



May 23, 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. As the exclusive bargaining union for the foreign service (reaffirmed by the May 14th preliminary injunction (PI) order in the District Court for the District of Columbia setting aside EO 14251), USAID is obligated to, among other things, provide AFSA with:

1. Official office space;
2. Grant official time to the elected Vice President, currently on forced Administrative Leave;
3. Access to USAID IT systems including an official usaid.gov email account;
4. Withhold AFSA dues and transfer these funds to AFSA; and
5. Meet with and negotiate in good faith those areas covered under the Framework Agreement.

Finally, with the PI in effect, the Agency should take all steps necessary to comply with it and meet its obligations under our Framework Agreement. We note here that the State Department has already restarted its meetings with AFSA President and Vice President as well as agreeing to comply with other aspects as directed by the PI.

Since late February, AFSA has been communicating with the Agency requesting to meet, information and action on a number of items to support the foreign service. AFSA understands that political leadership has directed you to not engage with AFSA due to our pending lawsuit against the Agency. However, AFSA notes that lawsuits are a common occurrence in the private and government sector and that often plaintiffs and defendants continue to meet and discuss areas of interests that lie outside the claims of a given lawsuit.

AFSA requests, again, to meet with HCTM leaders. We are more than happy for representatives from USAID General Counsel to attend and monitor the meeting, as AFSA's General Counsel will also attend. We propose to limit our meeting to pressing matters for those with July 1 RIF dates. These include:



1. STATE Department LNA hiring;
2. Home Service Transfer Allowance (HSTA) and domestic transfers;
3. CTAP and ICTAP;
4. Retirement, Severance, and Annual Leave Pay; and
5. Compassionate extensions for FSOs and their family members with medical conditions

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 large initial "R" and a stylized "C".

Randy Chester
USAID AFSA Vice President