



OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE

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READINESS AND FORCE
MANAGEMENT

FEB 20 2013

Mr. Frank Carelli
Director, Government Employees Department
International Association of Machinists
and Aerospace Workers
9000 Machinists Place
Upper Marlboro, MD 20772-2687

Dear Mr. Carelli:

As you are aware and we have discussed previously, the Department of Defense (DoD) is facing budgetary uncertainty in Fiscal Year 2013. We are operating under a Continuing Resolution through at least March 27, 2013, and face potential across-the-board reductions required by the Budget Control Act of 2011, which are known as "sequestration." These potential reductions were deferred from January 2, 2013, to March 1, 2013, by the American Taxpayer Relief Act of 2012.

Many of you have raised questions regarding the impact of a potential sequestration on the Department. While we remain hopeful that the Administration and Congress will reach an agreement to avoid the across-the-board reductions in Federal spending required by the Budget Control Act of 2011, and the potential impact that could have on our workforce, the Department must continue to plan for such reductions.

In a memorandum to the DoD workforce on December 20, 2012, the Secretary of Defense stated that we will not be executing any immediate personnel actions, such as furloughs. That is still the case. However, in order to plan responsibly for the potential impact and comply with statutory requirements governing the furlough process, we are notifying Congress that the Department may be forced to furlough civilian employees if sequestration cannot be avoided. Notifying Congress of potential furloughs now provides the Department the time necessary to plan for such an event and reduce the impact of furloughs on our civilian employees. We will provide you a copy of the notice that is delivered to Congress.

Consistent with this planning process, the Defense Components will advise local commanders to begin or continue discussion with and notification to unions representing bargaining unit employees who may be affected by a furlough if sequestration is not avoided. Local Commanders will communicate with your local representatives regarding any specific furlough actions and fulfill their labor relations obligations.

We will continue to keep you informed as events occur, and strive to minimize adverse effects on our workforce. Addressees may direct questions to Ms. Paige Hinkle-Bowles, Deputy Assistant Secretary of Defense for Civilian Personnel Policy, at 703-614-9487 or Paige.Hinkle-Bowles@osd.mil; or Mr. Darryl Roberts at 571-372-1631 or Darryl.Roberts@cpms.osd.mil.

A handwritten signature in black ink, appearing to read 'F. Vollrath', with a long horizontal flourish extending to the right.

Frederick E. Vollrath
Principal Deputy Assistant Secretary of Defense
(Readiness and Force Management)
Performing the Duties of the Assistant
Secretary of Defense for Readiness and
Force Management