

May 8, 2025

The Honorable Mike Crapo
Chairman
Committee on Finance
United States Senate
Washington, DC 20510

The Honorable Bill Cassidy, M.D.
Chairman
Committee on Health, Education, Labor, and Pensions
United States Senate
Washington, DC 20510

The Honorable Ron Wyden
Ranking Member
Committee on Finance
United States Senate
Washington, DC 20510

The Honorable Bernie Sanders
Ranking Member
Committee on Health, Education, Labor, and Pensions
United States Senate
Washington, DC 20510

Subject: Urgent Need for Transparency and Oversight Regarding Agency Reduction-in-Force and Reorganization Plans Affecting Scientific and Health Priorities

Dear Chairman Crapo, Chair Cassidy, Ranking Member Wyden, and Ranking Member Sanders:

On behalf of the undersigned organizations representing a broad coalition of scientific, research, public health, and academic associations, we write to urge greater transparency surrounding potential large-scale personnel reductions and reorganizations within federal agencies critical to our nation's scientific enterprise and public health infrastructure. These actions stem from the Administration's Department of Government Efficiency (DOGE) initiative, as outlined in Executive Order 14,210 and subsequent OMB/OPM guidance.¹ With agency Reduction in Force (RIF) and Reorganization Plans submitted on March 13 and, most recently, April 14, it is imperative that Congress exercise oversight in pursuing transparency with regard to these plans.²

We request the immediate public release of these plans and robust public and expert consultation *before* any irreversible actions are taken. The potential consequences of widespread, opaque RIFs

¹ Executive Order 14,210, Implementing the President's "Department of Government Efficiency" Workplace Optimization Initiative (Feb. 11, 2025); OMB & OPM Memorandum, Guidance on Agency RIF and Reorganization Plans Requested by Implementing the President's "Department of Government Efficiency" Workplace Optimization Initiative (Feb. 26, 2025).

² As per OMB & OPM Memo, supra n.1, detailing phased submission deadlines of March 13, 2025, and April 14, 2025, for plans outlining potential RIFs, eliminations, or consolidations.

and reorganizations within agencies under your committees' jurisdiction – agencies responsible for vital research, health services, regulatory oversight, and public safety functions – are immense. Without transparency, stakeholders vital to the scientific and health ecosystem, including researchers, scientists, public health professionals, healthcare providers, academic institutions, patient advocacy groups, and organizations dedicated to scientific integrity, are left unable to provide crucial feedback or prepare for potential disruptions. We risk undermining long-term research projects, interrupting essential public health detection, monitoring and reporting, damaging our national capacity to respond to health crises, and jeopardizing the scientific workforce pipeline.

The current lack of clarity surrounding these potential RIFs creates significant detrimental effects, a principle well-understood and supported by scientific findings. Prolonged uncertainty is a major source of stress, anxiety, and decreased morale among the highly skilled federal workforce.³ This ambiguity not only impacts those who may face job loss but degrades the productivity, focus, and retention of remaining employees who are essential for maintaining agency functions during and after any transition. Research consistently shows that procedural justice – the perceived fairness of processes – is critical for maintaining trust, engagement, and effective organizational functioning, especially during times of change or downsizing.⁴ Denying transparency flies in the face of these principles, fostering distrust and potentially crippling the effectiveness of agencies tasked with protecting American lives and advancing scientific discovery, even before any cuts are formally made.

Furthermore, the current opacity surrounding potential federal workforce reductions stands in stark contrast to the standards of transparency required of private sector employers and those traditionally understood to be afforded to federal workers. Under the Worker Adjustment and Retraining Notification (WARN) Act, private companies undertaking mass layoffs or plant closings are generally required to provide employees and state/local representatives with 60 days' advance notice.⁵ A similar standard exists for employees of the federal government.⁶ These requirements acknowledge the significant impact of such actions on communities and provide a crucial window for adjustment and response. It is fundamentally inconsistent and deeply concerning that federal actions potentially impacting critical national scientific infrastructure, public health protections, and the livelihoods of dedicated public servants should operate under a veil of secrecy, affording *less* transparency than is mandated for comparable private sector actions.

Preventing such costly and damaging missteps requires proactive engagement and transparency now. Depriving the government of on-the-ground perspectives and expert analysis from the

³ See, e.g., Sverke, M., Hellgren, J., & Näswall, K. (2002). No security: A meta-analysis and review of job insecurity and its consequences. *Journal of Occupational Health Psychology*, (3), 242–264. Uncertainty is a core component of job insecurity, linked to negative well-being and performance outcomes.

⁴ See, e.g., Colquitt, J. A., Conlon, D. E., Wesson, M. J., Porter, C. O. L. H., & Ng, K. Y. (2001). Justice at the millennium: A meta-analytic review of 25 years of organizational justice research. *Journal of Applied Psychology*, 86(3), 425–445. Procedural justice perceptions strongly influence organizational commitment and trust.

⁵ U.S. Department of Labor, Employment and Training Administration, Plant Closings and Layoffs. Accessed April 17, 2025. <https://www.dol.gov/general/topic/termination/plantclosings>

⁶ See, 5 U.S.C. § 3502(d)-(e); 5 C.F.R. §§ 351.801-351.807

scientific and public health communities before implementing large-scale cuts invites unintended consequences that could pose immediate and long-term risks to the health, safety, and scientific leadership of our country.

Therefore, we urgently reiterate our request: Compel the immediate public release of the Agency RIF and Reorganization Plans submitted to the Office of Management and Budget and Office of Personnel Management. We urge you to use your oversight authority to ensure that any proposed cuts or reorganizations impacting scientific and health functions are subject to rigorous review and input from the communities most affected and knowledgeable. Transparency is not merely preferable; it is essential for responsible governance, effective agency function, workforce well-being, and safeguarding the vital scientific and health interests of the American people.

Sincerely,

American Psychological Association (Lead Organization)
American Psychological Association Services Inc.
American Academy of Allergy, Asthma & Immunology
American Academy of Family Physicians
American Academy of Hospice and Palliative Medicine
American Association for Dental, Oral, and Craniofacial Research
American Association for Public Opinion Research
American Association of Clinical Endocrinology
American Association of Immunologists
American Association of Neuroscience Nurses
American Association on Health and Disability
American College of Chest Physicians (CHEST)
American College of Medical Genetics and Genomics
American College of Neuropsychopharmacology
American College of Occupational and Environmental Medicine
American Foundation for Suicide Prevention
American Geriatrics Society
American Industrial Hygiene Association
American Institute of Biological Sciences
American Medical Informatics Association (AMIA)
American Philosophical Association
American Phytopathological Society
American Society for Clinical Pharmacology & Therapeutics
American Society for Microbiology
American Society for Pharmacology and Experimental Therapeutics (ASPET)
American Society of Nephrology
American Society of Plant Biologists
American Society of Primalogists
American Thoracic Society
Anxiety and Depression Association of America
Association for Psychological Science
Association for the Sciences of Limnology and Oceanography

Association of Population Centers
Biophysical Society
Botanical Society of America
Cereals & Grains Association
Clinical Social Work Association
Collaborative Family Healthcare Association
Consortium of Social Science Associations
Council of Medical Specialty Societies
Ecological Society of America
Entomological Society of America
Federation of Associations in Behavioral & Brain Sciences
Gerontological Society of America
Inseparable
International OCD Foundation
International Society of Political Psychology
International Society of Psychiatric-Mental Health Nurses
Lakeshore Foundation
Massachusetts Association for Mental Health
National Alliance on Mental Illness
National Association for County Behavioral Health and Developmental Disability Directors
(NACBHDD)
National Association for Rural Mental Health (NARMH)
National Board for Certified Counselors
Natural Science Collections Alliance
North American Society for Psychotherapy Research
Organization of Biological Field Stations
Population Association of America
Psychonomic Society
Society for Behavioral Neuroendocrinology
Society for Freshwater Science
Society for Industrial and Organizational Psychology
Society for Personality and Social Psychology
Society for Psychophysiological Research
Society for Research in Child Development (SRCD)
Society for the Psychological Study of Social Issues
Society for the Study of Social Problems
Society of Behavioral Medicine
Society of Critical Care Medicine
Society of Environmental Toxicology and Chemistry of North America
Society of General Internal Medicine
Society of General Physiologists
Society of Hospital Medicine
Steinberg Institute
The National Alliance to Advance Adolescent Health/Got Transition
The Wildlife Society