



October 16, 2025

Dear Member of Congress,

We write as members of the Federal-Postal Coalition, an alliance of more than 30 national membership organizations that collectively represent more than five million federal and postal workers, retirees and their dependents across the country, to urge you to demand the inclusion in any bill to fund and reopen the government language to direct the Administration to reverse all reductions in force (RIFs) initiated in response to the lapse in appropriations.

First, punishing federal employees for the failure of this country's political leadership to reach a consensus on government funding is vindictive, disparaging and counterproductive. It is a bad faith action that targets hardworking public servants for actions outside of their control. It adds new controversy, rather than finding common ground. It can only serve to lengthen the shutdown, rather than shorten it.

Second, the RIFs are illegal. The Antideficiency Act bars federal officials from obligating or expending funds without the authorization of Congress. Only "excepted" federal officials may continue their service despite a lack of funding authority from Congress due to "emergencies involving the safety of human life or the protection of property." 5 U.S.C. 1342. During a lapse in appropriations, the only lawful personnel actions are to determine who is "excepted" from furlough as essential to the safety of human life or the protection of property, and to provide notice regarding furloughs. Initiating and conducting a RIF creates new administrative burdens and financial obligations, including severance payments, which did not exist prior to the lapse in appropriations. Furthermore, in no way does the intent of the Office of Management & Budget (OMB) to permanently fire federal employees rise to the level of an emergency.

Third, the RIFs undermine Congressional authority by paving the way for illegal impoundments. RIF'd employees carry out functions that would be required by law under the continuing resolution passed by the House and supported by the President, as well as under the continuing resolution supported by Congressional Democrats. Under either proposal – or in some compromise between the two – functions carried out by RIF'd employees will be Congressionally mandated when government funding is extended. Yet it would be impossible to carry out such functions without staff; and failing to carry out Congressionally mandated functions is an abdication of the President's constitutional responsibility to "take care that the Laws be faithfully executed." As a result, barring a permanent shutdown, these RIF actions, if not reversed, would result in a violation of the President's constitutional obligations.

The Coalition represents a wide array of federal and postal employees. Regardless if our members are directly impacted by these RIFs - such as USPS, we collectively stand opposed to these actions. For these reasons, we urge you demand the inclusion in any bill to fund and reopen the government language to direct the Administration to reverse all reductions in force (RIFs)

initiated in response to the lapse in appropriations. If you have any questions or concerns, please contact the Federal-Postal Coalition Chair, Katie Maddocks, at kmaddocks@npmhu.org.

Sincerely,

American Federation of Government Employees, AFGE
American Foreign Service Association, AFSA
American Postal Workers Union, APWU
Federal Managers Association, FMA
International Federation of Professional and Technical Engineers, IFPTE
National Association of Agriculture Employees, NAAE
National Association of Federal Veterinarians, NAFV
National Association of Government Employees, NAGE
National Association of Letter Carriers, NALC
National Active and Retired Federal Employees, NARFE
National Council of Social Security Management Associations, NCSSMA
National Federation of Federal Employees, NFFE
National Postal Mail Handlers Union, NPMHU
National Rural Letter Carriers Association, NRLCA
National Treasury Employees Union, NTEU
National Weather Service Employees Organization, NWSEO
Patent Office Professional Association, POPA