



March 17, 2025

VIA ELECTRONIC MAIL

Ryan Collins
Manager, Labor Relations
Performance Management Branch
Bureau of the Fiscal Service
Parkersburg, WV 26101

**RE: Requirements of Article 15, Reduction in Force;
2019 Master Labor Agreement (MLA)**

Dear Mr. Collins:

It is well known that the Bureau of the Fiscal Service (BFS) is facing the very real possibility of a reduction in force (RIF) in the near future. It won't surprise you to learn that the National Treasury Employees Union (NTEU) vehemently opposes this course of action. It would be incredibly destructive not only for the many civil servants we proudly represent at BFS, but also for the American public who depend on the Bureau to, among other things, ensure no disruptions to their health and well-being by providing timely disbursements of their Social Security, Medicare, and Medicaid payments.

Today, I'm writing to remind you, in the event of a potential RIF, of BFS's obligations under the law, regulation and the parties' 2019 MLA. I would appreciate you confirming, expeditiously, that BFS intends to follow its Article 15 obligations.

As you know, on February 26, 2025, the Office of Management and Budget (OMB) and the Office of Personnel Management (OPM) issued guidance to the heads of executive branch departments and agencies directing them to "promptly undertake preparations to initiate large-scale RIFs, consistent with law." The guidance instructs them to develop "agency RIF and reorganization plans" (ARRPs) and to work with the Department of Government Efficiency as they develop the competitive areas for the ARRPs. It emphasized the agency "should focus on the maximum elimination of functions that are not statutorily mandated."

The OMB/OPM memo further advises agencies to begin conducting RIFs in two phases: In Phase 1 ARRP, agencies must submit their ARRPs to OMB and OPM for review and approval by March 13, 2025. This phase is supposed to include specific plans by the agency for the elimination of positions through RIF, as well as the existing hiring freeze, and the attrition of positions through retirement or resignation.¹ The agencies are also required to submit a timetable for any RIFs. Agencies must submit Phase 2 ARRPs to OMB and OPM for review and approval by April 14, 2025. In Phase 2, among other things, agencies are directed to submit proposed

¹ On March 14, 2025, NTEU submitted a request for information to BFS to obtain the ARRP it submitted to OPM pursuant to 5 U.S.C. Section 7114(b)(4).

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future state organizational charts; any proposed relocations of employees from Washington, DC or the National Capital Region “to less costly areas of the country;” and “any provisions of collective bargaining agreements that would inhibit government efficiency and cost-savings.” Phase 2 plans must be completed by each agency by no later than September 30, 2025.

In Article 15 of the MLA, the parties expressly agreed that prior to instituting any RIF, the agency would provide NTEU with “at least sixty (60) days advance notification and an opportunity to bargain in accordance with this Agreement,” i.e., Article 5 (Labor-Management Negotiating Procedures). In addition, the RIF procedures in Article 15 require BFS to notify NTEU, at a minimum, of “the competitive levels initially affected, the number of employees involved, the proposed effective date, and the reasons for the RIF.” Be advised that we plan to fully negotiate all impact and implementation issues, including mitigation strategies, for any RIF undertaken by the agency.

Based on the requirements of Article 15, any action by BFS seeking to comply with the OMB and OPM guidance and instructions discussed above, including failing to provide notice to NTEU or affording it the opportunity to negotiate over any RIF, violate Article 15 of the parties’ 2019 MLA. The failure to adhere to the contractual requirements of Article 15 would also constitute a repudiation of the Article and an unfair labor practice under the Federal Service Labor-Management Relations Statute.

Again, I ask that you please confirm at your earliest convenience BFS’s commitment to follow its lawful obligations under Article 15 and the statute.

Sincerely,



Doreen P. Greenwald
National President

cc: Terry Scott, NTEU
Dan Kaspar, NTEU
Ken Moffett, NTEU
Rani Rolston, NTEU