



March 11, 2025

Pete Marocco, Acting Deputy Administrator
Joel Borkert, Chief of Staff
Ken Jackson, Assistant to the Administrator for Management
Jason Gray, Chief Information Officer
Sepideh Keyvanshad, Acting Chief Human Capital Officer
Kirsten Gunsolas, Acting Director, Employee and Labor Relations
USAID | U.S. Agency for International Development
1300 Pennsylvania Ave, NW, Suite 2.08 Washington, DC 20532

Subject: Information Request Regarding Forced/Involuntary Permanent Change of Station

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 all documentation designating or providing Jason Gray authorities to make decisions regarding the forced/involuntary Permanent Change of Station (PSC) transfers of Foreign Service Officers (FSO) currently stationed overseas.
2. Provide an explanation as to why the Acting Chief Human Capital Officer is not exercising their role as the head of personnel for the Agency and issuing this and other personnel action notices.
3. Provide all documentation prepared by the Coordination Support Team (CST) responsible for planning and implementing the forced/involuntary PSC of FSOs overseas.



4. Provide the criteria for approving waiver requests to extend beyond the May 30 deadline for departure and detail the timeline for approval as well as any planned appeal process.
5. Provide clear guidance and directions for FSOs, who have not received a Reduction in Force (RIF) notice regarding return location and allowances.

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 efforts to forcibly return Foreign Service Officers currently serving overseas. We are unable to ascertain the adverse impact on our bargaining unit members without the requisite 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