

Congress of the United States

House of Representatives

COMMITTEE ON OVERSIGHT AND ACCOUNTABILITY

2157 RAYBURN HOUSE OFFICE BUILDING

WASHINGTON, DC 20515-6143

MAJORITY (202) 225-5074
MINORITY (202) 225-5051
<https://oversight.house.gov>

May 18, 2023

The Honorable Bill Nelson
Administrator
National Aeronautics and Space Administration
300 E St., SW
Washington, DC 20546

Dear Administrator Nelson:

The House Committee on Oversight and Accountability is conducting oversight over telework and remote work policies and practices at federal agencies. Federal agencies have been authorized to employ maximum telework policies since the beginning of the COVID-19 pandemic.¹ The Biden Administration has allowed agencies to continue levels of telework and remote work that are significantly higher than before the pandemic.² The Administration, however, has not provided current data about the specific amount of telework occurring within federal agencies or across the entire federal workforce.³ Furthermore, it has provided no objective evidence concerning the impact of elevated telework on agency performance – including any deleterious impacts.⁴ We therefore seek information on the level of telework in your agency, how you have tracked its impact on performance, and what that impact has been.

The Office of Management and Budget recently issued guidance to agencies that seeks to improve organizational health and performance.⁵ While the guidance requires agencies to submit updated Work Environment Plans, agencies should have compiled relevant data based on

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previous guidance and existing statute.⁶ To date, Biden Administration officials have only referenced the Federal Employee Viewpoint Survey as evidence of the efficacy of expanded teleworking practices.⁷ This self-reported data point cannot be viewed as objective evidence of efficacy, nor should it be the sole basis for determining whether existing telework policies are in the best interest of the American people. In addition, at a recent Committee hearing during which the director of the Office Personnel Management testified, it became clear OPM has failed to compile adequate data to support oversight of agency teleworking, or even to provide basic answers to related questions.⁸

To assist the Committee in conducting oversight of federal telework policies, please provide the following documents and information no later than June 1, 2023:

1. With respect to employees whose primary office location is at the agency's Washington, D.C.-area headquarters:
 - a. How many such employees do you currently have?
 - b. How many are in telework-eligible positions?
 - c. How many have telework agreements in place with the agency?
 - d. Of this number, how many are engaging in telework?
 - e. What is the average number of days that employees with telework agreements telework per week?
2. How many of your agency's employees based in offices located in the Washington, D.C. area have returned to the office on a full-time basis (engage in no regular telework)?
3. What is the average occupancy rate of each of your Washington, D.C.-area office locations on each day of the week?
4. What plans has your agency made to adjust its real estate footprint based on current and future telework plans?

For all agency employees, regardless of official duty station:

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1. OMB Memorandum M-21-25 stated agencies should rely on evidence when making post-reentry personnel policies and work environment decisions.⁹ Describe the evidence your agency utilized to determine how personnel policies and procedures were impacting mission delivery and outcomes. Provide the Committee with documentation of all such evidence and any related assessments used to inform current and future policies.
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An attachment to this letter provides additional instructions for responding to the Committee's request. To make arrangements to deliver documents or ask any related follow-up

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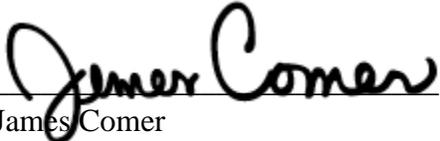
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Sincerely,



James Comer
Chairman
Committee on Oversight and Accountability



Pete Sessions
Chairman
Subcommittee on Government Operations
and the Federal Workforce



Lauren Boebert
Member of Congress



Glenn Grothman
Chairman
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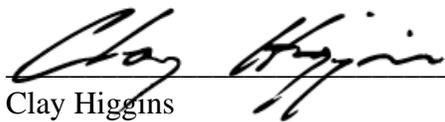
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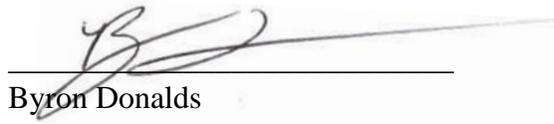
Clay Higgins
Member of Congress



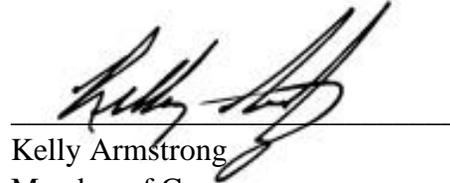
Andy Biggs
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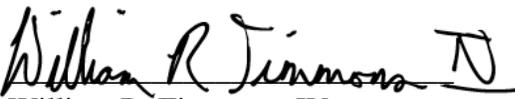
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Byron Donalds
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Kelly Armstrong
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William R. Timmons, IV
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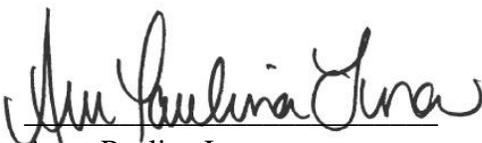
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Marjorie Taylor Greene
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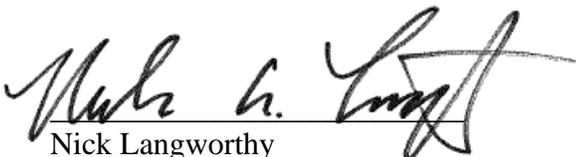
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Anna Paulina Luna
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Chuck Edwards
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Nick Langworthy
Member of Congress



Eric Burlison
Member of Congress

The Honorable Bill Nelson

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cc: The Honorable Jamie Raskin, Ranking Member
Committee on Oversight and Accountability

The Honorable Robert Garcia, Ranking Member
Subcommittee on National Security, the Border, and Foreign Affairs

The Honorable Kweisi Mfume, Ranking Member
Subcommittee on Government Operations and the Federal Workforce

The Honorable Katie Porter, Ranking Member
Subcommittee on Health Care and Financial Services

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The Honorable Debra Haaland
Secretary
United States Department of the Interior
1849 C St., NW
Washington, DC 20240

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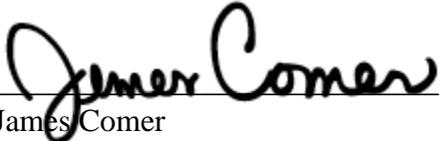
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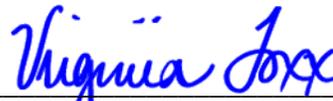
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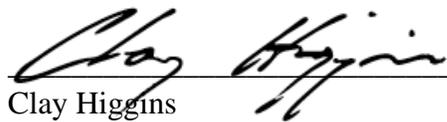
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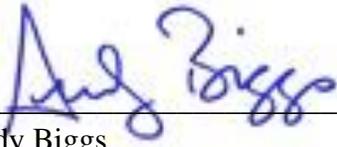


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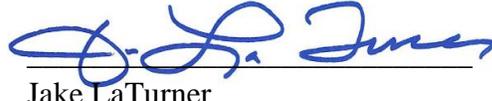
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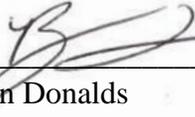
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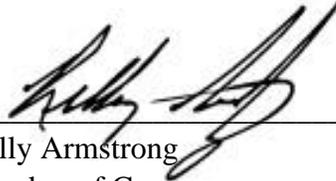
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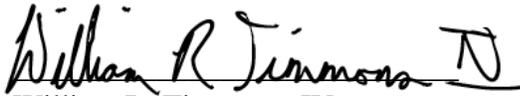
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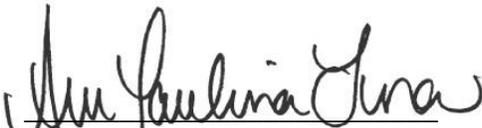
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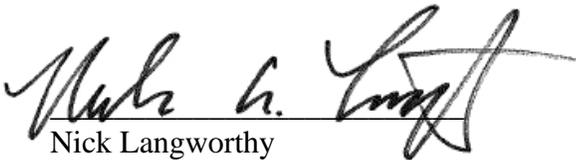
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The Honorable Marcia Fudge
Secretary
United States Department of Housing and Urban Development
451 7th St., SW
Washington, DC 20410

Dear Secretary Fudge:

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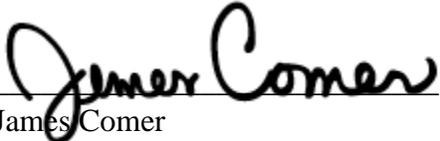
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questions, please contact the Committee on Oversight and Accountability staff at (202) 225-5074.

The Committee on Oversight and Accountability is the principal oversight committee of the U.S. House of Representatives and has broad authority to investigate “any matter” at “any time” under House Rule X. Thank you for your attention to this matter.

Sincerely,



James Comer
Chairman
Committee on Oversight and Accountability



Pete Sessions
Chairman
Subcommittee on Government Operations
and the Federal Workforce



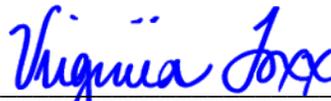
Lauren Boebert
Member of Congress



Glenn Grothman
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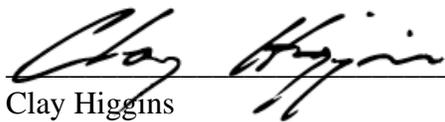
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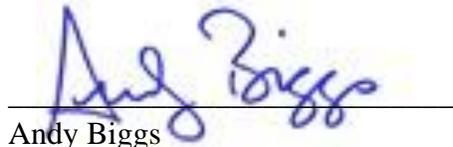
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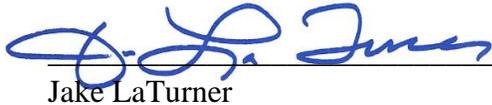
Gary Palmer
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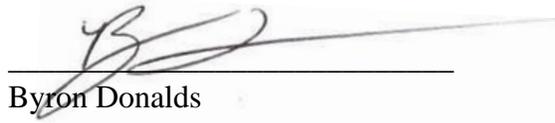
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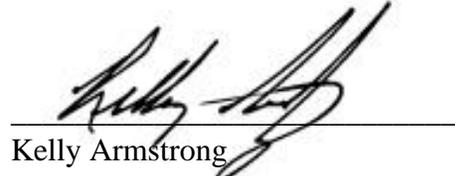
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Jake LaTurner
Member of Congress



Byron Donalds
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Kelly Armstrong
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William R. Timmons, IV
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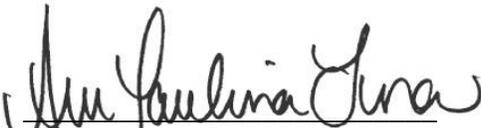
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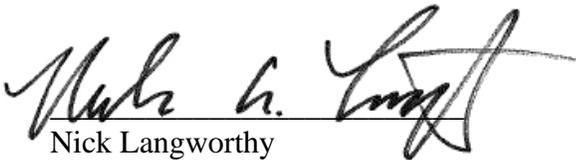
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Anna Paulina Luna
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Chuck Edwards
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Nick Langworthy
Member of Congress



Eric Burlison
Member of Congress

The Honorable Marcia Fudge

May 18, 2023

Page 6 of 6

cc: The Honorable Jamie Raskin, Ranking Member
Committee on Oversight and Accountability

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Subcommittee on National Security, the Border, and Foreign Affairs

The Honorable Kweisi Mfume, Ranking Member
Subcommittee on Government Operations and the Federal Workforce

The Honorable Katie Porter, Ranking Member
Subcommittee on Health Care and Financial Services

Congress of the United States

House of Representatives

COMMITTEE ON OVERSIGHT AND ACCOUNTABILITY

2157 RAYBURN HOUSE OFFICE BUILDING

WASHINGTON, DC 20515-6143

MAJORITY (202) 225-5074
MINORITY (202) 225-5051

<https://oversight.house.gov>

May 18, 2023

The Honorable Xavier Becerra
Secretary
United States Department of Health and Human Services
200 Independence Ave., SW
Washington, DC 20201

Dear Secretary Becerra:

The House Committee on Oversight and Accountability is conducting oversight over telework and remote work policies and practices at federal agencies. Federal agencies have been authorized to employ maximum telework policies since the beginning of the COVID-19 pandemic.¹ The Biden Administration has allowed agencies to continue levels of telework and remote work that are significantly higher than before the pandemic.² The Administration, however, has not provided current data about the specific amount of telework occurring within federal agencies or across the entire federal workforce.³ Furthermore, it has provided no objective evidence concerning the impact of elevated telework on agency performance – including any deleterious impacts.⁴ We therefore seek information on the level of telework in your agency, how you have tracked its impact on performance, and what that impact has been.

The Office of Management and Budget recently issued guidance to agencies that seeks to improve organizational health and performance.⁵ While the guidance requires agencies to submit updated Work Environment Plans, agencies should have compiled relevant data based on

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previous guidance and existing statute.⁶ To date, Biden Administration officials have only referenced the Federal Employee Viewpoint Survey as evidence of the efficacy of expanded teleworking practices.⁷ This self-reported data point cannot be viewed as objective evidence of efficacy, nor should it be the sole basis for determining whether existing telework policies are in the best interest of the American people. In addition, at a recent Committee hearing during which the director of the Office Personnel Management testified, it became clear OPM has failed to compile adequate data to support oversight of agency teleworking, or even to provide basic answers to related questions.⁸

To assist the Committee in conducting oversight of federal telework policies, please provide the following documents and information no later than June 1, 2023:

1. With respect to employees whose primary office location is at the agency's Washington, D.C.-area headquarters:
 - a. How many such employees do you currently have?
 - b. How many are in telework-eligible positions?
 - c. How many have telework agreements in place with the agency?
 - d. Of this number, how many are engaging in telework?
 - e. What is the average number of days that employees with telework agreements telework per week?
2. How many of your agency's employees based in offices located in the Washington, D.C. area have returned to the office on a full-time basis (engage in no regular telework)?
3. What is the average occupancy rate of each of your Washington, D.C.-area office locations on each day of the week?
4. What plans has your agency made to adjust its real estate footprint based on current and future telework plans?

For all agency employees, regardless of official duty station:

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1. OMB Memorandum M-21-25 stated agencies should rely on evidence when making post-reentry personnel policies and work environment decisions.⁹ Describe the evidence your agency utilized to determine how personnel policies and procedures were impacting mission delivery and outcomes. Provide the Committee with documentation of all such evidence and any related assessments used to inform current and future policies.
2. Are all agency workers teleworking only pursuant to written telework agreements? If not, please explain why.
3. Describe the management controls your agency has implemented to ensure workers are either adhering to the provisions of a telework agreement or are otherwise fulfilling their official duties.
4. Provide annual leave and sick leave usage data for employees of your agency for years 2018-2022.
5. Describe any adverse impacts expanded telework and remote work have had on any aspect of agency performance.
6. Describe how your agency is enforcing regulations to ensure workers are reporting to their worksite at least twice per pay period, as required by OMB Memorandum M-21-25.¹⁰
7. Describe how your agency is ensuring employees working under a remote work agreement are paid based on the appropriate locality rate. How many of your agency's employees are paid based on a locality rate that is higher than the locality rate of their duty station?
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9. Have any collective bargaining agreements impacted or overridden agency processes or missions due to telework or remote work provisions? Please describe and provide copies of any collective bargaining agreements that include provisions related to telework and remote work.

An attachment to this letter provides additional instructions for responding to the Committee's request. To make arrangements to deliver documents or ask any related follow-up

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The Honorable Xavier Becerra

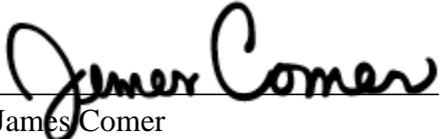
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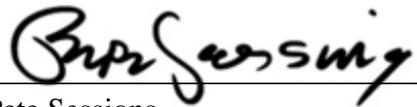
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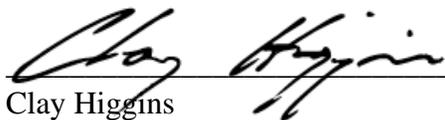
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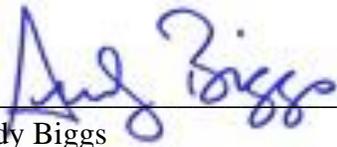
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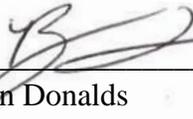
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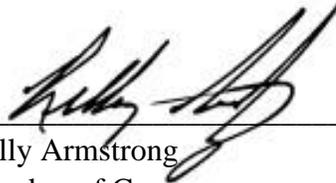
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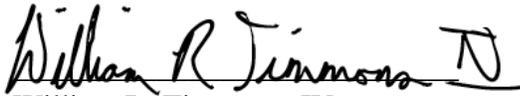
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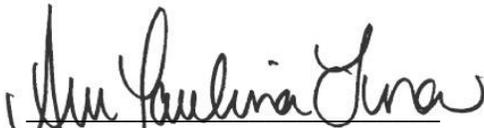
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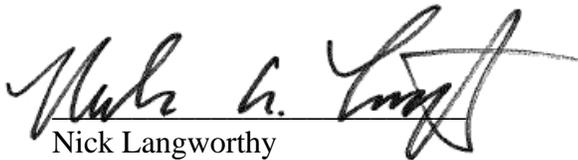
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May 18, 2023

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Administrator
General Services Administration
1800 F St., NW
Washington, DC 20405

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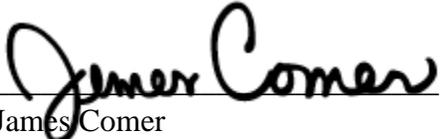
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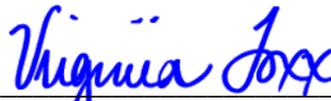
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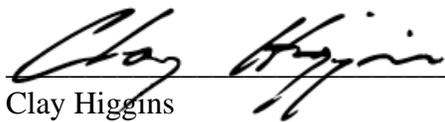
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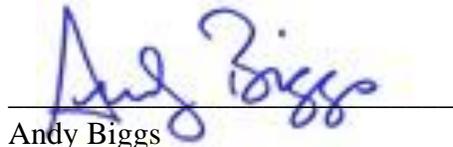
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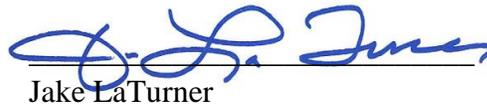
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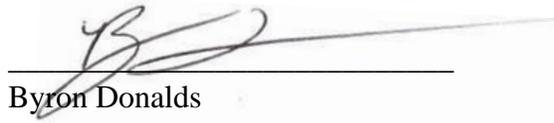
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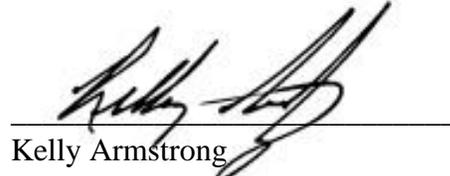
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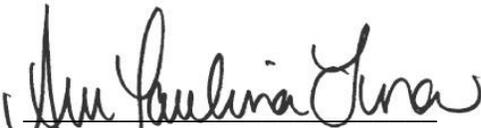
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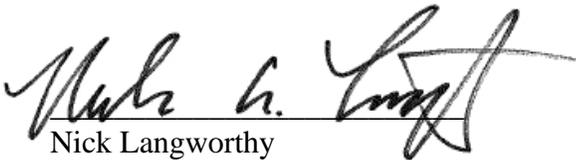
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May 18, 2023

The Honorable Martin Gruenberg
Chairman
United States Federal Deposit Insurance Corporation
550 17th St., NW
Washington, DC 20429

Dear Chairman Gruenberg:

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The Honorable Martin Gruenberg

May 18, 2023

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Sincerely,



James Comer
Chairman
Committee on Oversight and Accountability



Pete Sessions
Chairman
Subcommittee on Government Operations
and the Federal Workforce



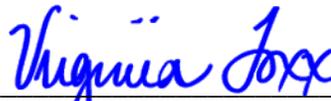
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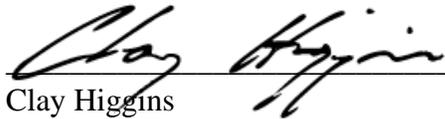
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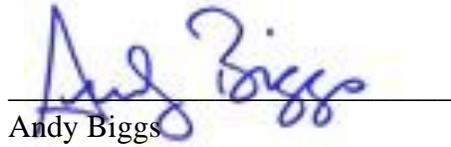
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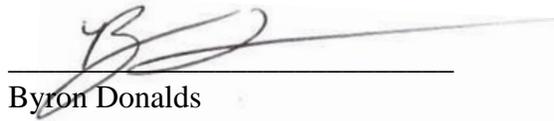
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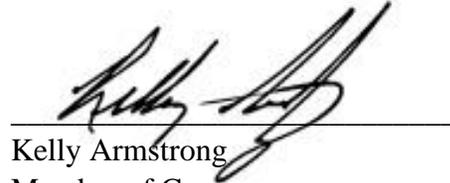
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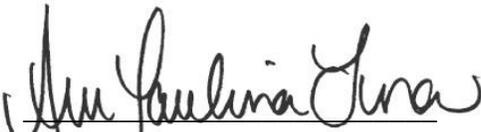
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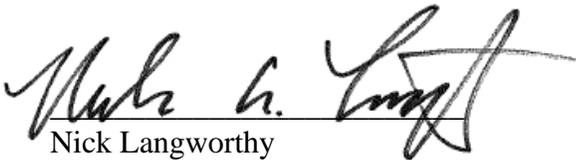
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The Honorable Martin Gruenberg

May 18, 2023

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Committee on Oversight and Accountability

The Honorable Robert Garcia, Ranking Member
Subcommittee on National Security, the Border, and Foreign Affairs

The Honorable Kweisi Mfume, Ranking Member
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The Honorable Katie Porter, Ranking Member
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Congress of the United States

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COMMITTEE ON OVERSIGHT AND ACCOUNTABILITY

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WASHINGTON, DC 20515-6143

MAJORITY (202) 225-5074
MINORITY (202) 225-5051
<https://oversight.house.gov>

May 18, 2023

The Honorable Michael Regan
Administrator
United States Environmental Protection Agency
1200 Pennsylvania Ave., NW
Washington, DC 20004

Dear Administrator Regan:

The House Committee on Oversight and Accountability is conducting oversight over telework and remote work policies and practices at federal agencies. Federal agencies have been authorized to employ maximum telework policies since the beginning of the COVID-19 pandemic.¹ The Biden Administration has allowed agencies to continue levels of telework and remote work that are significantly higher than before the pandemic.² The Administration, however, has not provided current data about the specific amount of telework occurring within federal agencies or across the entire federal workforce.³ Furthermore, it has provided no objective evidence concerning the impact of elevated telework on agency performance – including any deleterious impacts.⁴ We therefore seek information on the level of telework in your agency, how you have tracked its impact on performance, and what that impact has been.

The Office of Management and Budget recently issued guidance to agencies that seeks to improve organizational health and performance.⁵ While the guidance requires agencies to submit updated Work Environment Plans, agencies should have compiled relevant data based on

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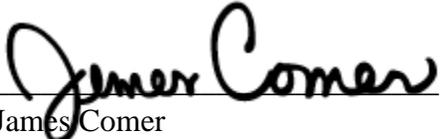
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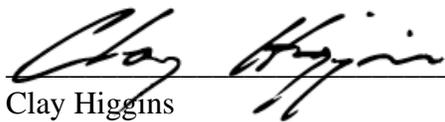
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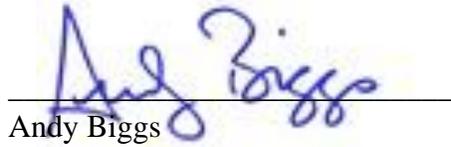
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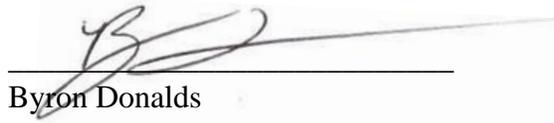
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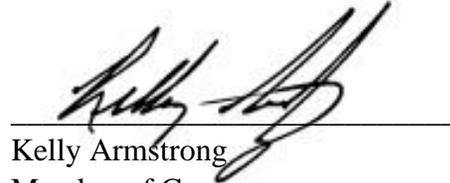
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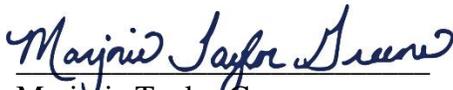
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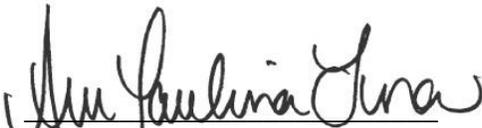
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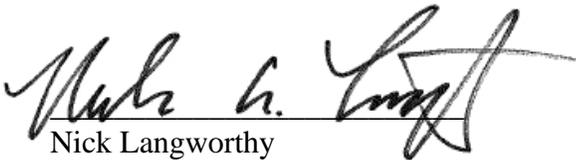
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The Honorable Jennifer Granholm
Secretary
United States Department of Energy
1000 Independence Ave., SW
Washington, DC 20585

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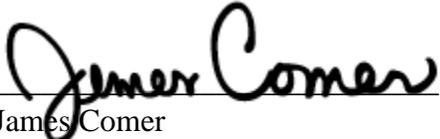
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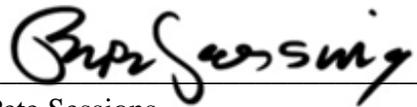
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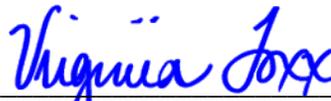
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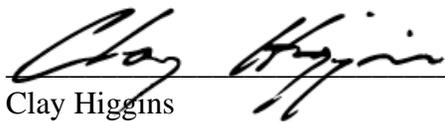
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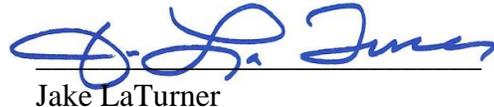
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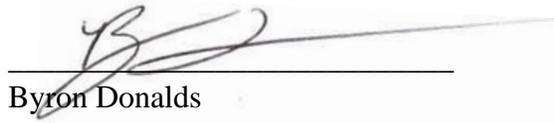
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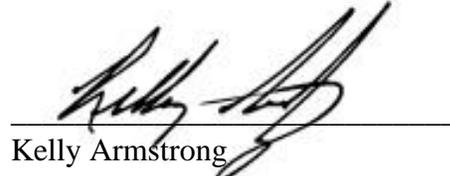
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Kelly Armstrong
Member of Congress



William R. Timmons, IV
Member of Congress



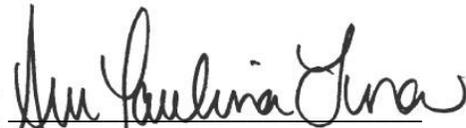
Tim Burchett
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Marjorie Taylor Greene
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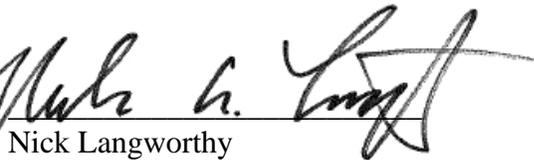
Russell Fry
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Chuck Edwards
Member of Congress



Nick Langworthy
Member of Congress



Eric Burlison
Member of Congress

The Honorable Jennifer Granholm

May 18, 2023

Page 6 of 6

cc: The Honorable Jamie Raskin, Ranking Member
Committee on Oversight and Accountability

The Honorable Robert Garcia, Ranking Member
Subcommittee on National Security, the Border, and Foreign Affairs

The Honorable Kweisi Mfume, Ranking Member
Subcommittee on Government Operations and the Federal Workforce

The Honorable Katie Porter, Ranking Member
Subcommittee on Health Care and Financial Services

Congress of the United States

House of Representatives

COMMITTEE ON OVERSIGHT AND ACCOUNTABILITY

2157 RAYBURN HOUSE OFFICE BUILDING

WASHINGTON, DC 20515-6143

MAJORITY (202) 225-5074
MINORITY (202) 225-5051
<https://oversight.house.gov>

May 18, 2023

The Honorable Miguel Cardona
Secretary
United States Department of Education
400 Maryland Ave., SW
Washington, DC 20202

Dear Secretary Cardona:

The House Committee on Oversight and Accountability is conducting oversight over telework and remote work policies and practices at federal agencies. Federal agencies have been authorized to employ maximum telework policies since the beginning of the COVID-19 pandemic.¹ The Biden Administration has allowed agencies to continue levels of telework and remote work that are significantly higher than before the pandemic.² The Administration, however, has not provided current data about the specific amount of telework occurring within federal agencies or across the entire federal workforce.³ Furthermore, it has provided no objective evidence concerning the impact of elevated telework on agency performance – including any deleterious impacts.⁴ We therefore seek information on the level of telework in your agency, how you have tracked its impact on performance, and what that impact has been.

The Office of Management and Budget recently issued guidance to agencies that seeks to improve organizational health and performance.⁵ While the guidance requires agencies to submit updated Work Environment Plans, agencies should have compiled relevant data based on

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To assist the Committee in conducting oversight of federal telework policies, please provide the following documents and information no later than June 1, 2023:

1. With respect to employees whose primary office location is at the agency's Washington, D.C.-area headquarters:
 - a. How many such employees do you currently have?
 - b. How many are in telework-eligible positions?
 - c. How many have telework agreements in place with the agency?
 - d. Of this number, how many are engaging in telework?
 - e. What is the average number of days that employees with telework agreements telework per week?
2. How many of your agency's employees based in offices located in the Washington, D.C. area have returned to the office on a full-time basis (engage in no regular telework)?
3. What is the average occupancy rate of each of your Washington, D.C.-area office locations on each day of the week?
4. What plans has your agency made to adjust its real estate footprint based on current and future telework plans?

For all agency employees, regardless of official duty station:

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1. OMB Memorandum M-21-25 stated agencies should rely on evidence when making post-reentry personnel policies and work environment decisions.⁹ Describe the evidence your agency utilized to determine how personnel policies and procedures were impacting mission delivery and outcomes. Provide the Committee with documentation of all such evidence and any related assessments used to inform current and future policies.
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3. Describe the management controls your agency has implemented to ensure workers are either adhering to the provisions of a telework agreement or are otherwise fulfilling their official duties.
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An attachment to this letter provides additional instructions for responding to the Committee's request. To make arrangements to deliver documents or ask any related follow-up

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The Honorable Miguel Cardona

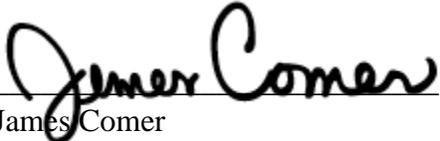
May 18, 2023

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The Committee on Oversight and Accountability is the principal oversight committee of the U.S. House of Representatives and has broad authority to investigate “any matter” at “any time” under House Rule X. Thank you for your attention to this matter.

Sincerely,



James Comer
Chairman
Committee on Oversight and Accountability



Pete Sessions
Chairman
Subcommittee on Government Operations
and the Federal Workforce



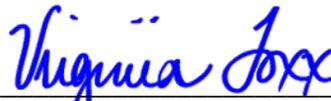
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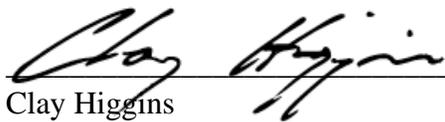
Lisa McClain
Chairwoman
Subcommittee on Health Care and
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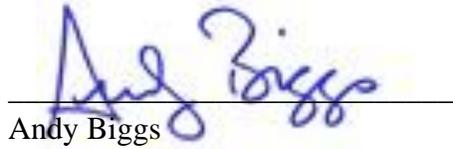
Virginia Foxx
Member of Congress



Gary Palmer
Member of Congress



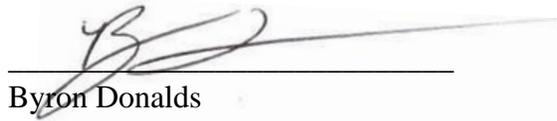
Clay Higgins
Member of Congress



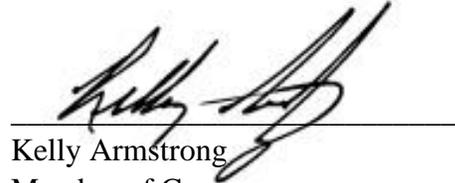
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Jake LaTurner
Member of Congress



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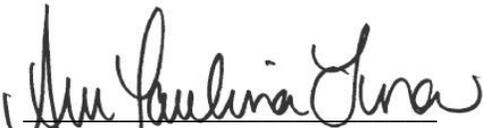
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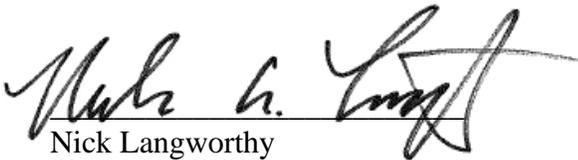
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The Honorable Miguel Cardona

May 18, 2023

Page 6 of 6

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May 18, 2023

The Honorable Pete Buttigieg
Secretary
United States Department of Transportation
1200 New Jersey Ave., SE
Washington, DC 20590

Dear Secretary Buttigieg:

The House Committee on Oversight and Accountability is conducting oversight over telework and remote work policies and practices at federal agencies. Federal agencies have been authorized to employ maximum telework policies since the beginning of the COVID-19 pandemic.¹ The Biden Administration has allowed agencies to continue levels of telework and remote work that are significantly higher than before the pandemic.² The Administration, however, has not provided current data about the specific amount of telework occurring within federal agencies or across the entire federal workforce.³ Furthermore, it has provided no objective evidence concerning the impact of elevated telework on agency performance – including any deleterious impacts.⁴ We therefore seek information on the level of telework in your agency, how you have tracked its impact on performance, and what that impact has been.

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The Honorable Pete Buttigieg

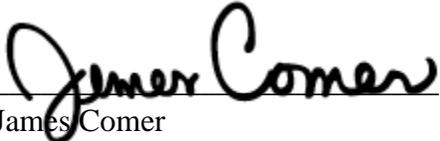
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James Comer
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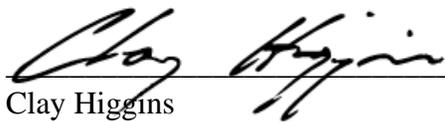
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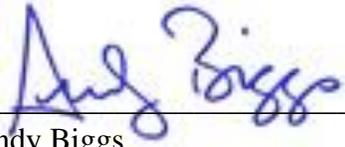
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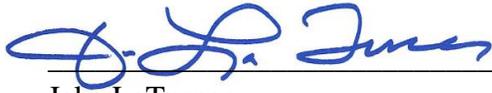
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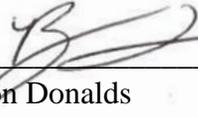
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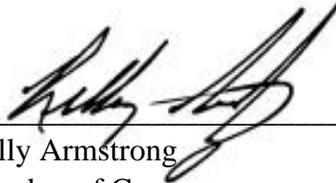
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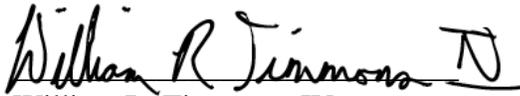
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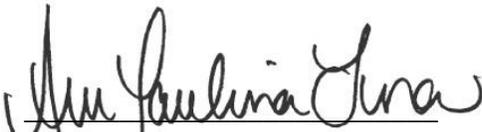
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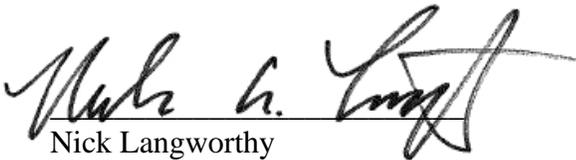
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Subcommittee on National Security, the Border, and Foreign Affairs

The Honorable Kweisi Mfume, Ranking Member
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The Honorable Katie Porter, Ranking Member
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Congress of the United States

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COMMITTEE ON OVERSIGHT AND ACCOUNTABILITY

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WASHINGTON, DC 20515-6143

MAJORITY (202) 225-5074
MINORITY (202) 225-5051

<https://oversight.house.gov>

May 18, 2023

The Honorable Merrick Garland
Attorney General
United States Department of Justice
950 Pennsylvania Ave., NW
Washington, DC 20530

Dear Attorney General Garland:

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The Honorable Merrick Garland

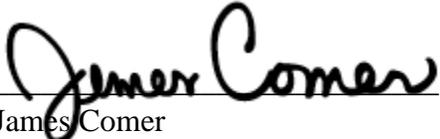
May 18, 2023

Page 4 of 6

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The Committee on Oversight and Accountability is the principal oversight committee of the U.S. House of Representatives and has broad authority to investigate “any matter” at “any time” under House Rule X. Thank you for your attention to this matter.

Sincerely,



James Comer
Chairman
Committee on Oversight and Accountability



Pete Sessions
Chairman
Subcommittee on Government Operations
and the Federal Workforce



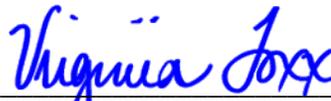
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Chairman
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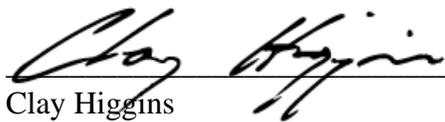
Lisa McClain
Chairwoman
Subcommittee on Health Care and
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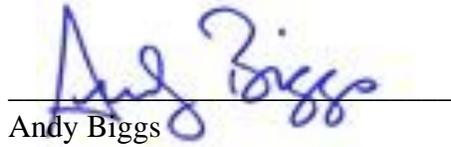
Virginia Foxx
Member of Congress



Gary Palmer
Member of Congress



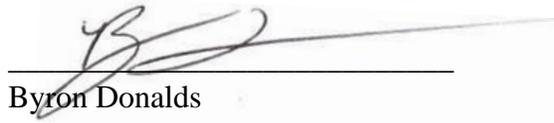
Clay Higgins
Member of Congress



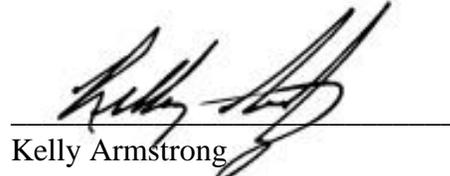
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Byron Donalds
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Kelly Armstrong
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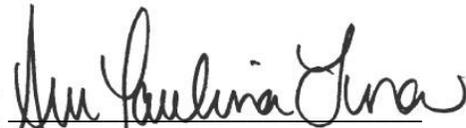
Tim Burchett
Member of Congress



Marjorie Taylor Greene
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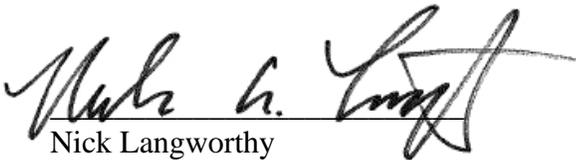
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Eric Burlison
Member of Congress

The Honorable Merrick Garland

May 18, 2023

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cc: The Honorable Jamie Raskin, Ranking Member
Committee on Oversight and Accountability

The Honorable Robert Garcia, Ranking Member
Subcommittee on National Security, the Border, and Foreign Affairs

The Honorable Kweisi Mfume, Ranking Member
Subcommittee on Government Operations and the Federal Workforce

The Honorable Katie Porter, Ranking Member
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Congress of the United States

House of Representatives

COMMITTEE ON OVERSIGHT AND ACCOUNTABILITY

2157 RAYBURN HOUSE OFFICE BUILDING

WASHINGTON, DC 20515-6143

MAJORITY (202) 225-5074
MINORITY (202) 225-5051

<https://oversight.house.gov>

May 18, 2023

The Honorable Lloyd Austin
Secretary
United States Department of Defense
1000 Defense Pentagon
Washington, DC 20301

Dear Secretary Austin:

The House Committee on Oversight and Accountability is conducting oversight over telework and remote work policies and practices at federal agencies. Federal agencies have been authorized to employ maximum telework policies since the beginning of the COVID-19 pandemic.¹ The Biden Administration has allowed agencies to continue levels of telework and remote work that are significantly higher than before the pandemic.² The Administration, however, has not provided current data about the specific amount of telework occurring within federal agencies or across the entire federal workforce.³ Furthermore, it has provided no objective evidence concerning the impact of elevated telework on agency performance – including any deleterious impacts.⁴ We therefore seek information on the level of telework in your agency, how you have tracked its impact on performance, and what that impact has been.

The Office of Management and Budget recently issued guidance to agencies that seeks to improve organizational health and performance.⁵ While the guidance requires agencies to submit updated Work Environment Plans, agencies should have compiled relevant data based on

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previous guidance and existing statute.⁶ To date, Biden Administration officials have only referenced the Federal Employee Viewpoint Survey as evidence of the efficacy of expanded teleworking practices.⁷ This self-reported data point cannot be viewed as objective evidence of efficacy, nor should it be the sole basis for determining whether existing telework policies are in the best interest of the American people. In addition, at a recent Committee hearing during which the director of the Office Personnel Management testified, it became clear OPM has failed to compile adequate data to support oversight of agency teleworking, or even to provide basic answers to related questions.⁸

To assist the Committee in conducting oversight of federal telework policies, please provide the following documents and information no later than June 1, 2023:

1. With respect to employees whose primary office location is at the agency's Washington, D.C.-area headquarters:
 - a. How many such employees do you currently have?
 - b. How many are in telework-eligible positions?
 - c. How many have telework agreements in place with the agency?
 - d. Of this number, how many are engaging in telework?
 - e. What is the average number of days that employees with telework agreements telework per week?
2. How many of your agency's employees based in offices located in the Washington, D.C. area have returned to the office on a full-time basis (engage in no regular telework)?
3. What is the average occupancy rate of each of your Washington, D.C.-area office locations on each day of the week?
4. What plans has your agency made to adjust its real estate footprint based on current and future telework plans?

For all agency employees, regardless of official duty station:

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1. OMB Memorandum M-21-25 stated agencies should rely on evidence when making post-reentry personnel policies and work environment decisions.⁹ Describe the evidence your agency utilized to determine how personnel policies and procedures were impacting mission delivery and outcomes. Provide the Committee with documentation of all such evidence and any related assessments used to inform current and future policies.
2. Are all agency workers teleworking only pursuant to written telework agreements? If not, please explain why.
3. Describe the management controls your agency has implemented to ensure workers are either adhering to the provisions of a telework agreement or are otherwise fulfilling their official duties.
4. Provide annual leave and sick leave usage data for employees of your agency for years 2018-2022.
5. Describe any adverse impacts expanded telework and remote work have had on any aspect of agency performance.
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The Honorable Lloyd Austin

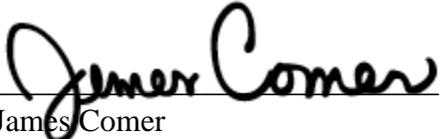
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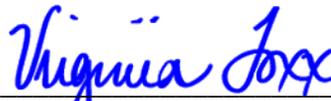
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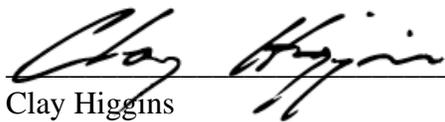
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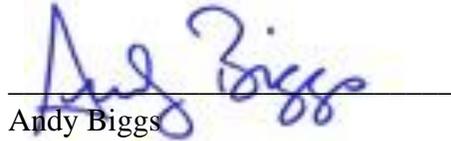
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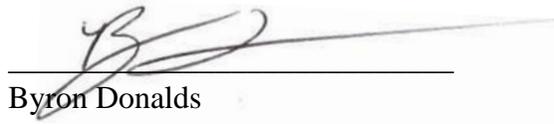
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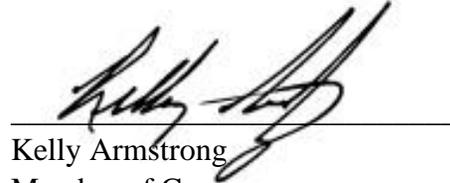
Andy Biggs
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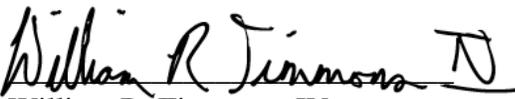
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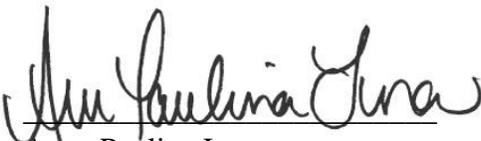
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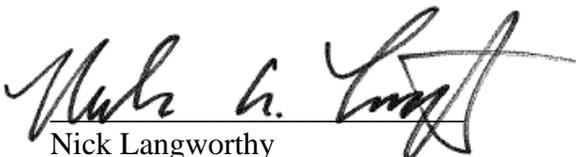
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The Honorable Lloyd Austin

May 18, 2023

Page 6 of 6

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Subcommittee on National Security, the Border, and Foreign Affairs

The Honorable Kweisi Mfume, Ranking Member
Subcommittee on Government Operations and the Federal Workforce

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Congress of the United States

House of Representatives

COMMITTEE ON OVERSIGHT AND ACCOUNTABILITY

2157 RAYBURN HOUSE OFFICE BUILDING

WASHINGTON, DC 20515-6143

MAJORITY (202) 225-5074
MINORITY (202) 225-5051

<https://oversight.house.gov>

May 18, 2023

The Honorable Alejandro Mayorkas
Secretary
United States Department of Homeland Security
1100 Alabama Ave., SE
Washington, DC 20032

Dear Secretary Mayorkas:

The House Committee on Oversight and Accountability is conducting oversight over telework and remote work policies and practices at federal agencies. Federal agencies have been authorized to employ maximum telework policies since the beginning of the COVID-19 pandemic.¹ The Biden Administration has allowed agencies to continue levels of telework and remote work that are significantly higher than before the pandemic.² The Administration, however, has not provided current data about the specific amount of telework occurring within federal agencies or across the entire federal workforce.³ Furthermore, it has provided no objective evidence concerning the impact of elevated telework on agency performance – including any deleterious impacts.⁴ We therefore seek information on the level of telework in your agency, how you have tracked its impact on performance, and what that impact has been.

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For all agency employees, regardless of official duty station:

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The Honorable Alejandro Mayorkas

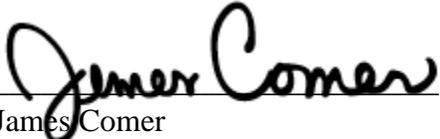
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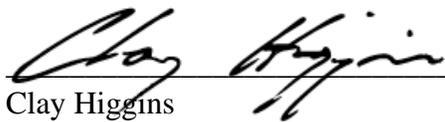
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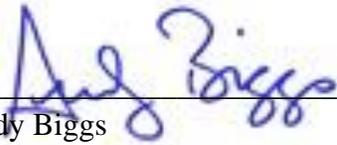
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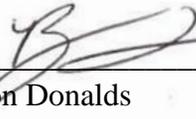
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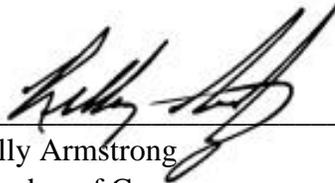
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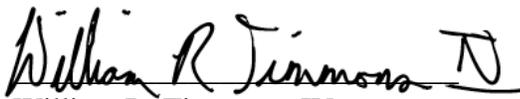
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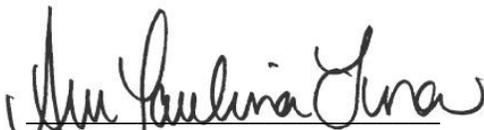
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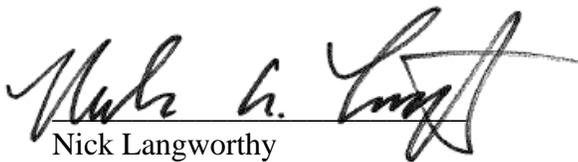
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The Honorable Alejandro Mayorkas

May 18, 2023

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The Honorable Kweisi Mfume, Ranking Member
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May 18, 2023

The Honorable Gina Raimondo
Secretary
United States Department of Commerce
1401 Constitution Ave., NW
Washington, DC 20230

Dear Secretary Raimondo:

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The Honorable Gina Raimondo

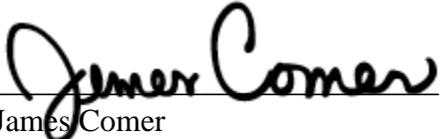
May 18, 2023

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Sincerely,



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Chairman
Committee on Oversight and Accountability



Pete Sessions
Chairman
Subcommittee on Government Operations
and the Federal Workforce



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Member of Congress



Glenn Grothman
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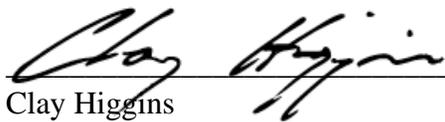
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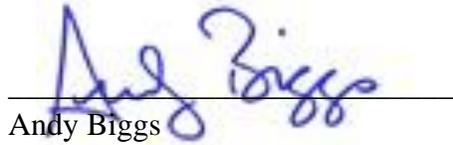
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Member of Congress



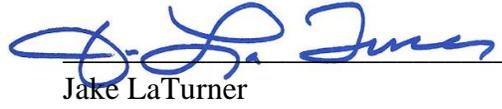
Gary Palmer
Member of Congress



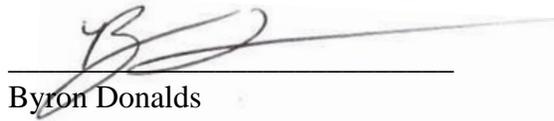
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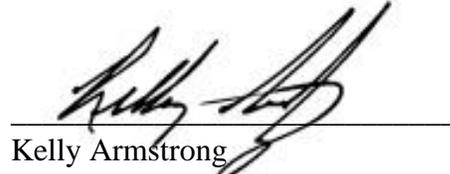
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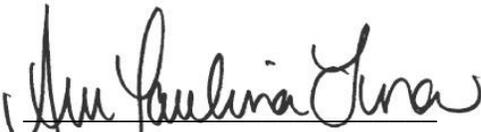
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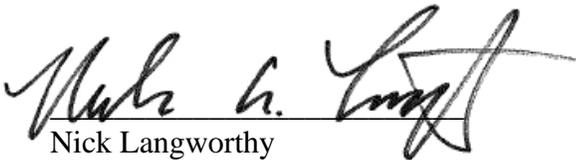
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The Honorable Gina Raimondo

May 18, 2023

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Congress of the United States

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COMMITTEE ON OVERSIGHT AND ACCOUNTABILITY

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WASHINGTON, DC 20515-6143

MAJORITY (202) 225-5074
MINORITY (202) 225-5051

<https://oversight.house.gov>

May 18, 2023

The Honorable Denis McDonough
Secretary
United States Department of Veterans Affairs
810 Vermont Ave., NW
Washington, DC 20420

Dear Secretary McDonough:

The House Committee on Oversight and Accountability is conducting oversight over telework and remote work policies and practices at federal agencies. Federal agencies have been authorized to employ maximum telework policies since the beginning of the COVID-19 pandemic.¹ The Biden Administration has allowed agencies to continue levels of telework and remote work that are significantly higher than before the pandemic.² The Administration, however, has not provided current data about the specific amount of telework occurring within federal agencies or across the entire federal workforce.³ Furthermore, it has provided no objective evidence concerning the impact of elevated telework on agency performance – including any deleterious impacts.⁴ We therefore seek information on the level of telework in your agency, how you have tracked its impact on performance, and what that impact has been.

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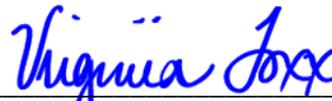
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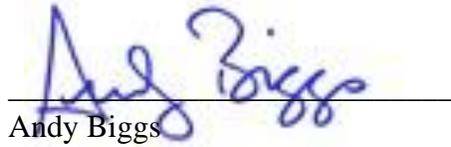
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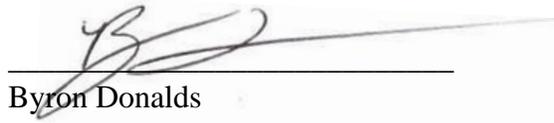
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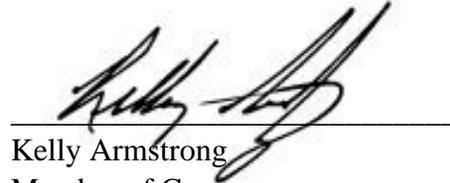
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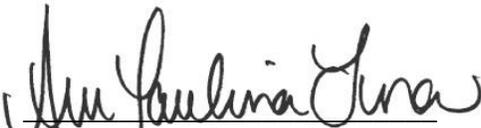
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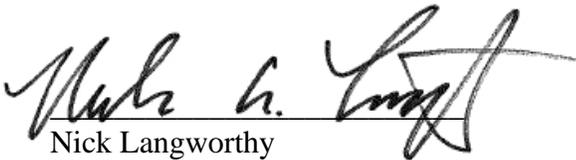
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May 18, 2023

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<https://oversight.house.gov>

May 18, 2023

The Honorable Thomas Vilsack
Secretary
United States Department of Agriculture
1400 Independence Ave., SW
Washington, DC 20250

Dear Secretary Vilsack:

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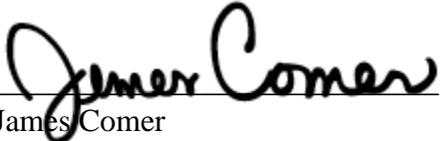
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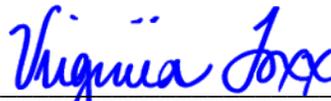
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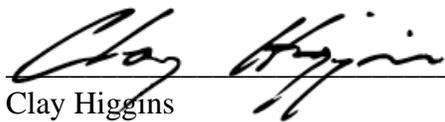
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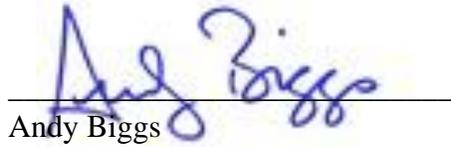
Virginia Foxx
Member of Congress



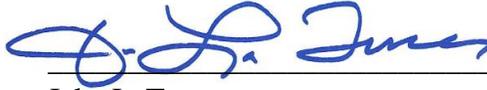
Gary Palmer
Member of Congress



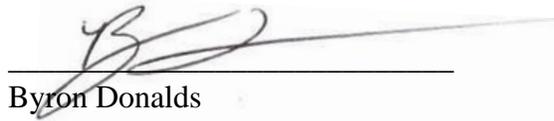
Clay Higgins
Member of Congress



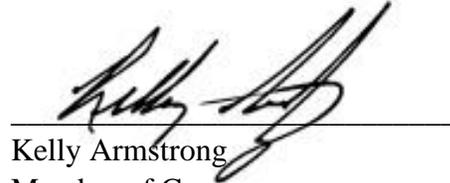
Andy Biggs
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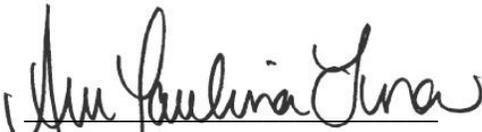
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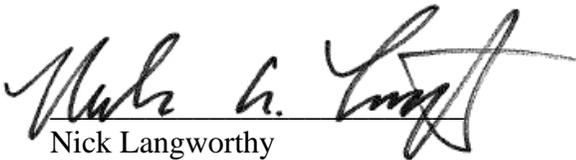
Russell Fry
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Chuck Edwards
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Nick Langworthy
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Eric Burlison
Member of Congress

The Honorable Thomas Vilsack

May 18, 2023

Page 6 of 6

cc: The Honorable Jamie Raskin, Ranking Member
Committee on Oversight and Accountability

The Honorable Robert Garcia, Ranking Member
Subcommittee on National Security, the Border, and Foreign Affairs

The Honorable Kweisi Mfume, Ranking Member
Subcommittee on Government Operations and the Federal Workforce

The Honorable Katie Porter, Ranking Member
Subcommittee on Health Care and Financial Services

Congress of the United States

House of Representatives

COMMITTEE ON OVERSIGHT AND ACCOUNTABILITY

2157 RAYBURN HOUSE OFFICE BUILDING

WASHINGTON, DC 20515-6143

MAJORITY (202) 225-5074
MINORITY (202) 225-5051

<https://oversight.house.gov>

May 18, 2023

The Honorable Samantha Power
Administrator
United States Agency for International Development
1300 Pennsylvania Ave., NW
Washington, DC 20004

Dear Administrator Power:

The House Committee on Oversight and Accountability is conducting oversight over telework and remote work policies and practices at federal agencies. Federal agencies have been authorized to employ maximum telework policies since the beginning of the COVID-19 pandemic.¹ The Biden Administration has allowed agencies to continue levels of telework and remote work that are significantly higher than before the pandemic.² The Administration, however, has not provided current data about the specific amount of telework occurring within federal agencies or across the entire federal workforce.³ Furthermore, it has provided no objective evidence concerning the impact of elevated telework on agency performance – including any deleterious impacts.⁴ We therefore seek information on the level of telework in your agency, how you have tracked its impact on performance, and what that impact has been.

The Office of Management and Budget recently issued guidance to agencies that seeks to improve organizational health and performance.⁵ While the guidance requires agencies to submit updated Work Environment Plans, agencies should have compiled relevant data based on

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To assist the Committee in conducting oversight of federal telework policies, please provide the following documents and information no later than June 1, 2023:

1. With respect to employees whose primary office location is at the agency's Washington, D.C.-area headquarters:
 - a. How many such employees do you currently have?
 - b. How many are in telework-eligible positions?
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 - e. What is the average number of days that employees with telework agreements telework per week?
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3. What is the average occupancy rate of each of your Washington, D.C.-area office locations on each day of the week?
4. What plans has your agency made to adjust its real estate footprint based on current and future telework plans?

For all agency employees, regardless of official duty station:

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1. OMB Memorandum M-21-25 stated agencies should rely on evidence when making post-reentry personnel policies and work environment decisions.⁹ Describe the evidence your agency utilized to determine how personnel policies and procedures were impacting mission delivery and outcomes. Provide the Committee with documentation of all such evidence and any related assessments used to inform current and future policies.
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3. Describe the management controls your agency has implemented to ensure workers are either adhering to the provisions of a telework agreement or are otherwise fulfilling their official duties.
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An attachment to this letter provides additional instructions for responding to the Committee's request. To make arrangements to deliver documents or ask any related follow-up

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The Honorable Samantha Power

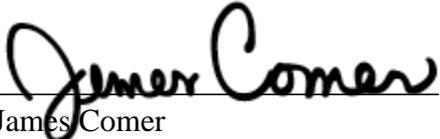
May 18, 2023

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questions, please contact the Committee on Oversight and Accountability staff at (202) 225-5074.

The Committee on Oversight and Accountability is the principal oversight committee of the U.S. House of Representatives and has broad authority to investigate “any matter” at “any time” under House Rule X. Thank you for your attention to this matter.

Sincerely,



James Comer
Chairman
Committee on Oversight and Accountability



Pete Sessions
Chairman
Subcommittee on Government Operations
and the Federal Workforce



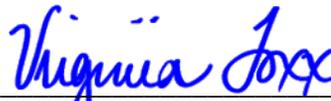
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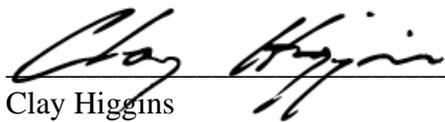
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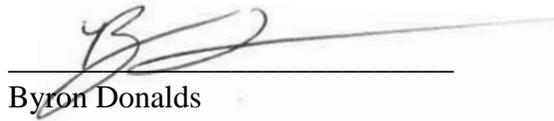
Clay Higgins
Member of Congress



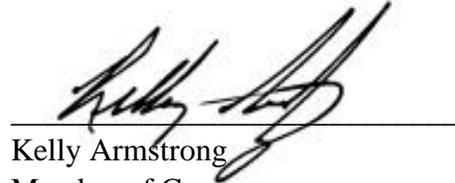
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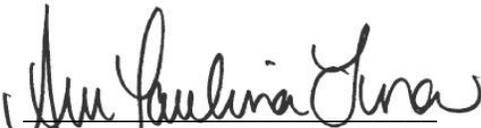
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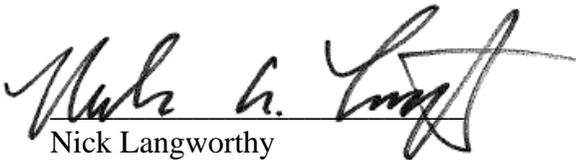
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The Honorable Samantha Power

May 18, 2023

Page 6 of 6

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Subcommittee on National Security, the Border, and Foreign Affairs

The Honorable Kweisi Mfume, Ranking Member
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COMMITTEE ON OVERSIGHT AND ACCOUNTABILITY

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MINORITY (202) 225-5051

<https://oversight.house.gov>

May 18, 2023

The Honorable Janet Yellen
Secretary
United States Department of the Treasury
1500 Pennsylvania Ave., NW
Washington, DC 20220

Dear Secretary Yellen:

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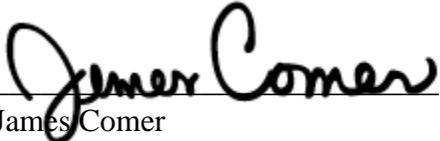
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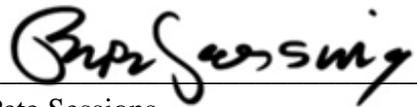
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Sincerely,



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Committee on Oversight and Accountability



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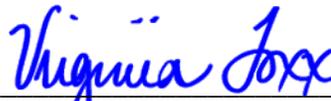
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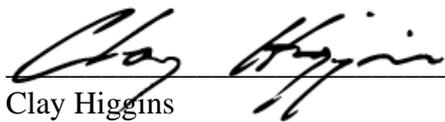
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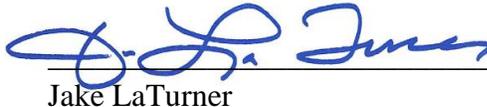
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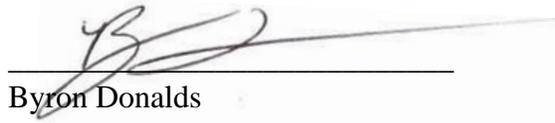
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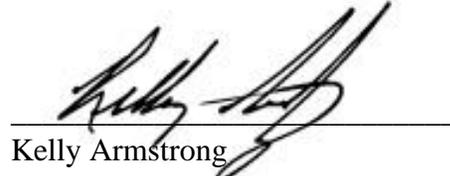
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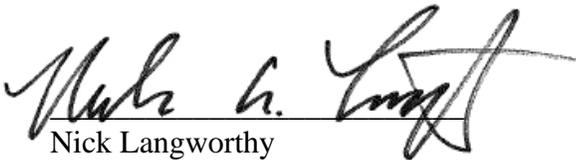
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The Honorable Janet Yellen

May 18, 2023

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The Honorable Kweisi Mfume, Ranking Member
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MINORITY (202) 225-5051

<https://oversight.house.gov>

May 18, 2023

The Honorable Antony Blinken
Secretary
United States Department of State
2201 C St., NW
Washington, DC 20520

Dear Secretary Blinken:

The House Committee on Oversight and Accountability is conducting oversight over telework and remote work policies and practices at federal agencies. Federal agencies have been authorized to employ maximum telework policies since the beginning of the COVID-19 pandemic.¹ The Biden Administration has allowed agencies to continue levels of telework and remote work that are significantly higher than before the pandemic.² The Administration, however, has not provided current data about the specific amount of telework occurring within federal agencies or across the entire federal workforce.³ Furthermore, it has provided no objective evidence concerning the impact of elevated telework on agency performance – including any deleterious impacts.⁴ We therefore seek information on the level of telework in your agency, how you have tracked its impact on performance, and what that impact has been.

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6. Describe how your agency is enforcing regulations to ensure workers are reporting to their worksite at least twice per pay period, as required by OMB Memorandum M-21-25.¹⁰
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8. Describe whether teleworking employees possess secure network capacity, communications tools, necessary and secure access to appropriate agency data assets and federal records, and equipment sufficient to enable each such employee to be fully productive.
9. Have any collective bargaining agreements impacted or overridden agency processes or missions due to telework or remote work provisions? Please describe and provide copies of any collective bargaining agreements that include provisions related to telework and remote work.

An attachment to this letter provides additional instructions for responding to the Committee's request. To make arrangements to deliver documents or ask any related follow-up

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The Honorable Antony Blinken

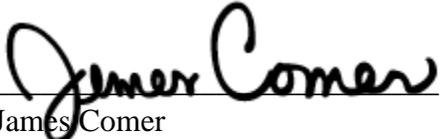
May 18, 2023

Page 4 of 6

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Sincerely,



James Comer
Chairman
Committee on Oversight and Accountability



Pete Sessions
Chairman
Subcommittee on Government Operations
and the Federal Workforce



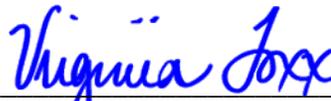
Lauren Boebert
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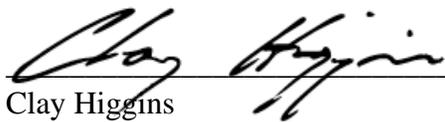
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Chairwoman
Subcommittee on Health Care and
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Virginia Foxx
Member of Congress



Gary Palmer
Member of Congress



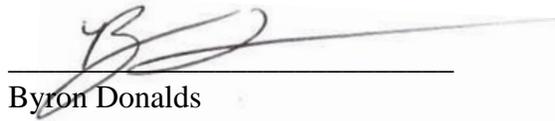
Clay Higgins
Member of Congress



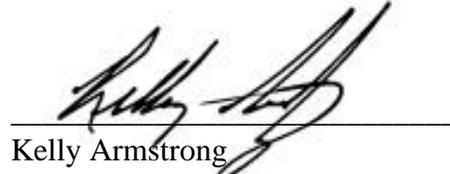
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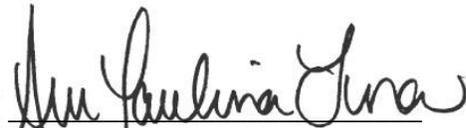
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Marjorie Taylor Greene
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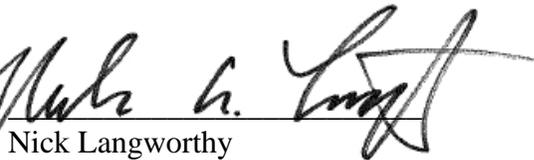
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Eric Burlison
Member of Congress

The Honorable Antony Blinken

May 18, 2023

Page 6 of 6

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Subcommittee on National Security, the Border, and Foreign Affairs

The Honorable Kweisi Mfume, Ranking Member
Subcommittee on Government Operations and the Federal Workforce

The Honorable Katie Porter, Ranking Member
Subcommittee on Health Care and Financial Services

Congress of the United States
House of Representatives

COMMITTEE ON OVERSIGHT AND ACCOUNTABILITY

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WASHINGTON, DC 20515-6143

MAJORITY (202) 225-5074
MINORITY (202) 225-5051

<https://oversight.house.gov>

May 18, 2023

Dr. Kilolo Kijakazi
Acting Commissioner
United States Social Security Administration
6401 Security Blvd.
Baltimore, MD 21235

Dear Acting Commissioner Kijakazi:

The House Committee on Oversight and Accountability is conducting oversight over telework and remote work policies and practices at federal agencies. Federal agencies have been authorized to employ maximum telework policies since the beginning of the COVID-19 pandemic.¹ The Biden Administration has allowed agencies to continue levels of telework and remote work that are significantly higher than before the pandemic.² The Administration, however, has not provided current data about the specific amount of telework occurring within federal agencies or across the entire federal workforce.³ Furthermore, it has provided no objective evidence concerning the impact of elevated telework on agency performance – including any deleterious impacts.⁴ We therefore seek information on the level of telework in your agency, how you have tracked its impact on performance, and what that impact has been.

The Office of Management and Budget recently issued guidance to agencies that seeks to improve organizational health and performance.⁵ While the guidance requires agencies to submit updated Work Environment Plans, agencies should have compiled relevant data based on

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previous guidance and existing statute.⁶ To date, Biden Administration officials have only referenced the Federal Employee Viewpoint Survey as evidence of the efficacy of expanded teleworking practices.⁷ This self-reported data point cannot be viewed as objective evidence of efficacy, nor should it be the sole basis for determining whether existing telework policies are in the best interest of the American people. In addition, at a recent Committee hearing during which the director of the Office Personnel Management testified, it became clear OPM has failed to compile adequate data to support oversight of agency teleworking, or even to provide basic answers to related questions.⁸

To assist the Committee in conducting oversight of federal telework policies, please provide the following documents and information no later than June 1, 2023:

1. With respect to employees whose primary office location is at the agency's Washington, D.C.-area headquarters:
 - a. How many such employees do you currently have?
 - b. How many are in telework-eligible positions?
 - c. How many have telework agreements in place with the agency?
 - d. Of this number, how many are engaging in telework?
 - e. What is the average number of days that employees with telework agreements telework per week?
2. How many of your agency's employees based in offices located in the Washington, D.C. area have returned to the office on a full-time basis (engage in no regular telework)?
3. What is the average occupancy rate of each of your Washington, D.C.-area office locations on each day of the week?
4. What plans has your agency made to adjust its real estate footprint based on current and future telework plans?

For all agency employees, regardless of official duty station:

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Acting Commissioner Kilolo Kijakazi

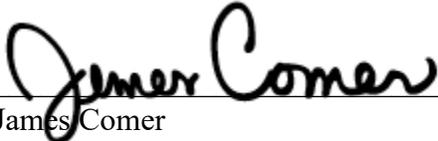
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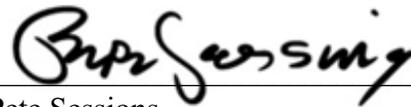
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Sincerely,



James Comer
Chairman
Committee on Oversight and Accountability



Pete Sessions
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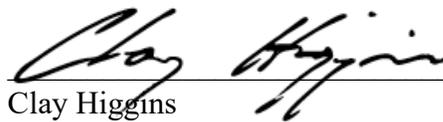
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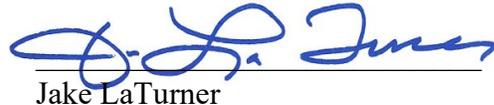
Gary Palmer
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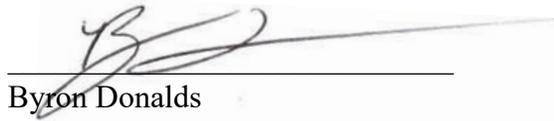
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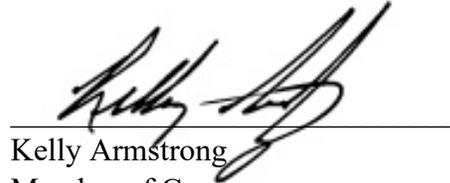
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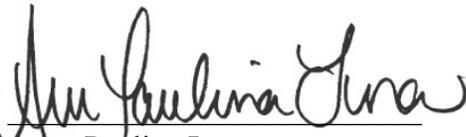
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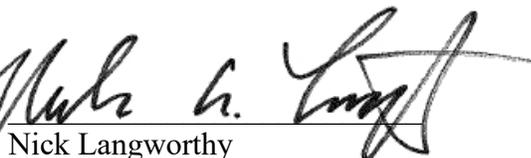
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Nick Langworthy
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Member of Congress

Acting Commissioner Kilolo Kijakazi

May 18, 2023

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COMMITTEE ON OVERSIGHT AND ACCOUNTABILITY

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MINORITY (202) 225-5051
<https://oversight.house.gov>

May 18, 2023

The Honorable Isabel Guzman
Director
United States Small Business Administration
409 3rd St., SW
Washington, DC 20416

Dear Director Guzman:

The House Committee on Oversight and Accountability is conducting oversight over telework and remote work policies and practices at federal agencies. Federal agencies have been authorized to employ maximum telework policies since the beginning of the COVID-19 pandemic.¹ The Biden Administration has allowed agencies to continue levels of telework and remote work that are significantly higher than before the pandemic.² The Administration, however, has not provided current data about the specific amount of telework occurring within federal agencies or across the entire federal workforce.³ Furthermore, it has provided no objective evidence concerning the impact of elevated telework on agency performance – including any deleterious impacts.⁴ We therefore seek information on the level of telework in your agency, how you have tracked its impact on performance, and what that impact has been.

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The Honorable Isabel Guzman

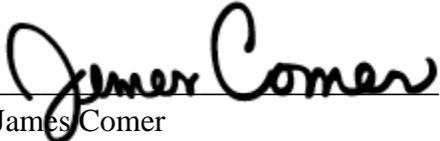
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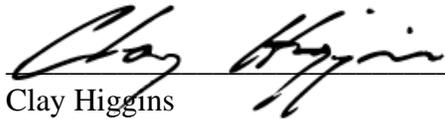
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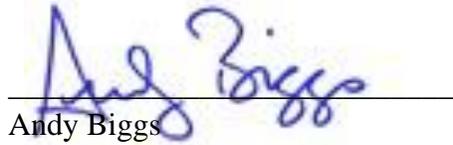
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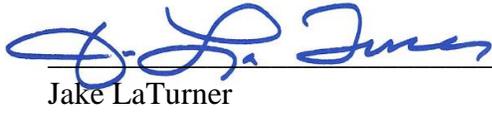
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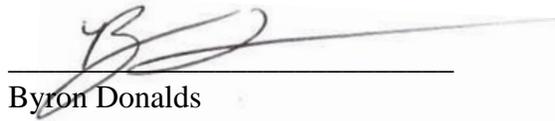
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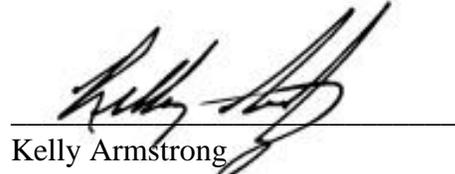
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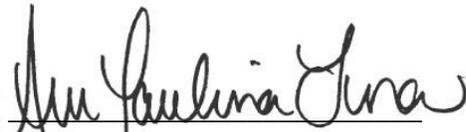
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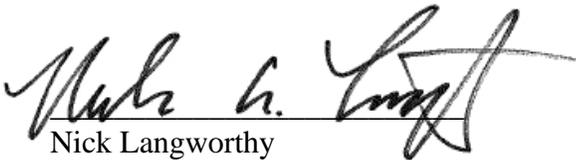
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Eric Burlison
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The Honorable Isabel Guzman

May 18, 2023

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May 18, 2023

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Director
United States Office of Personnel Management
1900 E St., NW
Washington, DC 20415

Dear Director Ahuja:

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The Office of Management and Budget recently issued guidance to agencies that seeks to improve organizational health and performance.⁵ While the guidance requires agencies to submit updated Work Environment Plans, agencies should have compiled relevant data based on

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To assist the Committee in conducting oversight of federal telework policies, please provide the following documents and information no later than June 1, 2023:

1. With respect to employees whose primary office location is at the agency's Washington, D.C.-area headquarters:
 - a. How many such employees do you currently have?
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4. What plans has your agency made to adjust its real estate footprint based on current and future telework plans?

For all agency employees, regardless of official duty station:

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The Honorable Kiran Ahuja

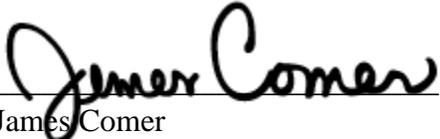
May 18, 2023

Page 4 of 6

questions, please contact the Committee on Oversight and Accountability staff at (202) 225-5074.

The Committee on Oversight and Accountability is the principal oversight committee of the U.S. House of Representatives and has broad authority to investigate “any matter” at “any time” under House Rule X. Thank you for your attention to this matter.

Sincerely,



James Comer
Chairman
Committee on Oversight and Accountability



Pete Sessions
Chairman
Subcommittee on Government Operations
and the Federal Workforce



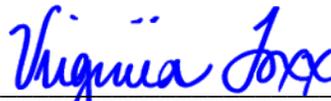
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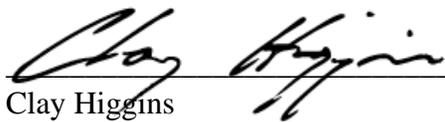
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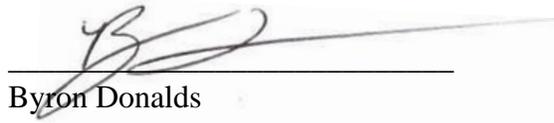
Clay Higgins
Member of Congress



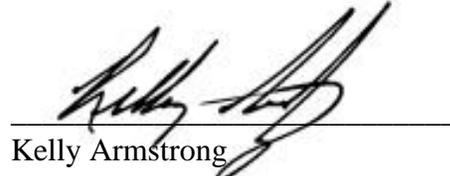
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Jake LaTurner
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Byron Donalds
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Kelly Armstrong
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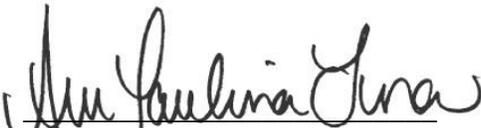
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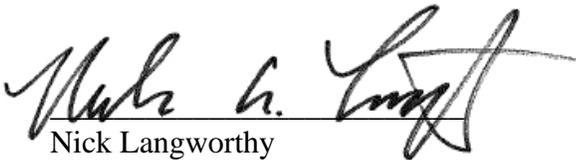
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Chuck Edwards
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Nick Langworthy
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Eric Burlison
Member of Congress

The Honorable Kiran Ahuja

May 18, 2023

Page 6 of 6

cc: The Honorable Jamie Raskin, Ranking Member
Committee on Oversight and Accountability

The Honorable Robert Garcia, Ranking Member
Subcommittee on National Security, the Border, and Foreign Affairs

The Honorable Kweisi Mfume, Ranking Member
Subcommittee on Government Operations and the Federal Workforce

The Honorable Katie Porter, Ranking Member
Subcommittee on Health Care and Financial Services

Congress of the United States

House of Representatives

COMMITTEE ON OVERSIGHT AND ACCOUNTABILITY

2157 RAYBURN HOUSE OFFICE BUILDING

WASHINGTON, DC 20515-6143

MAJORITY (202) 225-5074
MINORITY (202) 225-5051

<https://oversight.house.gov>

May 18, 2023

The Honorable Sethuraman Panchanathan
Director
National Science Foundation
2415 Eisenhower Ave.
Alexandria, VA 22314

Dear Director Panchanathan:

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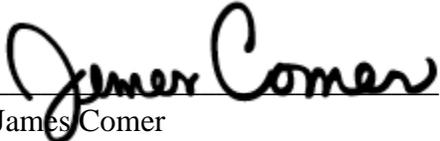
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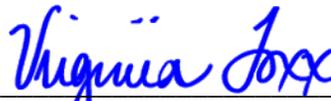
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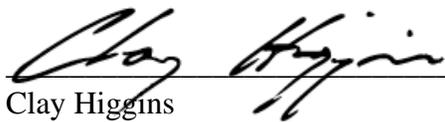
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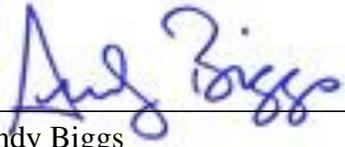
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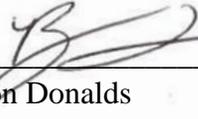
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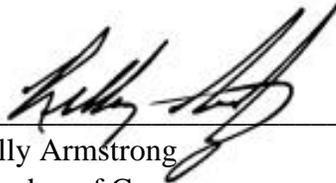
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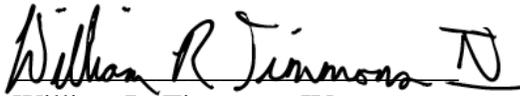
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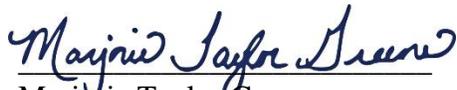
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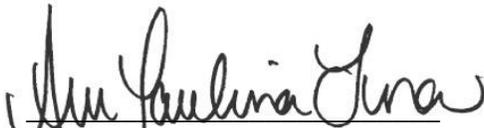
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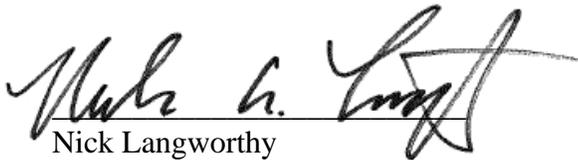
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The Honorable Sethuraman Panchanathan

May 18, 2023

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Subcommittee on National Security, the Border, and Foreign Affairs

The Honorable Kweisi Mfume, Ranking Member
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Congress of the United States

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<https://oversight.house.gov>

May 18, 2023

The Honorable Christopher Hanson
Chairman
United States Nuclear Regulatory Commission
11555 Rockville Pike
Rockville, MD 20852

Dear Chairman Hanson:

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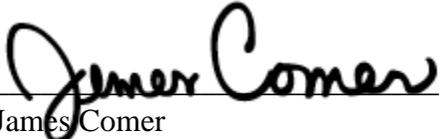
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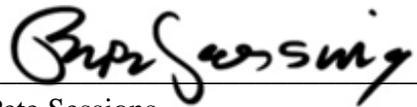
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Sincerely,



James Comer
Chairman
Committee on Oversight and Accountability



Pete Sessions
Chairman
Subcommittee on Government Operations
and the Federal Workforce



Lauren Boebert
Member of Congress



Glenn Grothman
Chairman
Subcommittee on National Security,
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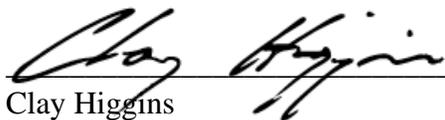
Lisa McClain
Chairwoman
Subcommittee on Health Care and
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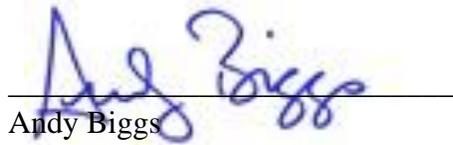
Virginia Foxx
Member of Congress



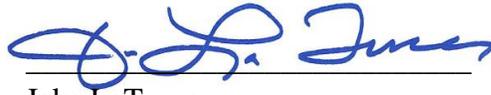
Gary Palmer
Member of Congress



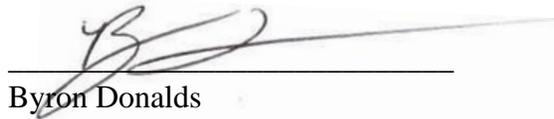
Clay Higgins
Member of Congress



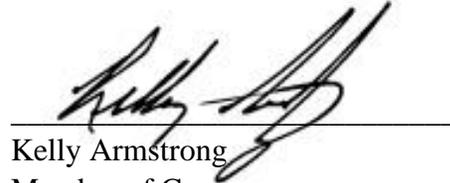
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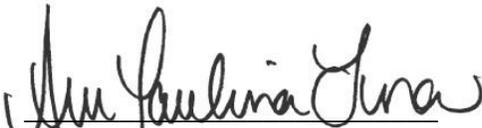
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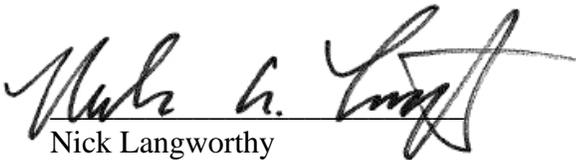
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Nick Langworthy
Member of Congress



Eric Burlison
Member of Congress

The Honorable Christopher Hanson

May 18, 2023

Page 6 of 6

cc: The Honorable Jamie Raskin, Ranking Member
Committee on Oversight and Accountability

The Honorable Robert Garcia, Ranking Member
Subcommittee on National Security, the Border, and Foreign Affairs

The Honorable Kweisi Mfume, Ranking Member
Subcommittee on Government Operations and the Federal Workforce

The Honorable Katie Porter, Ranking Member
Subcommittee on Health Care and Financial Services

Congress of the United States

House of Representatives

COMMITTEE ON OVERSIGHT AND ACCOUNTABILITY

2157 RAYBURN HOUSE OFFICE BUILDING

WASHINGTON, DC 20515-6143

MAJORITY (202) 225-5074
MINORITY (202) 225-5051
<https://oversight.house.gov>

May 18, 2023

The Honorable Julie Su
Secretary
United States Department of Labor
200 Constitution Ave., NW
Washington, DC 20210

Dear Secretary Su:

The House Committee on Oversight and Accountability is conducting oversight over telework and remote work policies and practices at federal agencies. Federal agencies have been authorized to employ maximum telework policies since the beginning of the COVID-19 pandemic.¹ The Biden Administration has allowed agencies to continue levels of telework and remote work that are significantly higher than before the pandemic.² The Administration, however, has not provided current data about the specific amount of telework occurring within federal agencies or across the entire federal workforce.³ Furthermore, it has provided no objective evidence concerning the impact of elevated telework on agency performance – including any deleterious impacts.⁴ We therefore seek information on the level of telework in your agency, how you have tracked its impact on performance, and what that impact has been.

The Office of Management and Budget recently issued guidance to agencies that seeks to improve organizational health and performance.⁵ While the guidance requires agencies to submit updated Work Environment Plans, agencies should have compiled relevant data based on

¹ Office of Personnel Management, CPM 2023-07, Removal of the COVID-19 Governmentwide Operating Status Announcement, (Apr. 18, 2023), *available at* <https://chcoc.gov/sites/default/files/Memorandum%20on%20Removal%20of%20COVID-19%20Operating%20Status%20Announcement.pdf>.

² Michael Schaffer, *D.C. Mayor to Biden: Your Teleworking Employees Are Killing My City*, POLITICO (Jan. 20, 2023).

³ *Oversight of Our Nation's Largest Employer: Reviewing the U.S. Office of Personnel Management: Hearing before H. Comm. On Oversight and Reform*, 118th Cong. 160 (statement of Rep. Burchett, during which OPM Director Ahuja references the Status of Telework in the Federal Government Report to Congress covering FY 2021. This report was issued in December 2022 and represents the most recent data regarding telework in federal agencies.)

⁴ *Id.* (statement of Kiran Ahuja, Director of United States Office of Personnel Management, United States Office of Personnel Management).

⁵ Office of Management and Budget, Executive Office of the President, M-23-15, Measuring, Monitoring, and Improving Organizational Health and Organizational Performance in the Context of Evolving Agency Work Environments (Apr. 13, 2023), *available at* <https://www.whitehouse.gov/wp-content/uploads/2023/04/M-23-15.pdf>.

previous guidance and existing statute.⁶ To date, Biden Administration officials have only referenced the Federal Employee Viewpoint Survey as evidence of the efficacy of expanded teleworking practices.⁷ This self-reported data point cannot be viewed as objective evidence of efficacy, nor should it be the sole basis for determining whether existing telework policies are in the best interest of the American people. In addition, at a recent Committee hearing during which the director of the Office Personnel Management testified, it became clear OPM has failed to compile adequate data to support oversight of agency teleworking, or even to provide basic answers to related questions.⁸

To assist the Committee in conducting oversight of federal telework policies, please provide the following documents and information no later than June 1, 2023:

1. With respect to employees whose primary office location is at the agency's Washington, D.C.-area headquarters:
 - a. How many such employees do you currently have?
 - b. How many are in telework-eligible positions?
 - c. How many have telework agreements in place with the agency?
 - d. Of this number, how many are engaging in telework?
 - e. What is the average number of days that employees with telework agreements telework per week?
2. How many of your agency's employees based in offices located in the Washington, D.C. area have returned to the office on a full-time basis (engage in no regular telework)?
3. What is the average occupancy rate of each of your Washington, D.C.-area office locations on each day of the week?
4. What plans has your agency made to adjust its real estate footprint based on current and future telework plans?

For all agency employees, regardless of official duty station:

⁶ The Telework Enhancement Act of 2010 (the Act), Pub. L. No. 111-292, 124 Stat. 3165. (2010); *see also* Office of Management and Budget, Executive Office of the President, M-21-25, Integrating Planning for A Safe Increased Return of Federal Employees and Contractors to Physical Workplaces with Post-Reentry Personnel Policies and Work Environment (June 10, 2021), *available at* <https://www.whitehouse.gov/wp-content/uploads/2021/06/M-21-25.pdf>.

⁷ *Supra* n.5, at 2.

⁸ *Supra* n.3, (statement of Rep. Grothman; *see also id.* at statement of Rep. Edwards in which both members questioned OPM Director Kiran Ahuja about the number of federal employees teleworking. Director Ahuja was unable to answer basic questions including the number of federal employees currently teleworking, the expected number of federal teleworkers in two years, the cost of supporting telework, nor provide metrics for telework employees' productivity.)

1. OMB Memorandum M-21-25 stated agencies should rely on evidence when making post-reentry personnel policies and work environment decisions.⁹ Describe the evidence your agency utilized to determine how personnel policies and procedures were impacting mission delivery and outcomes. Provide the Committee with documentation of all such evidence and any related assessments used to inform current and future policies.
2. Are all agency workers teleworking only pursuant to written telework agreements? If not, please explain why.
3. Describe the management controls your agency has implemented to ensure workers are either adhering to the provisions of a telework agreement or are otherwise fulfilling their official duties.
4. Provide annual leave and sick leave usage data for employees of your agency for years 2018-2022.
5. Describe any adverse impacts expanded telework and remote work have had on any aspect of agency performance.
6. Describe how your agency is enforcing regulations to ensure workers are reporting to their worksite at least twice per pay period, as required by OMB Memorandum M-21-25.¹⁰
7. Describe how your agency is ensuring employees working under a remote work agreement are paid based on the appropriate locality rate. How many of your agency's employees are paid based on a locality rate that is higher than the locality rate of their duty station?
8. Describe whether teleworking employees possess secure network capacity, communications tools, necessary and secure access to appropriate agency data assets and federal records, and equipment sufficient to enable each such employee to be fully productive.
9. Have any collective bargaining agreements impacted or overridden agency processes or missions due to telework or remote work provisions? Please describe and provide copies of any collective bargaining agreements that include provisions related to telework and remote work.

An attachment to this letter provides additional instructions for responding to the Committee's request. To make arrangements to deliver documents or ask any related follow-up

⁹ Office of Management and Budget, Executive Office of the President, M-21-25, Integrating Planning for A Safe Increased Return of Federal Employees and Contractors to Physical Workplaces with Post-Reentry Personnel Policies and Work Environment, at 7 (June 10, 2021), *available at* <https://www.whitehouse.gov/wp-content/uploads/2021/06/M-21-25.pdf>.

¹⁰ *Id.* at 8.

The Honorable Julie Su

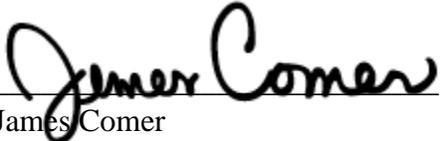
May 18, 2023

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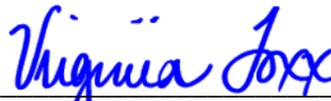
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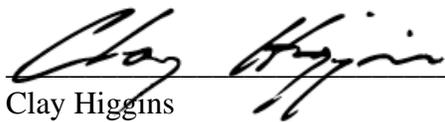
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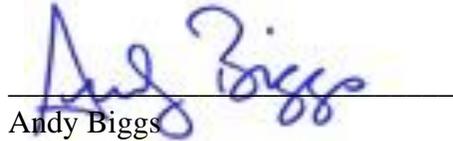
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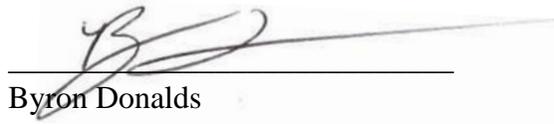
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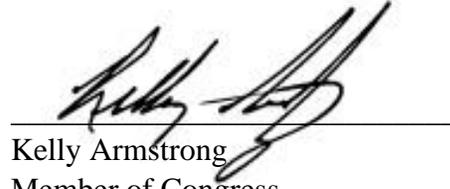
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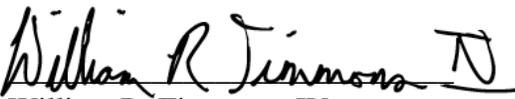
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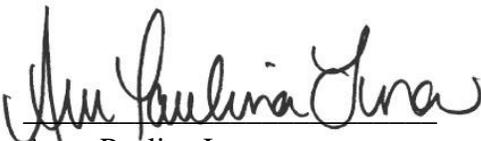
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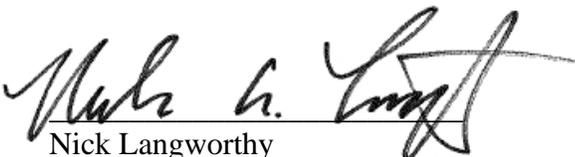
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May 18, 2023

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