered by this termination notice.

Accordingly, all CBAs, memoranda of understanding, memoranda of agreement, past practices, and any other form of written or oral agreements between the parties are hereby terminated. The union is no longer recognized as an exclusive representative of employees, and bargaining on their behalf will cease.

For further information regarding this action and its implementation, please contact the DFAS Labor Employee Relations Division at [dfas.indianapolis-in.zhl.mbx.ler@mail.mil](mailto:dfas.indianapolis-in.zhl.mbx.ler@mail.mil).

Andrew Hartz  
Director, Human Resources