BACKGROUND: Advocate for RIF'd HHS Staff

Following the 2025 RIFs, many of our HHS colleagues have been separated or remain on administrative leave. With the 120th Congress incoming, it's time to renew our efforts in advocating for the return of these staff and their programs.

Tips for talking with your representatives

- Calls and emails are both important. Personalized is best. Suggested email could include:
    - Congratulations on winning
    - Who you are and what you did at your agency
    - What happened on April 1 (or when you were terminated or placed on administrative leave) and your hardship
    - Talk about any laws or lawsuits that affect you and your team
- Focus on the impact of your work at the individual level. Include how it affects individuals, not just organizations. Focus on public service and the work. Remind your reps that federal employees take the same constitutional oath that they are about to take as members of Congress. Most people don't know that.
- Suggested ask when speaking to representatives:
    1. Advocate for returning employees to programs that are mandated/funded by Congress
    2. Support legislation providing back pay, restored benefits, and corrected personnel records whose terminations are found unlawful.
    3. Support reemployment priority and expedited hiring for qualified former employees who want to return.
    4. Use your oversight authority to require a public accounting of how many dismissed employees remain unemployed or underemployed, along with cost to taxpayers in unemployment benefits and lost expertise

CALL SCRIPTS

- For speaking with someone
    - **Speaking for yourself:** Hi, my name is _____, and I'm a constituent from [CITY], Georgia, zip code [ZIPCODE]. I'm a federal employee who was separated in the 2025 reduction in force. Many of us have reemployment priority and reinstatement eligibility, and we're applying for our own former jobs as they're posted again, but we aren't being referred. I'm asking Senator [OSSOFF/WARNOCK] to press HHS and OPM to reinstate qualified RIF'd employees now. Thank you. Please record my call.
    - **Speaking for others:** Hi, my name is _____, and I'm a constituent from [CITY], Georgia, zip code [ZIPCODE]. Many federal employees at my agency have been separated in the 2025 reduction in force. Many of them have

reemployment priority and reinstatement eligibility, and are applying for their own former jobs as they're posted again, but aren't being referred. I'm asking Senator [OSSOFF/WARNOCK] to press HHS and OPM to reinstate qualified RIF'd employees and employees who remain on administrative leave now. Thank you. Please record my call.

- For leaving a voicemail
    - **Speaking for yourself**: Hi, this is [NAME] from [CITY], Georgia, [ZIP]. I was separated in the 2025 reduction in force. Please ask HHS and OPM to reinstate qualified RIF'd employees now. You can reach me at [PHONE]. Thank you.
    - **Speaking for others**: Hi, this is [NAME] from [CITY], Georgia, [ZIP]. Many of my colleagues at [AGENCY] were separated in the 2025 reduction in force or remain on administrative leave. Please ask HHS and OPM to reinstate qualified RIF'd employees now. You can reach me at [PHONE]. Thank you.
- Phone Numbers
    - Ossoff: Atlanta 470-786-7800 | D.C. 202-224-3521
    - Warnock: Atlanta 770-694-7828 | D.C. 202-224-3643

SOCIAL MEDIA SCRIPTS

- Twitter
    - Senator _____, I'm a Georgian who was RIF'd from federal service in 2025. Many of us have reemployment priority and reinstatement eligibility, but we're not being referred to hiring managers. Please press HHS and OPM to reinstate qualified RIF'd employees now.
- Facebook/Instagram
    - Senator _____, I'm a Georgia constituent and a former federal employee who was separated in the 2025 reduction in force. Many of us registered for reemployment priority and are eligible for reinstatement, but we are still not being referred to hiring managers, and HR can't tell us why. Please press HHS and OPM to reinstate qualified RIF'd employees now, and ask them how many former employees they have actually brought back.
    - Hi, this is [NAME] from [CITY], Georgia, [ZIP]. I was separated in the 2025 reduction in force. Please ask HHS and OPM to reinstate qualified RIF'd employees now. You can reach me at [PHONE]. Thank you.