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. The Biden Administration has allowed agencies to continue levels of telework and remote work that are significantly higher than before the pandemic. The Administration, however, has not provided current data about the specific amount of telework occurring within federal agencies or across the entire federal workforce. Furthermore, it has provided no objective evidence concerning the impact of elevated telework on agency performance—including any deleterious impacts. 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. While the guidance requires agencies to submit updated Work Environment Plans, agencies should have compiled relevant data based on

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.)
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previous guidance and existing statute. To date, Biden Administration officials have only referenced the Federal Employee Viewpoint Survey as evidence of the efficacy of expanded teleworking practices. 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.

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:

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.


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

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\(^{10}\) Id. at 8.
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
Chairman
Subcommittee on National Security, the Border, and Foreign Affairs

Lisa McClain
Chairwoman
Subcommittee on Health Care and Financial Services

Virginia Foxx
Member of Congress

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Clay Higgins
Member of Congress
The Honorable Bill Nelson
May 18, 2023
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Andy Biggs
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Nick Langworthy
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Eric Burlison
Member of Congress
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
May 18, 2023

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

Dear Secretary Haaland:

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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   a. How many such employees do you currently have?
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   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. 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 

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.  

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 
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8. Describe whether teleworking employees possess secure network capacity, 
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of any collective bargaining agreements that include provisions related to telework and 
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An attachment to this letter provides additional instructions for responding to the 
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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.
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Committee on Oversight and Accountability

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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
May 18, 2023

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

Dear Secretary Fudge:

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.\textsuperscript{6} To date, Biden Administration officials have only referenced the Federal Employee Viewpoint Survey as evidence of the efficacy of expanded teleworking practices.\textsuperscript{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.\textsuperscript{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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\textsuperscript{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.


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.

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Sincerely,

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Committee on Oversight and Accountability

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cc: The Honorable Jamie Raskin, Ranking Member
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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
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. The Biden Administration has allowed agencies to continue levels of telework and remote work that are significantly higher than before the pandemic. The Administration, however, has not provided current data about the specific amount of telework occurring within federal agencies or across the entire federal workforce. Furthermore, it has provided no objective evidence concerning the impact of elevated telework on agency performance – including any deleterious impacts. 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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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)?

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For all agency employees, regardless of official duty station:

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    Subcommittee on Government Operations and the Federal Workforce

    The Honorable Katie Porter, Ranking Member
    Subcommittee on Health Care and Financial Services
May 18, 2023

The Honorable Robin Carnahan
Administrator
General Services Administration
1800 F St., NW
Washington, DC 20405

Dear Administrator Carnahan:

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. The Biden Administration has allowed agencies to continue levels of telework and remote work that are significantly higher than before the pandemic. The Administration, however, has not provided current data about the specific amount of telework occurring within federal agencies or across the entire federal workforce. Furthermore, it has provided no objective evidence concerning the impact of elevated telework on agency performance – including any deleterious impacts. 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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10 Id. at 8.
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
Chairman
Subcommittee on National Security, the Border, and Foreign Affairs

Lisa McClain
Chairwoman
Subcommittee on Health Care and Financial Services

Virginia Foxx
Member of Congress

Gary Palmer
Member of Congress

Clay Higgins
Member of Congress
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
May 18, 2023

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

Dear Chairman Gruenberg:

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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⁴ Id. (statement of Kiran Ahuja, Director of United States Office of Personnel Management, United States Office of Personnel Management).
previous guidance and existing statute. To date, Biden Administration officials have only referenced the Federal Employee Viewpoint Survey as evidence of the efficacy of expanded teleworking practices. 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.

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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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. 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.


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.

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.

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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
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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previous guidance and existing statute.\textsuperscript{6} To date, Biden Administration officials have only referenced the Federal Employee Viewpoint Survey as evidence of the efficacy of expanded teleworking practices.\textsuperscript{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.\textsuperscript{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:

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   a. How many such employees do you currently have?
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   c. How many have telework agreements in place with the agency?
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   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.


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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cc: The Honorable Jamie Raskin, Ranking Member
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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
May 18, 2023

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

Dear Secretary Granholm:

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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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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Committee on Oversight and Accountability

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Chairman  
Subcommittee on Government Operations and the Federal Workforce

Lauren Boebert  
Member of Congress

Glenn Grothman  
Chairman  
Subcommittee on National Security, the Border, and Foreign Affairs

Lisa McClain  
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cc: The Honorable Jamie Raskin, Ranking Member
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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
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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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 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
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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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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¹⁰ Id. at 8.
The Honorable Pete Buttigieg  
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

Lauren Boebert  
Member of Congress

Glenn Grothman  
Chairman  
Subcommittee on National Security, the Border, and Foreign Affairs

Lisa McClain  
Chairwoman  
Subcommittee on Health Care and Financial Services

Virginia Foxx  
Member of Congress

Gary Palmer  
Member of Congress  
Clay Higgins  
Member of Congress
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
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:

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. The Biden Administration has allowed agencies to continue levels of telework and remote work that are significantly higher than before the pandemic. The Administration, however, has not provided current data about the specific amount of telework occurring within federal agencies or across the entire federal workforce. Furthermore, it has provided no objective evidence concerning the impact of elevated telework on agency performance – including any deleterious impacts. 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. 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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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.


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

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cc: The Honorable Jamie Raskin, Ranking Member
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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
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. The Biden Administration has allowed agencies to continue levels of telework and remote work that are significantly higher than before the pandemic. The Administration, however, has not provided current data about the specific amount of telework occurring within federal agencies or across the entire federal workforce. Furthermore, it has provided no objective evidence concerning the impact of elevated telework on agency performance – including any deleterious impacts. 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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   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:


\textsuperscript{7} \textit{Supra} n.5, at 2.

\textsuperscript{8} \textit{Supra} n.3, (statement of Rep. Grothman; \textit{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.)
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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.


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.

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    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
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. The Biden Administration has allowed agencies to continue levels of telework and remote work that are significantly higher than before the pandemic. The Administration, however, has not provided current data about the specific amount of telework occurring within federal agencies or across the entire federal workforce. Furthermore, it has provided no objective evidence concerning the impact of elevated telework on agency performance – including any deleterious impacts. 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. 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:

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   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. 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

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.  

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
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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
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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.

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Page 5 of 6

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Subcommittee on Government Operations and the Federal Workforce

The Honorable Katie Porter, Ranking Member
Subcommittee on Health Care and Financial Services
May 18, 2023

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

Dear Secretary Raimondo:

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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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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    Subcommittee on Government Operations and the Federal Workforce

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


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.  

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

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10 Id. at 8.
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
Chairman
Subcommittee on National Security, the Border, and Foreign Affairs

Lisa McClain
Chairwoman
Subcommittee on Health Care and Financial Services

Virginia Foxx
Member of Congress

Gary Palmer
Member of Congress

Clay Higgins
Member of Congress
Andy Biggs  
Member of Congress

Byron Donalds  
Member of Congress

William R. Timmons, IV  
Member of Congress

Marjorie Taylor Greene  
Member of Congress

Anna Paulina Luna  
Member of Congress

Nick Langworthy  
Member of Congress

Jake LaTurner  
Member of Congress

Kelly Armstrong  
Member of Congress

Tim Burchett  
Member of Congress

Russell Fry  
Member of Congress

Chuck Edwards  
Member of Congress

Eric Burlison  
Member of Congress
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
May 18, 2023

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

Dear Secretary Vilsack:

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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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.)
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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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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.

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

Dear Administrator Power:

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

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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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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.\(^{10}\)

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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, the Border, and Foreign Affairs

Lisa McClain  
Chairwoman  
Subcommittee on Health Care and Financial Services

Virginia Foxx  
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Clay Higgins  
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cc: The Honorable Jamie Raskin, Ranking Member
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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
The Honorable Janet Yellen  
Secretary  
United States Department of the Treasury  
1500 Pennsylvania Ave., NW  
Washington, DC 20220  

Dear Secretary Yellen:

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. The Biden Administration has allowed agencies to continue levels of telework and remote work that are significantly higher than before the pandemic. The Administration, however, has not provided current data about the specific amount of telework occurring within federal agencies or across the entire federal workforce. Furthermore, it has provided no objective evidence concerning the impact of elevated telework on agency performance – including any deleterious impacts. 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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   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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The Honorable Janet Yellen
May 18, 2023
Page 5 of 6

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Subcommittee on Government Operations and the Federal Workforce

The Honorable Katie Porter, Ranking Member
Subcommittee on Health Care and Financial Services
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. The Biden Administration has allowed agencies to continue levels of telework and remote work that are significantly higher than before the pandemic. The Administration, however, has not provided current data about the specific amount of telework occurring within federal agencies or across the entire federal workforce. Furthermore, it has provided no objective evidence concerning the impact of elevated telework on agency performance – including any deleterious impacts. 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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4 Id. (statement of Kiran Ahuja, Director of United States Office of Personnel Management, United States Office of Personnel Management).
To date, Biden Administration officials have only referenced the Federal Employee Viewpoint Survey as evidence of the efficacy of expanded teleworking practices. 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.

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      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
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.

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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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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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2. Are all agency workers teleworking only pursuant to written telework agreements? If not, please explain why.

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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.

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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Committee on Oversight and Accountability

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Chairman
Subcommittee on Government Operations and the Federal Workforce

Lauren Boebert
Member of Congress

Glenn Grothman
Chairman
Subcommittee on National Security, the Border, and Foreign Affairs

Lisa McClain
Chairwoman
Subcommittee on Health Care and Financial Services

Virginia Foxx
Member of Congress

Gary Palmer
Member of Congress

Clay Higgins
Member of Congress
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
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. The Biden Administration has allowed agencies to continue levels of telework and remote work that are significantly higher than before the pandemic. The Administration, however, has not provided current data about the specific amount of telework occurring within federal agencies or across the entire federal workforce. Furthermore, it has provided no objective evidence concerning the impact of elevated telework on agency performance – including any deleterious impacts. 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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May 18, 2023
Page 5 of 6

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Andy Biggs
Member of Congress

Jake LaTurner
Member of Congress

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Byron Donalds
Member of Congress

Kelly Armstrong
Member of Congress

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William R. Timmons, IV
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Tim Burchett
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Marjorie Taylor Greene
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Russell Fry
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Anna Paulina Luna
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Chuck Edwards
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Nick Langworthy
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Eric Burlison
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    Subcommittee on Government Operations and the Federal Workforce

    The Honorable Katie Porter, Ranking Member
    Subcommittee on Health Care and Financial Services
May 18, 2023

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

Dear Director Ahuja:

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     Subcommittee on Health Care and Financial Services
The Honorable Sethuraman Panchanathan
Director
National Science Foundation
2415 Eisenhower Ave.
Alexandria, VA 22314

Dear Director Panchanathan:

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    Subcommittee on Health Care and Financial Services
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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Marjorie Taylor Greene
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Russell Fry
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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
May 18, 2023

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

Dear Acting Secretary Su:

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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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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. 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.


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.

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

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10 Id. at 8.
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
Chairman
Subcommittee on National Security, the Border, and Foreign Affairs

Lisa McClain
Chairwoman
Subcommittee on Health Care and Financial Services

Virginia Foxx
Member of Congress

Gary Palmer
Member of Congress

Clay Higgins
Member of Congress
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