



February 24, 2025

Pete Marocco, Acting Deputy Administrator
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USAID | U.S. Agency for International Development
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Subject: Information Request Regarding the On-Going Reduction in Force

Under Section H of the Collective Bargaining Agreement and in accordance with the provisions of Section 1013(e)(4) of Chapter 10 of the FS Act, the Agency agrees to provide the Union, upon request and to the extent not prohibited by law, data:

- Which is normally maintained by the Agency in the regular course of business;
- Which is reasonably available and necessary for full and proper discussion, understanding, and negotiation of subjects which fall within the scope of collective bargaining...;"

As the exclusive representative for Foreign Service Officers (FSOs), AFSA is responsible for ensuring that the rights of its collective bargaining unit are protected, and that the Agency is not acting in any way to cause harm.

To effectively serve its constituency, AFSA respectfully requests the following information and responses from the Agency:

1. Provide the Agency's justification, pursuant to ADS 454.3.1 for the reduction in force.
2. Provide a justification for the Agency's refusal to follow ADS 454.2(b) and ADS 454.3.1, specifically, the failure to consult with AFSA, as the exclusive representative of Foreign Service employees affected by management's actions.
3. Provide of a copy of the "agency-wide announcement on the RIF" as required by ADS 454.3.1. If no agency-wide announcement was sent, provide justification for why it was not sent.
4. Provide an explanation of HCTM's role in the decision and notice of the RIF.
5. Explain why the Agency is NOT applying the correct competitive area noted in ADS 454.3.3 defined as "service wide and worldwide". We note that the Agency's recent RIF notices are by Bureau or Office and do not conform to ADS 454.3.3.
6. Provide AFSA with the retention roster by competitive level as noted in ADS 454.3.3.



7. Per ADS 454.3.4 provide an explanation of the Order of Separation. Explain the Agency's reason for deviating from ADS 454.3.4 in its reduction efforts, noting the sections on Order of Separation.

The above information is necessary for AFSA to fulfill its duties as the exclusive representative of the Foreign Service. Specifically, AFSA needs the information to be able to effectively understand, assess, comment and engage in bargaining related to the Reduction in Force efforts. We are unable to ascertain the adverse impact on our bargaining unit members without the requisite Reduction in Force planning data and other information requested.

Per our Framework Agreement Section H: USAID will acknowledge receipt and will furnish data to the extent not prohibited by law, which is compliant with 22 USC 4113(e)(4), in a timely manner, normally within seven (7) days.

AFSA looks forward to the Agency's response.

Respectfully,

A handwritten signature in black ink, appearing to read "Randy Chester".

Randy Chester
USAID AFSA Vice President