



May 20, 2025

Joe Sidari  
Acting Senior Deputy Assistant Administrator  
Office of Human Capital and Talent Management  
U.S. Agency for International Development  
Washington, DC

Mr Sidari,

It is important that the Agency fulfills its duties as outlined in our Framework Agreement (attached). As the exclusive bargaining union for the foreign service (reaffirmed by the recent preliminary injunction setting aside EO 14251), AFSA requests to meet with you and your staff to discuss remaining issues facing the foreign service ahead of the July 1 Reduction in Force. We are ready to meet at your convenience.

AFSA has been communicating with the Agency requesting information and action on a number of items to support the foreign service ahead of the two RIF deadlines. I am including several of these official requests for you to review. However, we propose to limit our first meeting to pressing matters for those with July 1 RIF dates. These include:

1. STATE Department LNA hiring:
  - a. An extension of deadline to apply to all posts.
  - b. Provide a single list of all positions, PDs, POC for each position, and selection criteria.
  - c. Delay or rescind any offers already made till further review.
2. Home Service Transfer Allowance (HSTA): AFSA proposes the Agency provide a lump sum payment for the full 60 days for all eligible FSOs.
3. CTAP and ICTAP: AFSA proposes that the Agency host a webinar on these mechanisms.
4. Retirement, Severance, and Annual Leave Pay: We strongly urge the Agency to host FSO only retirement calls specifically focusing on the FSPS system and FS severance.
5. Voluntary vs Involuntary: AFSA requests that you confirm that all retirements and other separations are in fact INVOLUNTARY and that you direct HCTM to correct all previously issued separation cables to note INVOLUNTARY separation.

Additionally, AFSA reminds the Agency that with the preliminary injunction in place, it must comply with the terms for our Framework Agreement. This includes provide IT systems and email access to the Vice



President. Last week, I requested my email account be reactivated, but it has not yet been restored. While access to Launch Pad and other systems has been maintained, the lack of an official usaid.gov account limits my ability to perform my duties as the Vice President and denies me access to key information provided by the Agency to staff as an employee. A final note here, AFSA representatives for the State Dept, Foreign Commerical Service, and Foreign Agriculture Serve continue to host regular meetings with their agency/department counterparts and have official .gov email accounts.

Lastly, as we have requested since the beginning, AFSA respectfully requests that you and other senior FS leaders host a Foreign Service town hall. We understand that there are periodic calls with Mission leadership and have released a number of FAQs. However, with all due respect, Mission Director message relays and FAQs are not a substitute for FS leadership directly speaking to and answering questions. It is past time for you and other FS leadership to address staff. **The FS deserves to hear from its senior FS leadership.**

We look forward to being able to meet with you and your team to discuss the above issues.

Respectfully,

A handwritten signature in black ink, appearing to read "Randy Chester". The signature is fluid and cursive, with a prominent "R" and "C".

Randy Chester  
USAID AFSA Vice President