



USAID ALUMNI ASSOCIATION

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Honorable Marco Rubio
Secretary of State and Acting USAID Administrator
Department of State
2201 C Street, NW
Washington, DC 20520

Dear Secretary Rubio:

Following up our earlier letter of February 11, 2025, we would like to bring several issues to your attention and request that steps be taken to ensure (1) that all USAID employees, including Foreign Service Nationals (Locally Engaged Staff) are being treated with the respect they deserve as career public servants and (2) that adequate steps are being taken to preserve research and other documentation that is housed in USAID missions overseas as well as in USAID facilities in Washington, DC and other facilities in the U.S.

Regarding the treatment of USAID staff, we have heard countless stories of confusion and uncertainty concerning employees on administrative leave and facing early transfers from overseas and possible separation through a RIF. We encourage the State Department to provide greater clarity to all employees, including, among other things, whether they will receive orders to their home leave addresses or to Washington and whether they will receive the normal per diem, lodging, and other allowances that accompany transfers.

We also encourage the Department to recognize the critically important roles that USAID's Foreign Service National employees have played in USAID missions around the world. They must be treated with the respect they deserve. We strongly encourage the Department to ensure that all local labor laws are adhered to if/when these FSNs are separated. To do less would break local law and show the United States to be a bad partner. Our Foreign Service Nationals are also a critical resource in program operations, implementation, monitoring, and evaluation of U.S. taxpayer-funded assistance activities. We urge you to encourage Chiefs of Missions to retain FSN staff for these purposes.

Lastly, we are concerned that documentation, research, and data currently housed in USAID missions and in Washington will be lost during this transition period. This information will be important for subsequent U.S. foreign policy actions, as well as for historical purposes and for the countries themselves. Development is a constant learning process, and it is critical to ensure that important lessons are not lost. We urge that USAID libraries and other materials located in USAID overseas missions be transferred formally to Embassy libraries and thus preserved. For documents residing in Washington offices, we urge that these be transferred and preserved in the State Department archives.

Thank you for your assistance.

Board of Directors, USAID Alumni Association
March 15, 2025