

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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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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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

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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.

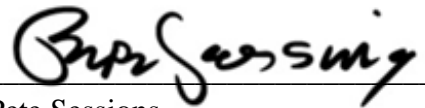
Sincerely,



James Comer

Chairman

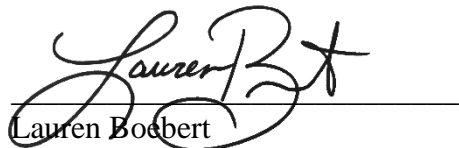
Committee on Oversight and Accountability



Pete Sessions

Chairman

Subcommittee on Government Operations
and the Federal Workforce



Lauren Boebert

Member of Congress



Glenn Grothman

Chairman

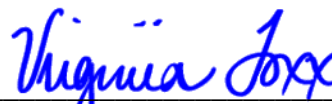
Subcommittee on National Security,
the Border, and Foreign Affairs



Lisa McClain


Chairwoman

Subcommittee on Health Care and
Financial Services



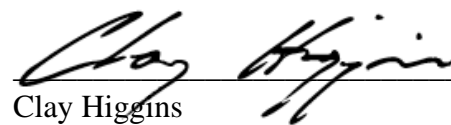
Virginia Foxx

Member of Congress



Gary Palmer

Member of Congress



Clay Higgins

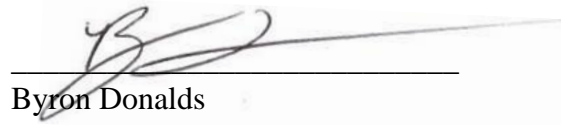
Member of Congress



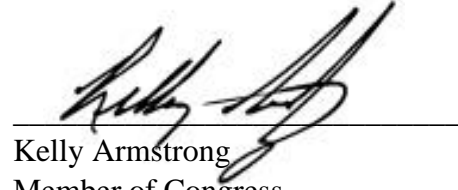
Andy Biggs
Member of Congress



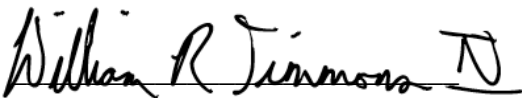
Jake LaTurner
Member of Congress



Byron Donalds
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Kelly Armstrong
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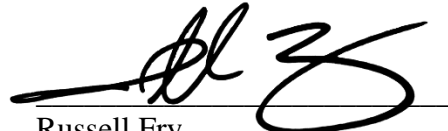
William R. Timmons, IV
Member of Congress



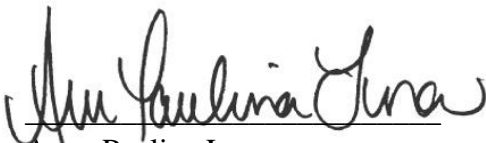
Tim Burchett
Member of Congress



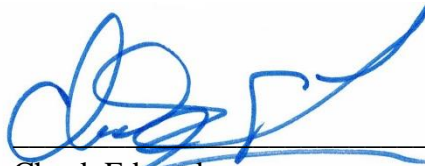
Marjorie Taylor Greene
Member of Congress



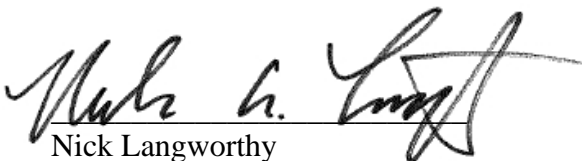
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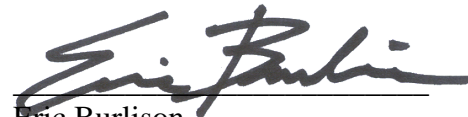
Anna Paulina Luna
Member of Congress



Chuck Edwards
Member of Congress



Nick Langworthy
Member of Congress



Eric Burlison
Member of Congress

The Honorable Bill Nelson

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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May 18, 2023

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

Dear Secretary Haaland:

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The Honorable Debra Haaland

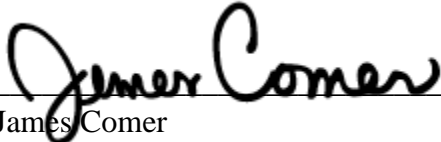
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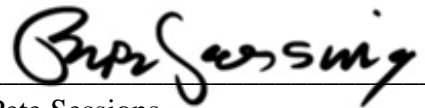
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James Comer

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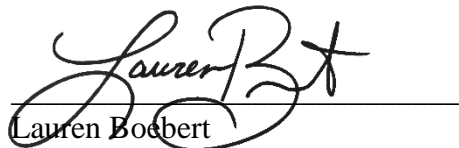
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Subcommittee on Government Operations
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Lauren Boebert

Member of Congress



Glenn Grothman

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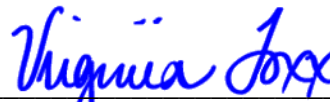
Subcommittee on National Security,
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Lisa McClain


Chairwoman

Subcommittee on Health Care and
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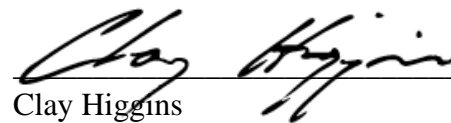
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Gary Palmer

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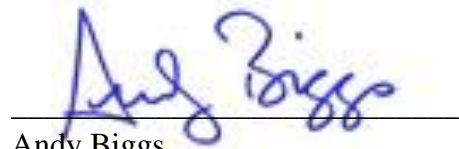
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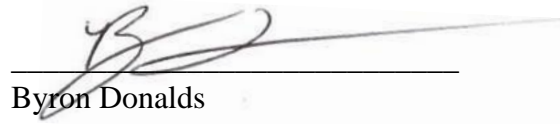
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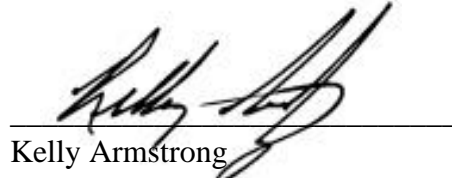
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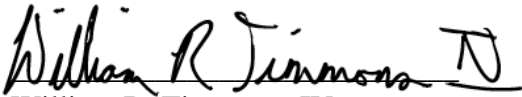
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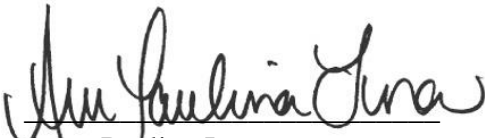
Tim Burchett
Member of Congress



Marjorie Taylor Greene
Member of Congress



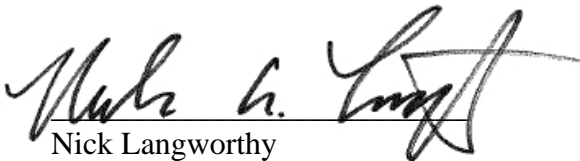
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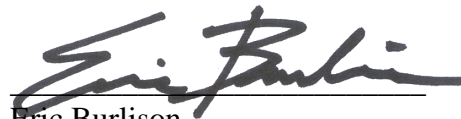
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cc: The Honorable Jamie Raskin, Ranking Member
Committee on Oversight and Accountability

The Honorable Debra Haaland

May 18, 2023

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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:

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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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¹⁰ *Id.* at 8.

The Honorable Marcia Fudge

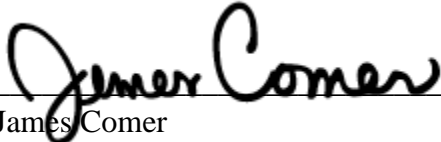
May 18, 2023

Page 4 of 6

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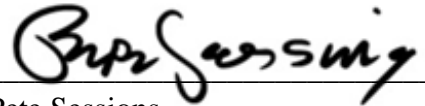
Sincerely,



James Comer

Chairman

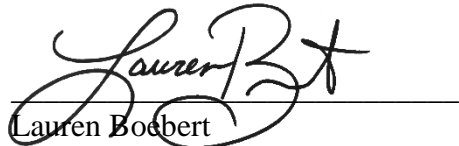
Committee on Oversight and Accountability



Pete Sessions

Chairman

Subcommittee on Government Operations
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Lauren Boebert

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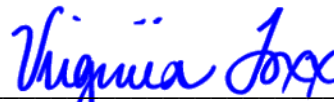
Subcommittee on National Security,
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Lisa McClain

Chairwoman

Subcommittee on Health Care and
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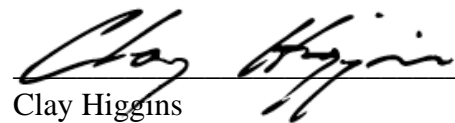
Virginia Foxx

Member of Congress



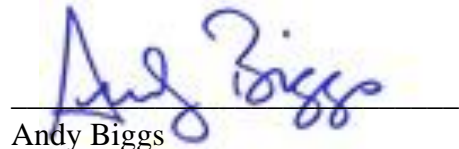
Gary Palmer

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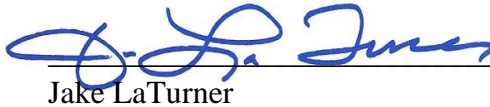


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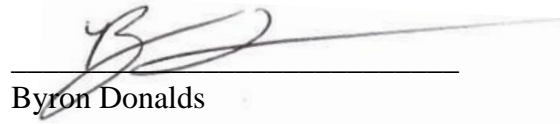
Member of Congress



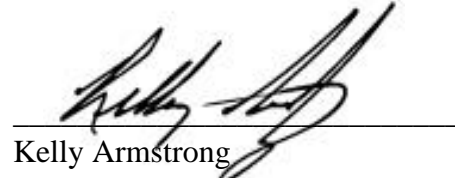
Andy Biggs
Member of Congress



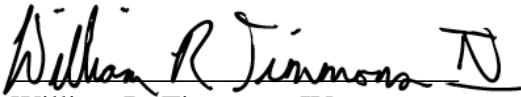
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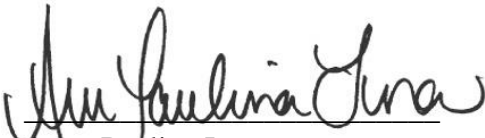
Tim Burchett
Member of Congress



Marjorie Taylor Greene
Member of Congress



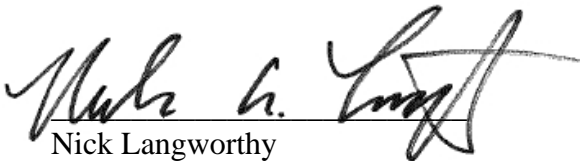
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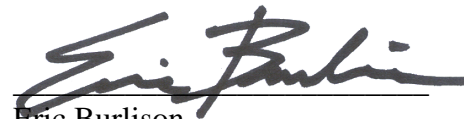
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Nick Langworthy
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Eric Burlison
Member of Congress

The Honorable Marcia Fudge

May 18, 2023

Page 6 of 6

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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
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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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.)

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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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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

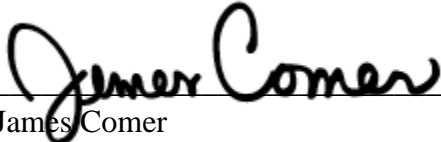
May 18, 2023

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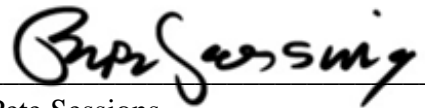
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James Comer

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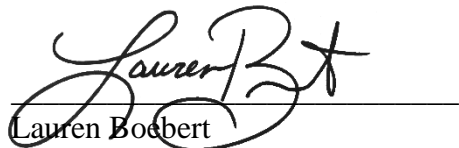
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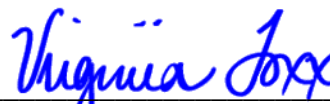
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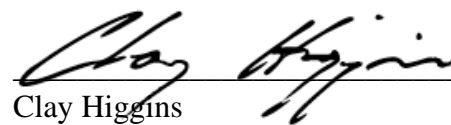
Virginia Foxx

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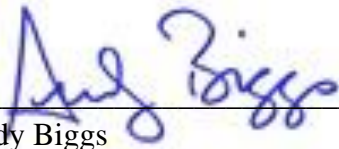
Gary Palmer

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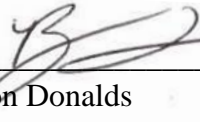
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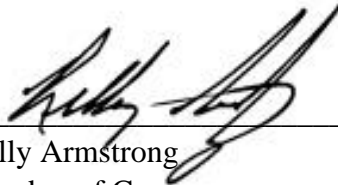
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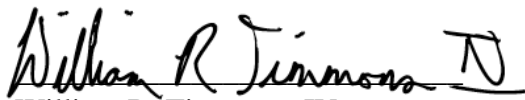
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Byron Donalds
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Kelly Armstrong
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William R. Timmons, IV
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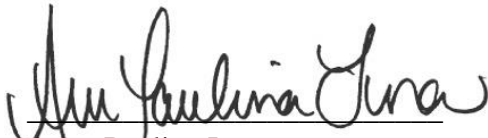
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Marjorie Taylor Greene
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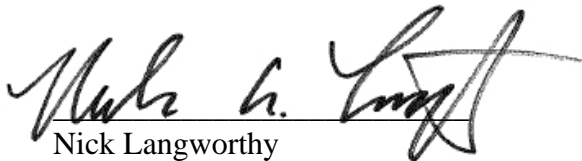
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Member of Congress



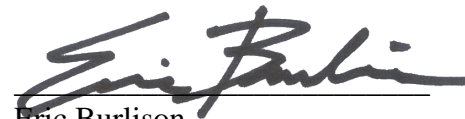
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Eric Burlison
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The Honorable Xavier Becerra

May 18, 2023

Page 6 of 6

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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

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Congress of the United States

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COMMITTEE ON OVERSIGHT AND ACCOUNTABILITY

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May 18, 2023

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

Dear Administrator Carnahan:

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The Honorable Robin Carnahan

May 18, 2023

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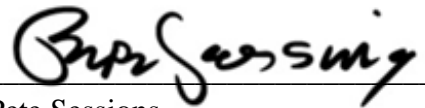
Sincerely,



James Comer

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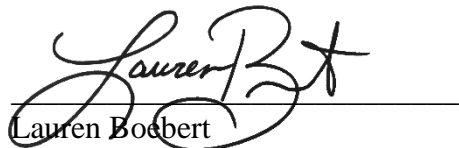
Committee on Oversight and Accountability



Pete Sessions

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Subcommittee on Government Operations
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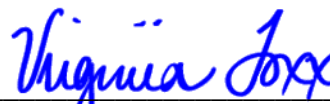
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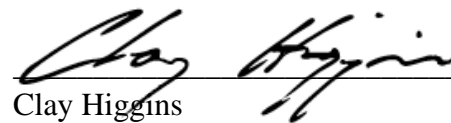
Virginia Foxx

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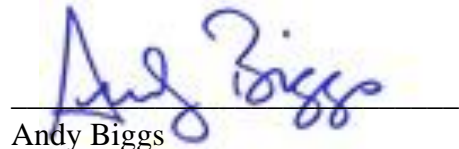
Gary Palmer

Member of Congress

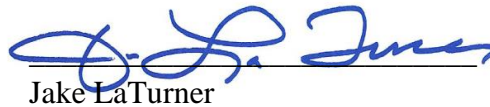


Clay Higgins

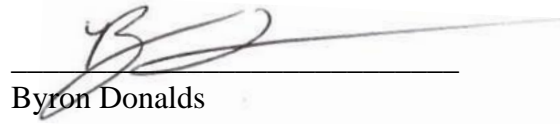
Member of Congress



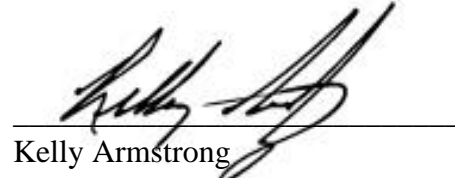
Andy Biggs
Member of Congress



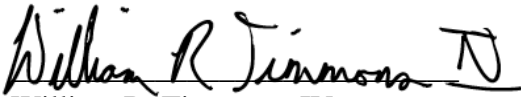
Jake LaTurner
Member of Congress



Byron Donalds
Member of Congress



Kelly Armstrong
Member of Congress



William R. Timmons, IV
Member of Congress



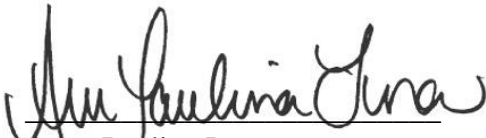
Tim Burchett
Member of Congress



Marjorie Taylor Greene
Member of Congress



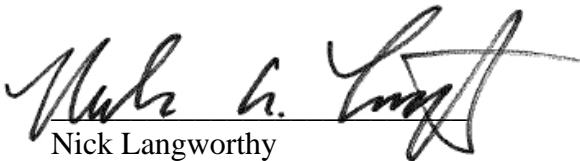
Russell Fry
Member of Congress



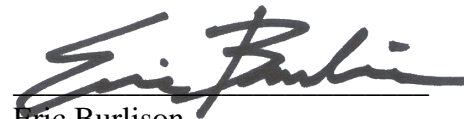
Anna Paulina Luna
Member of Congress



Chuck Edwards
Member of Congress



Nick Langworthy
Member of Congress



Eric Burlison
Member of Congress

The Honorable Robin Carnahan

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 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

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 Martin Gruenberg

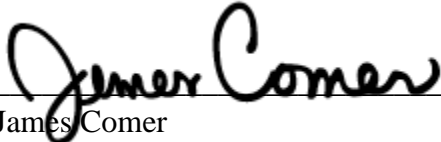
May 18, 2023

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.

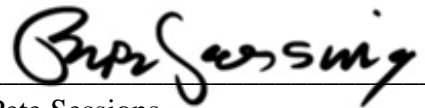
Sincerely,



James Comer

Chairman

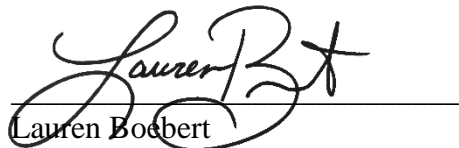
Committee on Oversight and Accountability



Pete Sessions

Chairman

Subcommittee on Government Operations
and the Federal Workforce



Lauren Boebert

Member of Congress



Glenn Grothman

Chairman

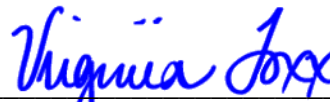
Subcommittee on National Security,
the Border, and Foreign Affairs



Lisa McClain


Chairwoman

Subcommittee on Health Care and
Financial Services



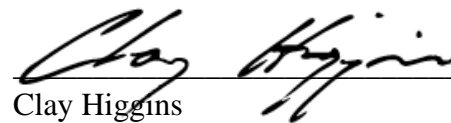
Virginia Foxx

Member of Congress



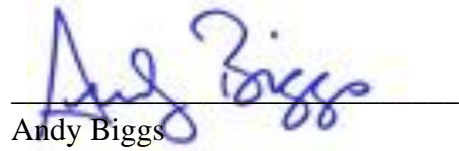
Gary Palmer

Member of Congress



Clay Higgins

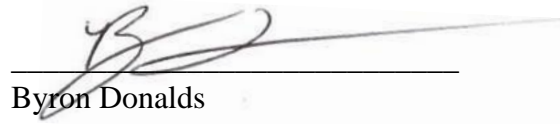
Member of Congress



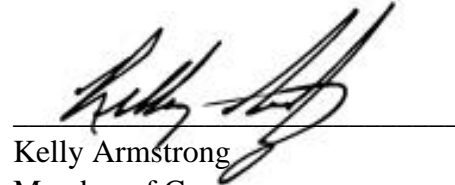
Andy Biggs
Member of Congress



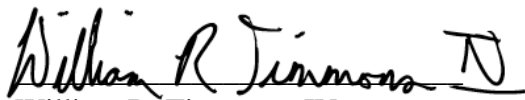
Jake LaTurner
Member of Congress



Byron Donalds
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Kelly Armstrong
Member of Congress



William R. Timmons, IV
Member of Congress



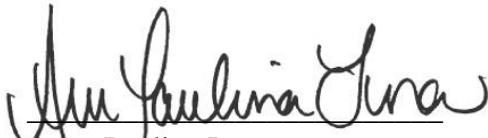
Tim Burchett
Member of Congress



Marjorie Taylor Greene
Member of Congress



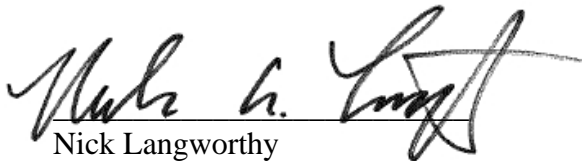
Russell Fry
Member of Congress



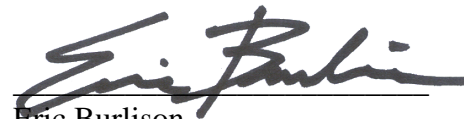
Anna Paulina Luna
Member of Congress



Chuck Edwards
Member of Congress



Nick Langworthy
Member of Congress



Eric Burlison
Member of Congress

The Honorable Martin Gruenberg

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

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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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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:

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 - a. How many such employees do you currently have?
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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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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 Michael Regan

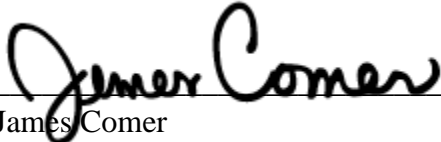
May 18, 2023

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.

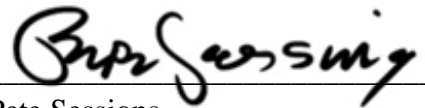
Sincerely,



James Comer

Chairman

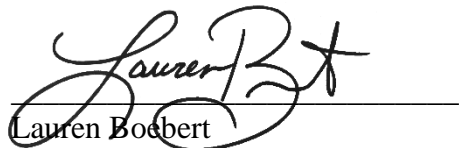
Committee on Oversight and Accountability



Pete Sessions

Chairman

Subcommittee on Government Operations
and the Federal Workforce



Lauren Boebert

Member of Congress



Glenn Grothman

Chairman

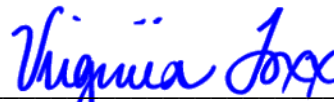
Subcommittee on National Security,
the Border, and Foreign Affairs



Lisa McClain


Chairwoman

Subcommittee on Health Care and
Financial Services



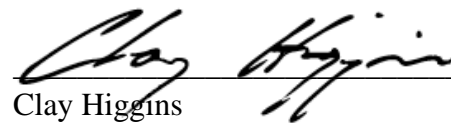
Virginia Foxx

Member of Congress



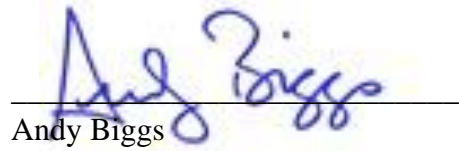
Gary Palmer

Member of Congress



Clay Higgins

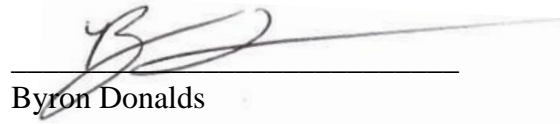
Member of Congress

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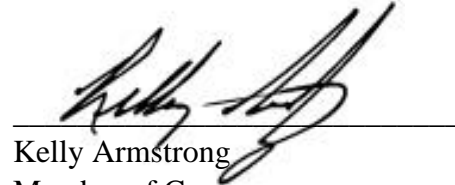
Andy Biggs
Member of Congress

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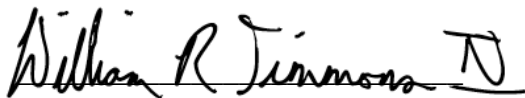
Jake LaTurner
Member of Congress

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Byron Donalds
Member of Congress

A handwritten signature in black ink, appearing to read "Kelly Armstrong", written over a horizontal line.

Kelly Armstrong
Member of Congress

A handwritten signature in black ink, appearing to read "William R. Timmons IV", written over a horizontal line.

William R. Timmons, IV
Member of Congress

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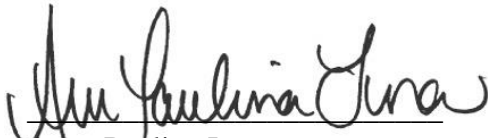
Tim Burchett
Member of Congress

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Marjorie Taylor Greene
Member of Congress

A handwritten signature in black ink, appearing to read "Russell Fry", written over a horizontal line.

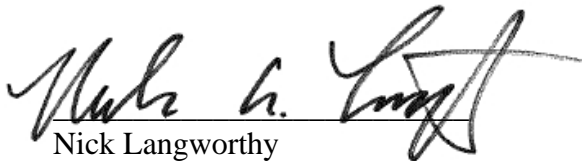
Russell Fry
Member of Congress

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Anna Paulina Luna
Member of Congress

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Chuck Edwards
Member of Congress

A handwritten signature in black ink, appearing to read "Nick Langworthy", written over a horizontal line.

Nick Langworthy
Member of Congress

A handwritten signature in black ink, appearing to read "Eric Burlison", written over a horizontal line.

Eric Burlison
Member of Congress

The Honorable Michael Regan

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 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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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?
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 Jennifer Granholm

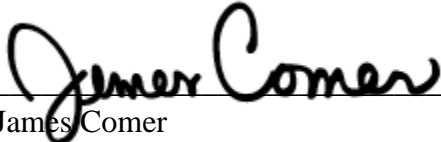
May 18, 2023

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.

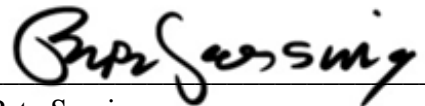
Sincerely,



James Comer

Chairman

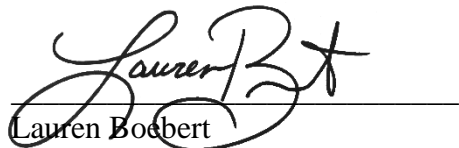
Committee on Oversight and Accountability



Pete Sessions

Chairman

Subcommittee on Government Operations
and the Federal Workforce



Lauren Boebert

Member of Congress



Glenn Grothman

Chairman

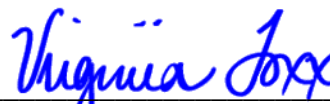
Subcommittee on National Security,
the Border, and Foreign Affairs



Lisa McClain


Chairwoman

Subcommittee on Health Care and
Financial Services



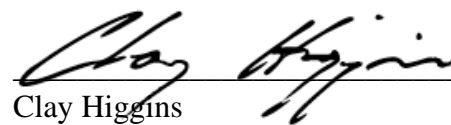
Virginia Foxx

Member of Congress



Gary Palmer

Member of Congress

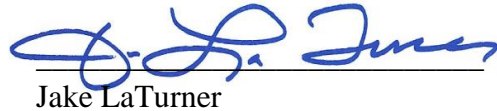


Clay Higgins

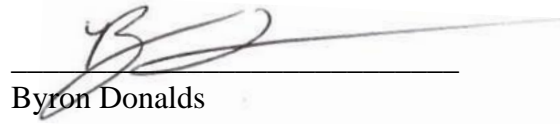
Member of Congress

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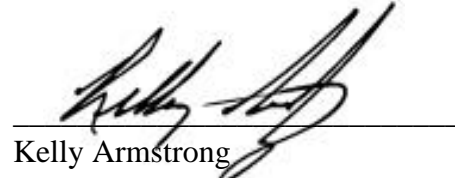
Andy Biggs
Member of Congress

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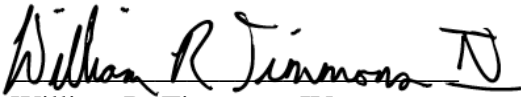
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Member of Congress

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Byron Donalds
Member of Congress

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Member of Congress

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Member of Congress

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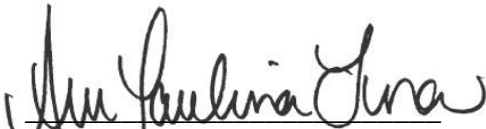
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Member of Congress

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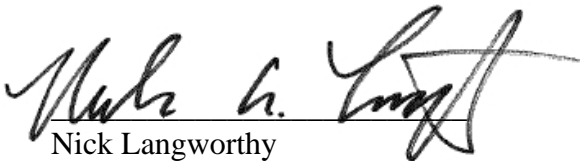
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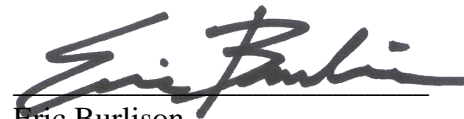
Anna Paulina Luna
Member of Congress

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Nick Langworthy
Member of Congress

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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.

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The Honorable Miguel Cardona

May 18, 2023

Page 4 of 6

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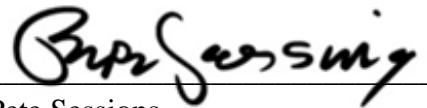
Sincerely,



James Comer

Chairman

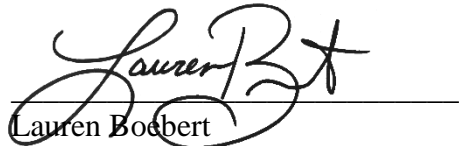
Committee on Oversight and Accountability



Pete Sessions

Chairman

Subcommittee on Government Operations
and the Federal Workforce



Lauren Boebert

Member of Congress



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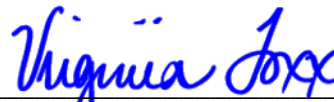
Subcommittee on National Security,
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Lisa McClain


Chairwoman

Subcommittee on Health Care and
Financial Services



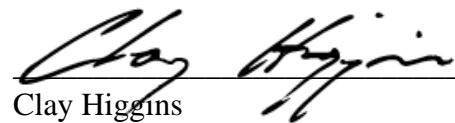
Virginia Foxx

Member of Congress



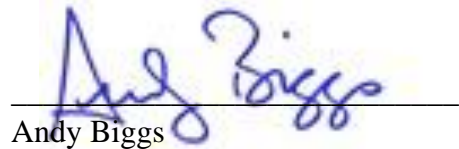
Gary Palmer

Member of Congress



Clay Higgins

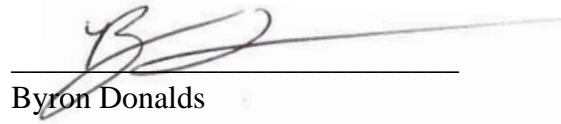
Member of Congress

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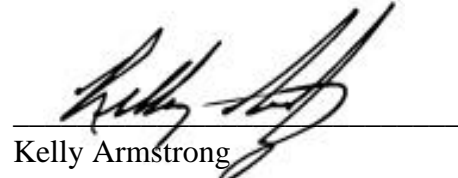
Andy Biggs
Member of Congress

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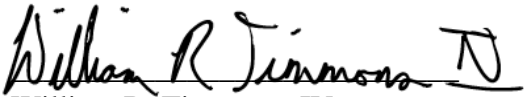
Jake LaTurner
Member of Congress

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Byron Donalds
Member of Congress

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Member of Congress

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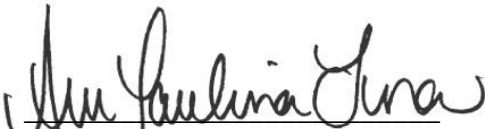
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Marjorie Taylor Greene
Member of Congress

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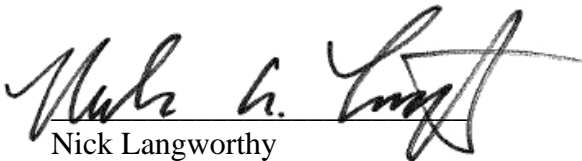
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Nick Langworthy
Member of Congress

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Eric Burlison
Member of Congress

The Honorable Miguel Cardona

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
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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 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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⁷ *Supra* n.5, at 2.

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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 Pete Buttigieg

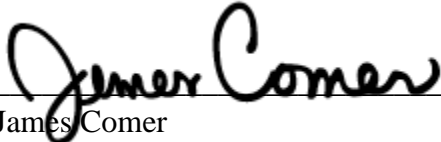
May 18, 2023

Page 4 of 6

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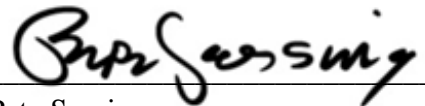
Sincerely,



James Comer

Chairman

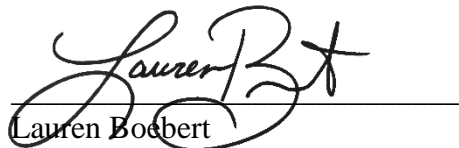
Committee on Oversight and Accountability



Pete Sessions

Chairman

Subcommittee on Government Operations
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Member of Congress



Glenn Grothman

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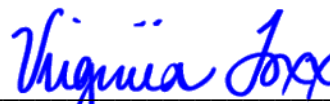
Subcommittee on National Security,
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Lisa McClain


Chairwoman

Subcommittee on Health Care and
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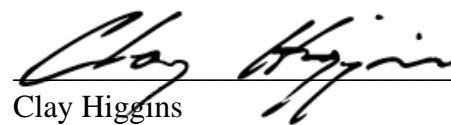
Virginia Foxx

Member of Congress



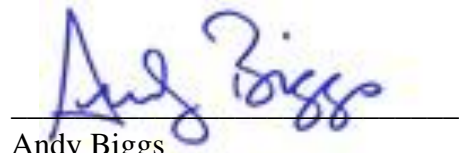
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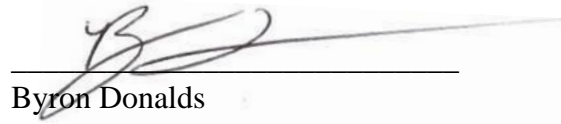
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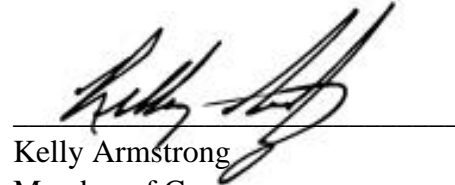
Andy Biggs
Member of Congress



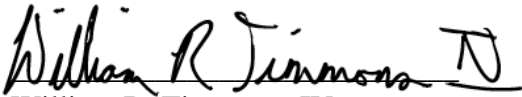
Jake LaTurner
Member of Congress



Byron Donalds
Member of Congress



Kelly Armstrong
Member of Congress



William R. Timmons, IV
Member of Congress



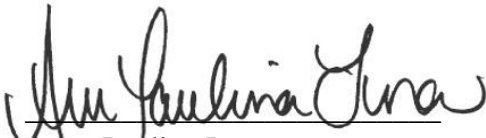
Tim Burchett
Member of Congress



Marjorie Taylor Greene
Member of Congress



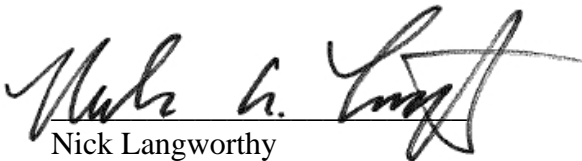
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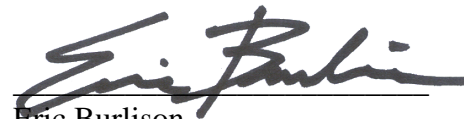
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Member of Congress



Chuck Edwards
Member of Congress



Nick Langworthy
Member of Congress



Eric Burlison
Member of Congress

The Honorable Pete Buttigieg

May 18, 2023

Page 6 of 6

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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

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 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.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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The Honorable Merrick Garland

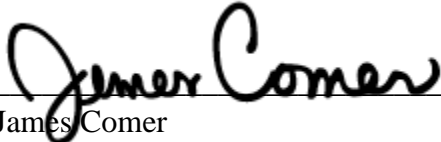
May 18, 2023

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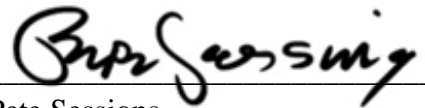
Sincerely,



James Comer

Chairman

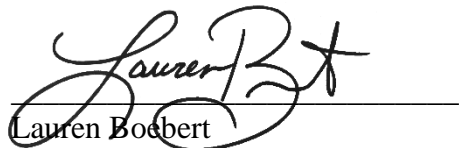
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Pete Sessions

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Subcommittee on Government Operations
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Lauren Boebert

Member of Congress



Glenn Grothman

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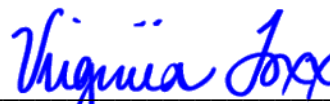
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Lisa McClain


Chairwoman

Subcommittee on Health Care and
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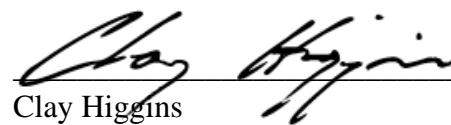
Virginia Foxx

Member of Congress



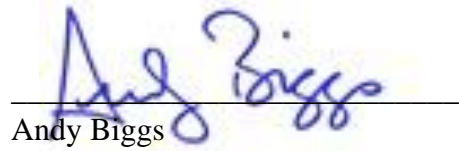
Gary Palmer

Member of Congress



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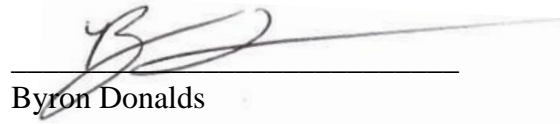
Member of Congress

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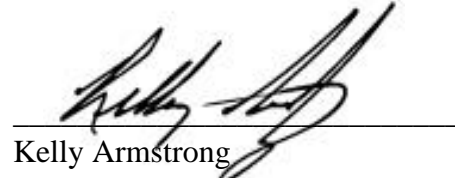
Andy Biggs
Member of Congress

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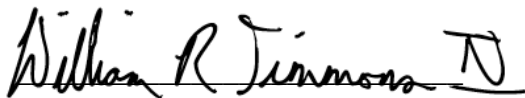
Jake LaTurner
Member of Congress

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Byron Donalds
Member of Congress

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Kelly Armstrong
Member of Congress

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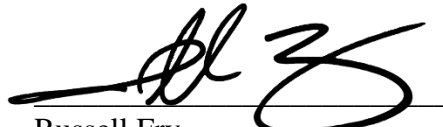
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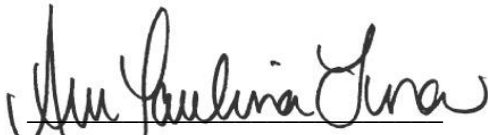
Tim Burchett
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Marjorie Taylor Greene
Member of Congress

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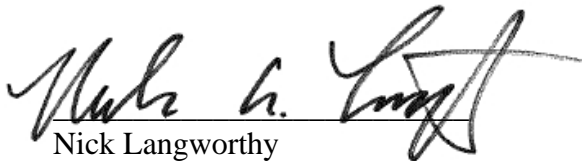
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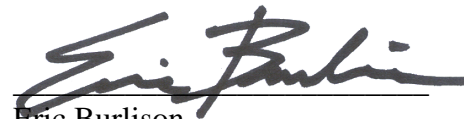
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Member of Congress

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Chuck Edwards
Member of Congress

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Nick Langworthy
Member of Congress

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Eric Burlison
Member of Congress

The Honorable Merrick Garland

May 18, 2023

Page 6 of 6

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The Honorable Robert Garcia, Ranking Member
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Congress of the United States

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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:

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The Honorable Lloyd Austin

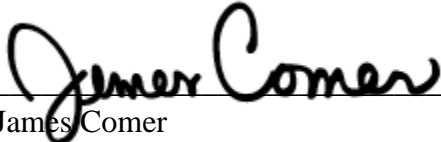
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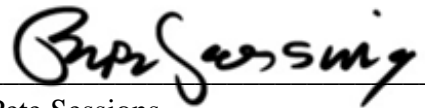
Sincerely,



James Comer

Chairman

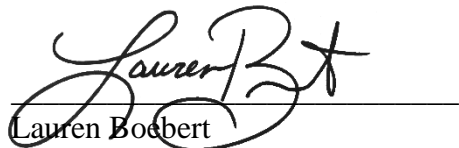
Committee on Oversight and Accountability



Pete Sessions

Chairman

Subcommittee on Government Operations
and the Federal Workforce



Lauren Boebert

Member of Congress



Glenn Grothman

Chairman

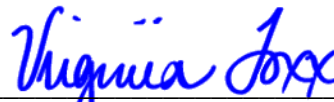
Subcommittee on National Security,
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Lisa McClain


Chairwoman

Subcommittee on Health Care and
Financial Services



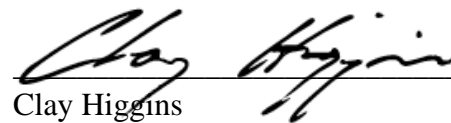
Virginia Foxx

Member of Congress



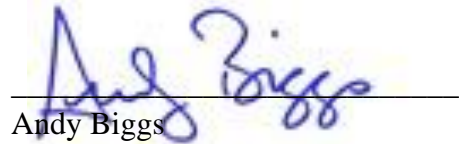
Gary Palmer

Member of Congress

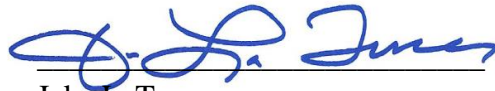


Clay Higgins

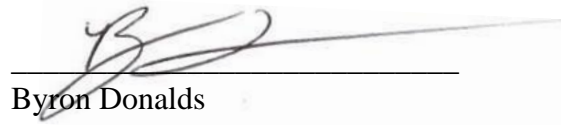
Member of Congress



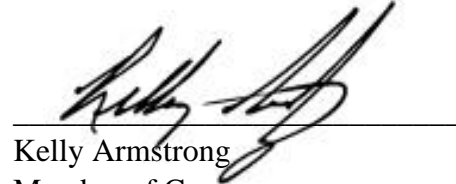
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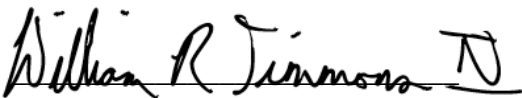
Jake LaTurner
Member of Congress



Byron Donalds
Member of Congress



Kelly Armstrong
Member of Congress



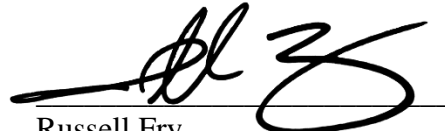
William R. Timmons, IV
Member of Congress



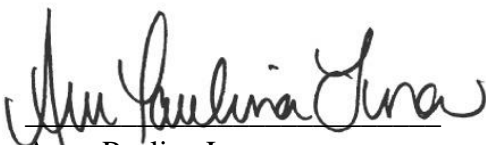
Tim Burchett
Member of Congress



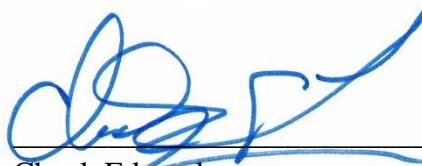
Marjorie Taylor Greene
Member of Congress



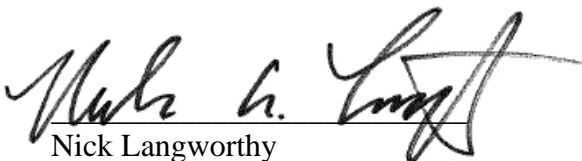
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Member of Congress



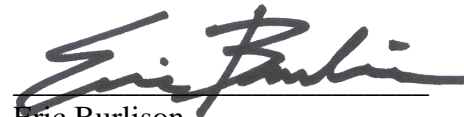
Anna Paulina Luna
Member of Congress



Chuck Edwards
Member of Congress



Nick Langworthy
Member of Congress



Eric Burlison
Member of Congress

The Honorable Lloyd Austin

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 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.

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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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 Alejandro Mayorkas

May 18, 2023

Page 4 of 6

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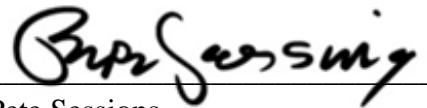
Sincerely,



James Comer

Chairman

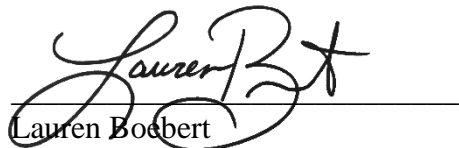
Committee on Oversight and Accountability



Pete Sessions

Chairman

Subcommittee on Government Operations
and the Federal Workforce



Lauren Boebert

Member of Congress



Glenn Grothman

Chairman

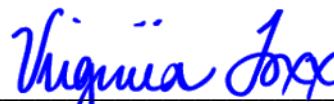
Subcommittee on National Security,
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Lisa McClain


Chairwoman

Subcommittee on Health Care and
Financial Services



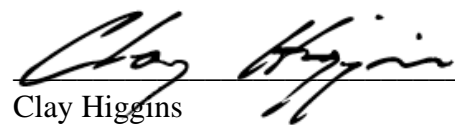
Virginia Foxx

Member of Congress



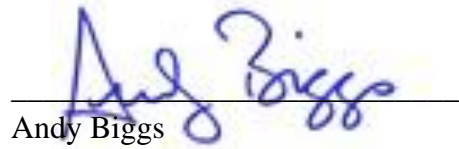
Gary Palmer

Member of Congress

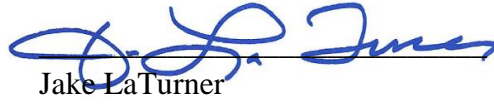


Clay Higgins

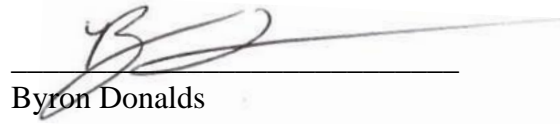
Member of Congress

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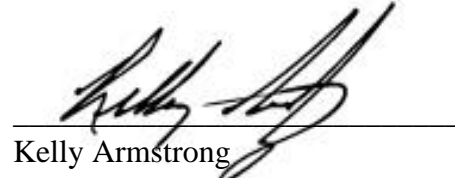
Andy Biggs
Member of Congress

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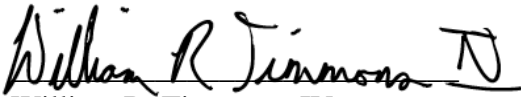
Jake LaTurner
Member of Congress

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Byron Donalds
Member of Congress

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Kelly Armstrong
Member of Congress

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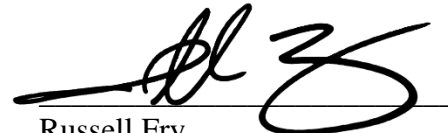
William R. Timmons, IV
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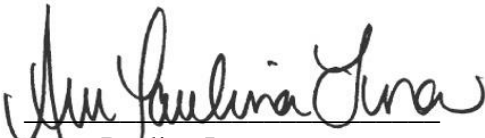
Tim Burchett
Member of Congress

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Marjorie Taylor Greene
Member of Congress

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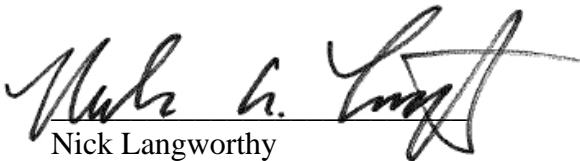
Russell Fry
Member of Congress

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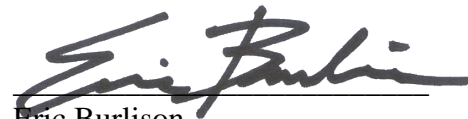
Anna Paulina Luna
Member of Congress

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Chuck Edwards
Member of Congress

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Nick Langworthy
Member of Congress

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Eric Burlison
Member of Congress

The Honorable Alejandro Mayorkas

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
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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 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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The Honorable Gina Raimondo

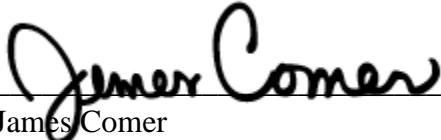
May 18, 2023

Page 4 of 6

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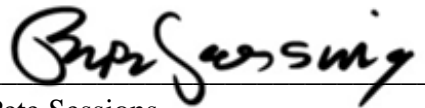
Sincerely,



James Comer

Chairman

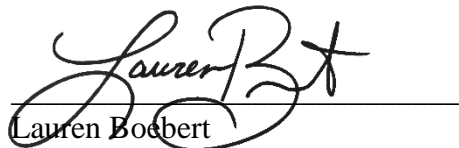
Committee on Oversight and Accountability



Pete Sessions

Chairman

Subcommittee on Government Operations
and the Federal Workforce



Lauren Boebert

Member of Congress



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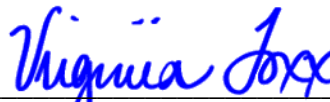
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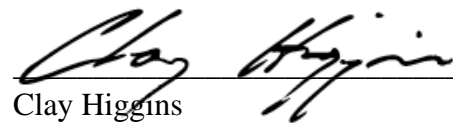
Virginia Foxx

Member of Congress



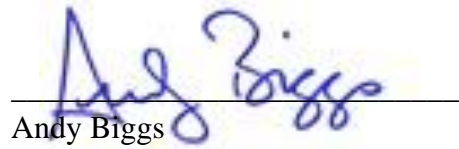
Gary Palmer

Member of Congress

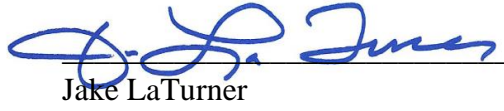


Clay Higgins

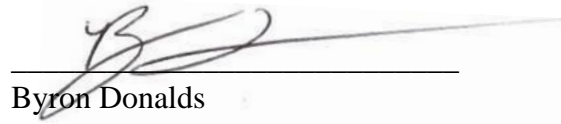
Member of Congress



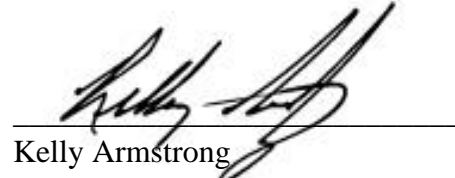
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Member of Congress



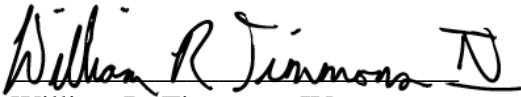
Jake LaTurner
Member of Congress



Byron Donalds
Member of Congress



Kelly Armstrong
Member of Congress



William R. Timmons, IV
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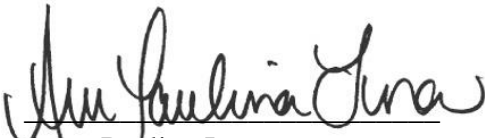
Tim Burchett
Member of Congress



Marjorie Taylor Greene
Member of Congress



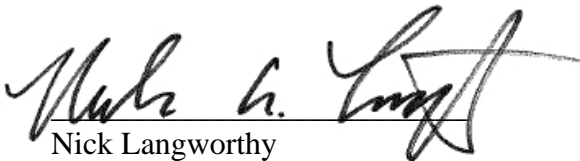
Russell Fry
Member of Congress



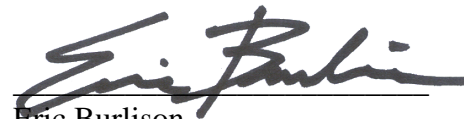
Anna Paulina Luna
Member of Congress



Chuck Edwards
Member of Congress



Nick Langworthy
Member of Congress



Eric Burlison
Member of Congress

The Honorable Gina Raimondo

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 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.

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 Denis McDonough

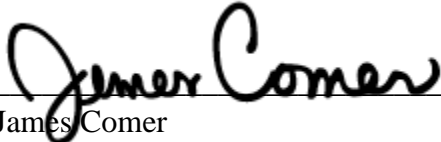
May 18, 2023

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.

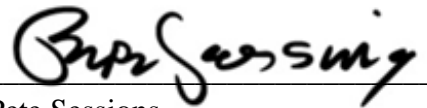
Sincerely,



James Comer

Chairman

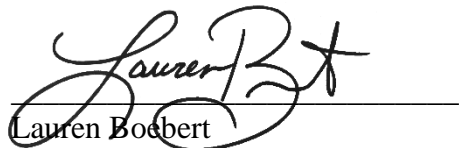
Committee on Oversight and Accountability



Pete Sessions

Chairman

Subcommittee on Government Operations
and the Federal Workforce



Lauren Boebert

Member of Congress



Glenn Grothman

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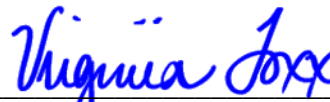
Subcommittee on National Security,
the Border, and Foreign Affairs



Lisa McClain


Chairwoman

Subcommittee on Health Care and
Financial Services



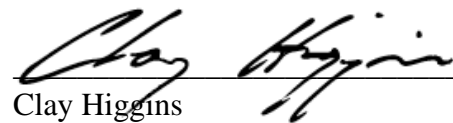
Virginia Foxx

Member of Congress



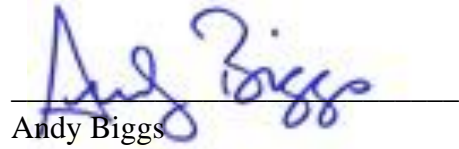
Gary Palmer

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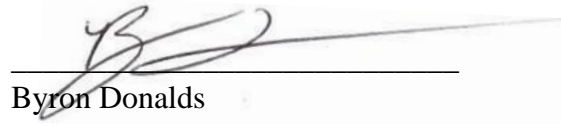
Member of Congress

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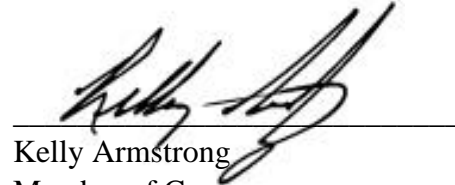
Andy Biggs
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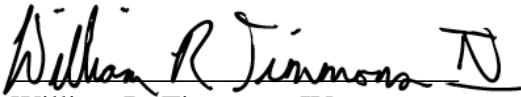
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Byron Donalds
Member of Congress

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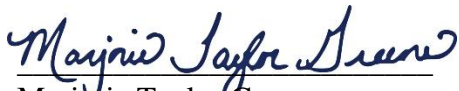
Kelly Armstrong
Member of Congress

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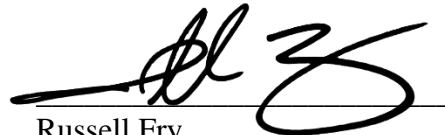
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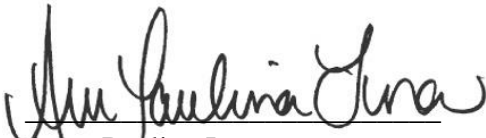
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Marjorie Taylor Greene
Member of Congress

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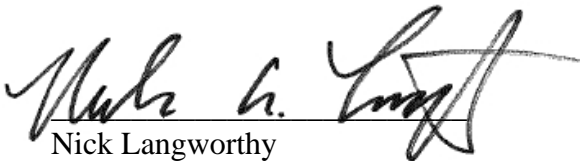
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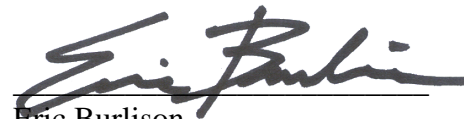
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Nick Langworthy
Member of Congress

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Eric Burlison
Member of Congress

The Honorable Denis McDonough

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 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.

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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 Thomas Vilsack

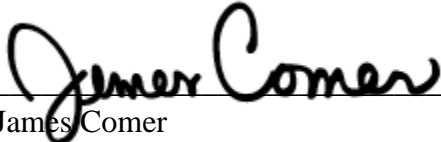
May 18, 2023

Page 4 of 6

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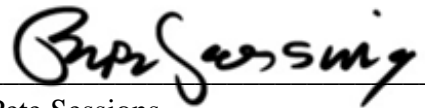
Sincerely,



James Comer

Chairman

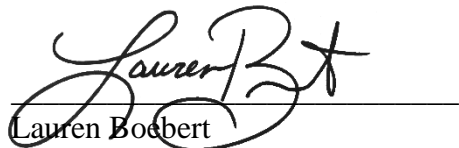
Committee on Oversight and Accountability



Pete Sessions

Chairman

Subcommittee on Government Operations
and the Federal Workforce



Lauren Boebert

Member of Congress



Glenn Grothman

Chairman

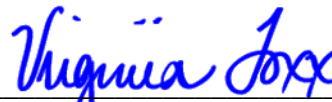
Subcommittee on National Security,
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Lisa McClain


Chairwoman

Subcommittee on Health Care and
Financial Services



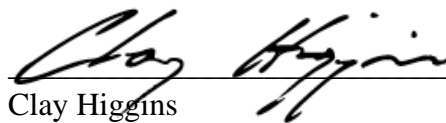
Virginia Foxx

Member of Congress



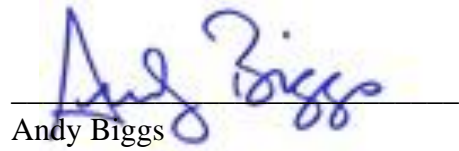
Gary Palmer

Member of Congress

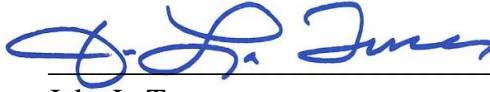


Clay Higgins

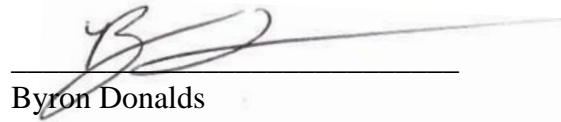
Member of Congress

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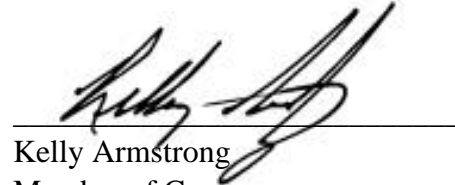
Andy Biggs
Member of Congress

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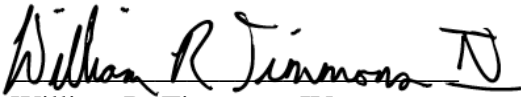
Jake LaTurner
Member of Congress

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Byron Donalds
Member of Congress

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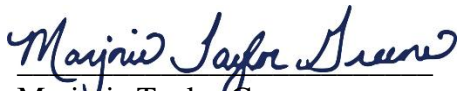
Kelly Armstrong
Member of Congress

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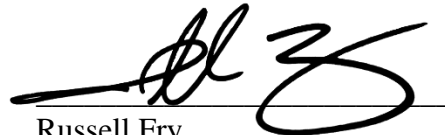
William R. Timmons, IV
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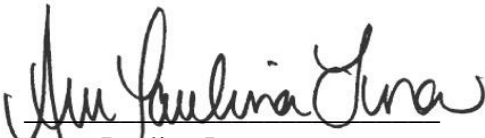
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Marjorie Taylor Greene
Member of Congress

A handwritten signature in black ink, appearing to read "Russell Fry", written over a horizontal line.

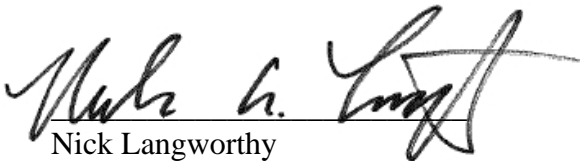
Russell Fry
Member of Congress

A handwritten signature in black ink, appearing to read "Anna Paulina Luna", written over a horizontal line.

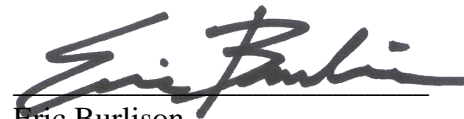
Anna Paulina Luna
Member of Congress

A handwritten signature in blue ink, appearing to read "Chuck Edwards", written over a horizontal line.

Chuck Edwards
Member of Congress

A handwritten signature in black ink, appearing to read "Nick Langworthy", written over a horizontal line.

Nick Langworthy
Member of Congress

A handwritten signature in black ink, appearing to read "Eric Burlison", written over a horizontal line.

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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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>.

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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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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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¹⁰ *Id.* at 8.

The Honorable Samantha Power

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.

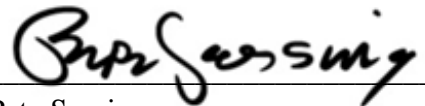
Sincerely,



James Comer

Chairman

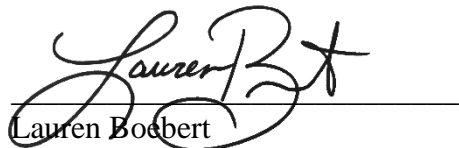
Committee on Oversight and Accountability



Pete Sessions

Chairman

Subcommittee on Government Operations
and the Federal Workforce



Lauren Boebert

Member of Congress



Glenn Grothman

Chairman

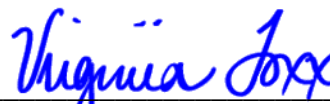
Subcommittee on National Security,
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Lisa McClain


Chairwoman

Subcommittee on Health Care and
Financial Services



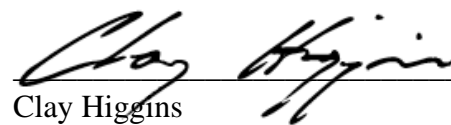
Virginia Foxx

Member of Congress



Gary Palmer

Member of Congress



Clay Higgins

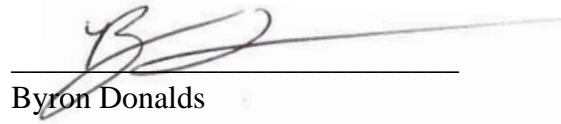
Member of Congress



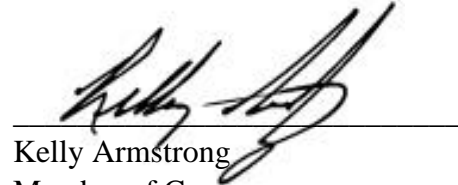
Andy Biggs
Member of Congress



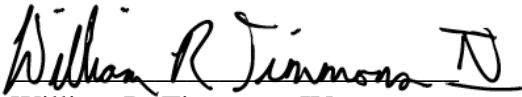
Jake LaTurner
Member of Congress



Byron Donalds
Member of Congress



Kelly Armstrong
Member of Congress



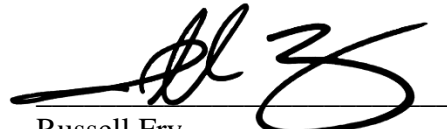
William R. Timmons, IV
Member of Congress



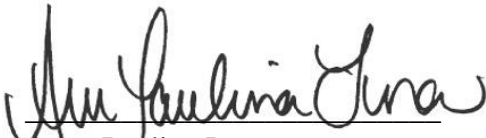
Tim Burchett
Member of Congress



Marjorie Taylor Greene
Member of Congress



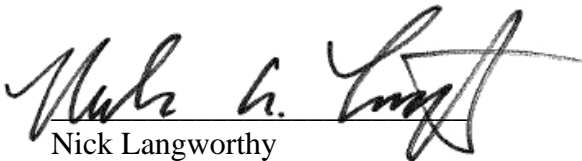
Russell Fry
Member of Congress



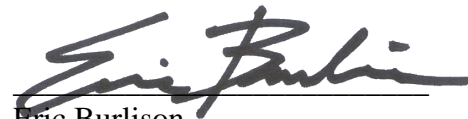
Anna Paulina Luna
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Chuck Edwards
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Nick Langworthy
Member of Congress



Eric Burlison
Member of Congress

The Honorable Samantha Power

May 18, 2023

Page 6 of 6

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

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Congress of the United States

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COMMITTEE ON OVERSIGHT AND ACCOUNTABILITY

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MAJORITY (202) 225-5074
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<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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The Honorable Janet Yellen

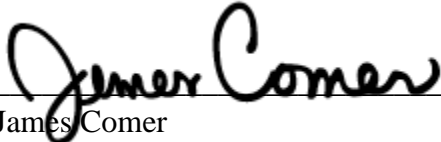
May 18, 2023

Page 4 of 6

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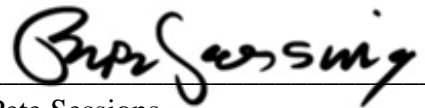
Sincerely,



James Comer

Chairman

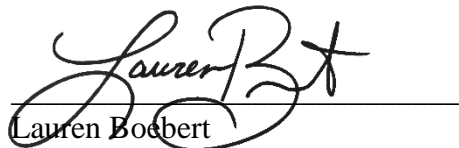
Committee on Oversight and Accountability



Pete Sessions

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Subcommittee on Government Operations
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Lauren Boebert

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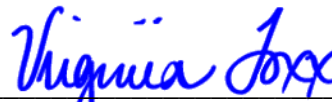
Subcommittee on National Security,
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Lisa McClain


Chairwoman

Subcommittee on Health Care and
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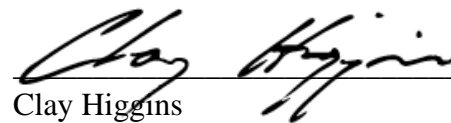
Virginia Foxx

Member of Congress



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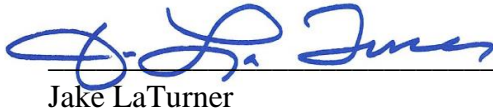


Clay Higgins

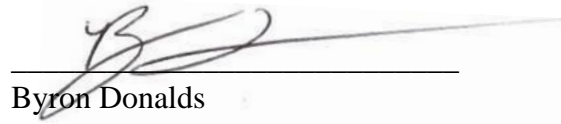
Member of Congress



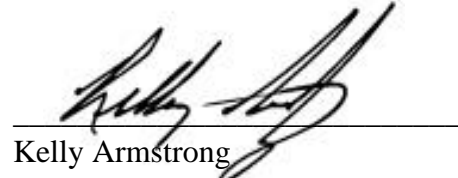
Andy Biggs
Member of Congress



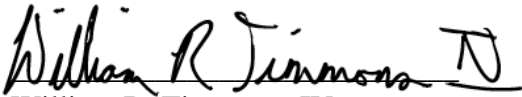
Jake LaTurner
Member of Congress



Byron Donalds
Member of Congress



Kelly Armstrong
Member of Congress



William R. Timmons, IV
Member of Congress



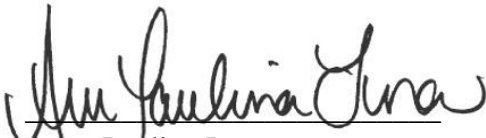
Tim Burchett
Member of Congress



Marjorie Taylor Greene
Member of Congress



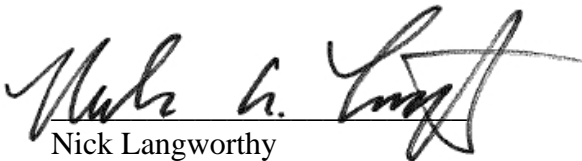
Russell Fry
Member of Congress



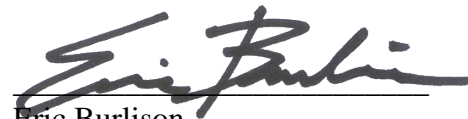
Anna Paulina Luna
Member of Congress



Chuck Edwards
Member of Congress



Nick Langworthy
Member of Congress



Eric Burlison
Member of Congress

The Honorable Janet Yellen

May 18, 2023

Page 6 of 6

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

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

Dear Secretary Blinken:

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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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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

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¹⁰ *Id.* at 8.

The Honorable Antony Blinken

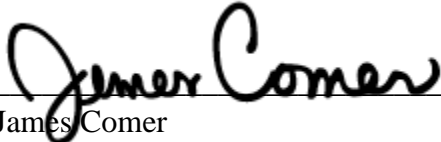
May 18, 2023

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.

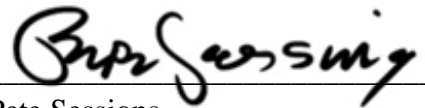
Sincerely,



James Comer

Chairman

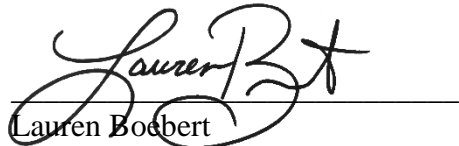
Committee on Oversight and Accountability



Pete Sessions

Chairman

Subcommittee on Government Operations
and the Federal Workforce



Lauren Boebert

Member of Congress



Glenn Grothman

Chairman

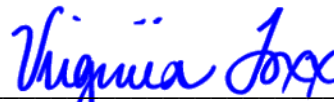
Subcommittee on National Security,
the Border, and Foreign Affairs



Lisa McClain


Chairwoman

Subcommittee on Health Care and
Financial Services



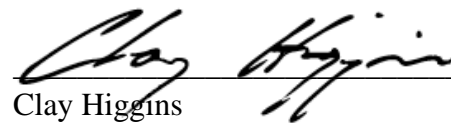
Virginia Foxx

Member of Congress



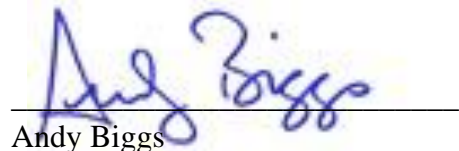
Gary Palmer

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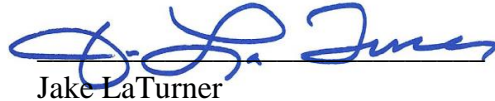


Clay Higgins

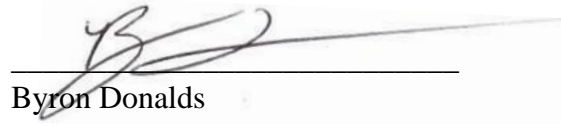
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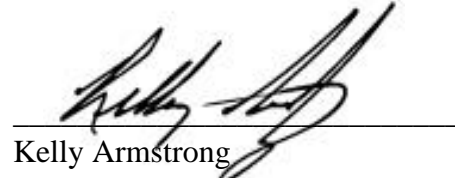
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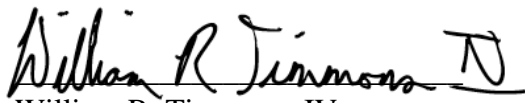
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Byron Donalds
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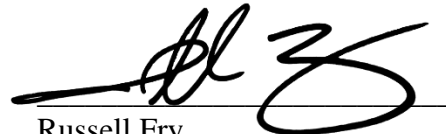
William R. Timmons, IV
Member of Congress



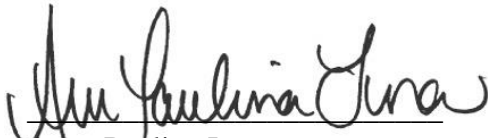
Tim Burchett
Member of Congress



Marjorie Taylor Greene
Member of Congress



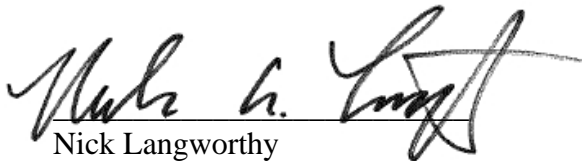
Russell Fry
Member of Congress



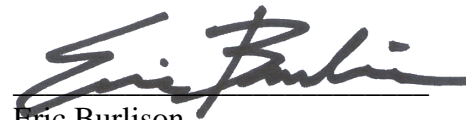
Anna Paulina Luna
Member of Congress



Chuck Edwards
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Nick Langworthy
Member of Congress



Eric Burlison
Member of Congress

The Honorable Antony Blinken

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

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

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.)

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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

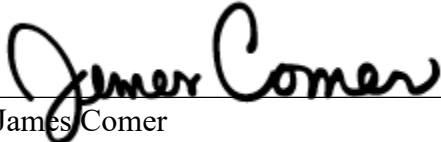
May 18, 2023

Page 4 of 6

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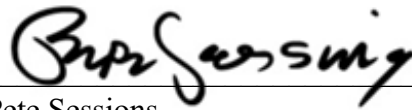
Sincerely,



James Comer

Chairman

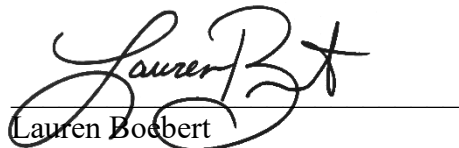
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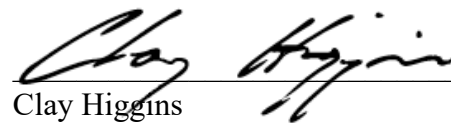
Virginia Foxx

Member of Congress



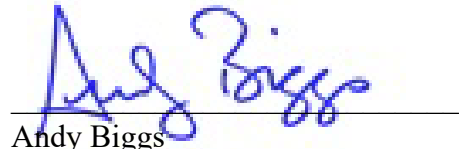
Gary Palmer

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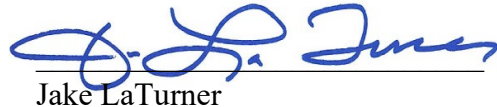


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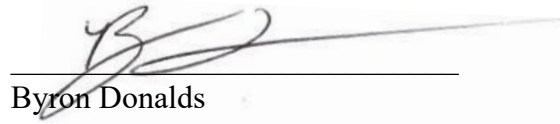
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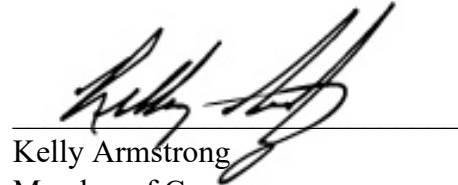
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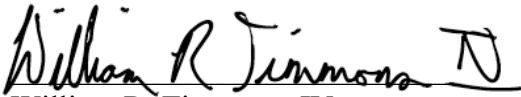
Jake LaTurner
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Byron Donalds
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Kelly Armstrong
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William R. Timmons, IV
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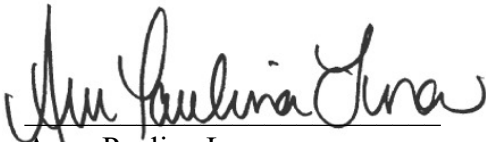
Tim Burchett
Member of Congress



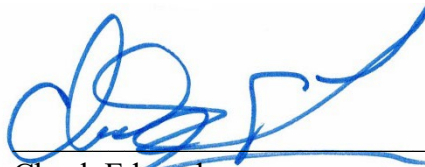
Marjorie Taylor Greene
Member of Congress



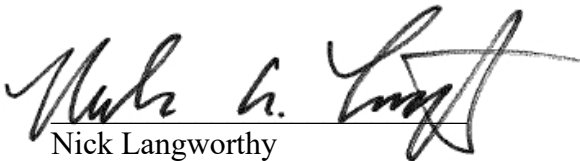
Russell Fry
Member of Congress



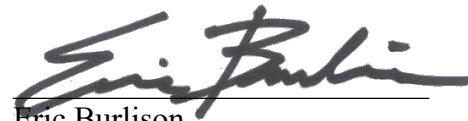
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Nick Langworthy
Member of Congress



Eric Burlison
Member of Congress

Acting Commissioner Kilolo Kijakazi

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

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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 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.

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:

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 - a. How many such employees do you currently have?
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The Honorable Isabel Guzman

May 18, 2023

Page 4 of 6

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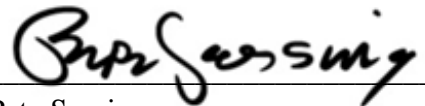
Sincerely,



James Comer

Chairman

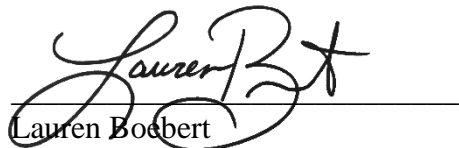
Committee on Oversight and Accountability



Pete Sessions

Chairman

Subcommittee on Government Operations
and the Federal Workforce



Lauren Boebert

Member of Congress



Glenn Grothman

Chairman

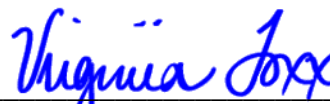
Subcommittee on National Security,
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Lisa McClain


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Subcommittee on Health Care and
Financial Services



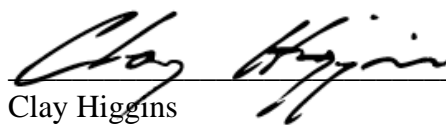
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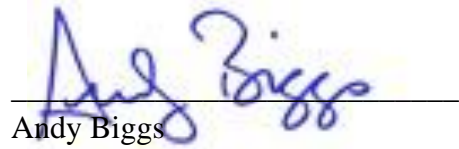
Gary Palmer

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Clay Higgins

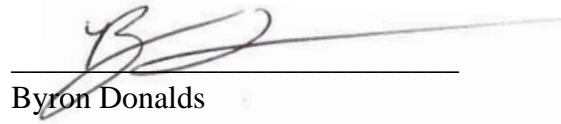
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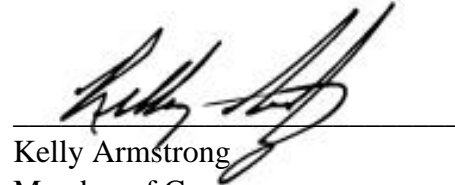
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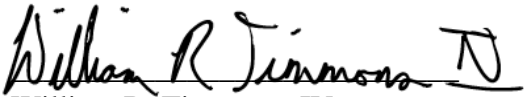
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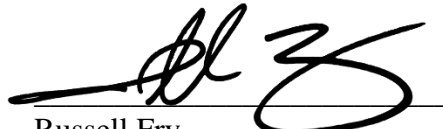
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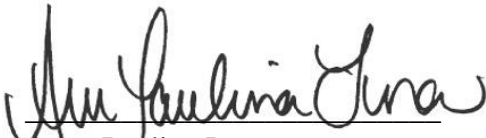
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Marjorie Taylor Greene
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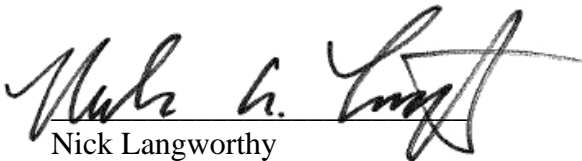
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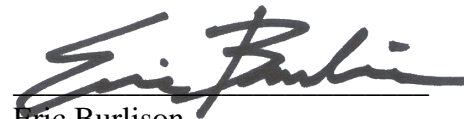
Anna Paulina Luna
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Chuck Edwards
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Nick Langworthy
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Eric Burlison
Member of Congress

The Honorable Isabel Guzman

May 18, 2023

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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

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

Dear Director Ahuja:

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:

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>.

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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?
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 Kiran Ahuja

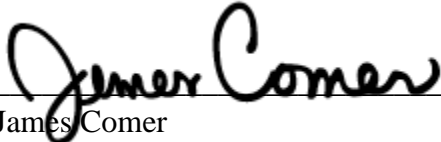
May 18, 2023

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.

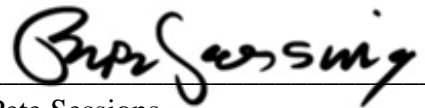
Sincerely,



James Comer

Chairman

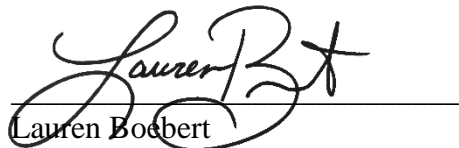
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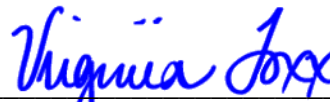
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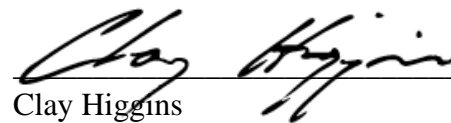
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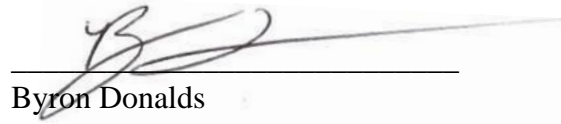
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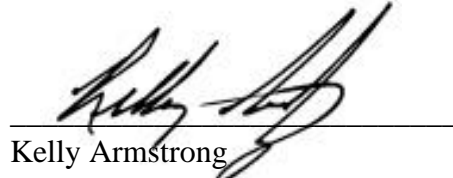
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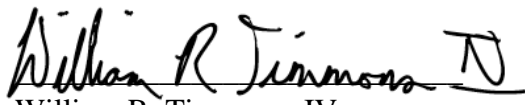
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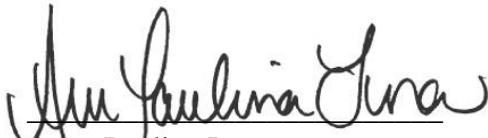
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Marjorie Taylor Greene
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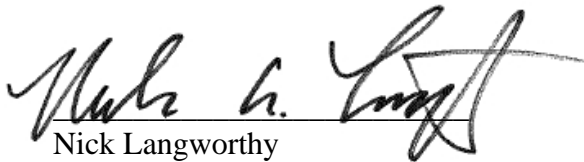
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Nick Langworthy
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Eric Burlison
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The Honorable Kiran Ahuja

May 18, 2023

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May 18, 2023

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

Dear Director Panchanathan:

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The Honorable Sethuraman Panchanathan

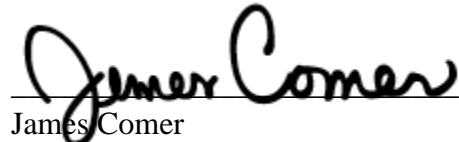
May 18, 2023

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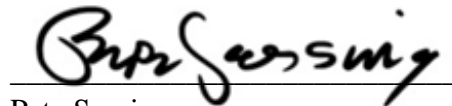
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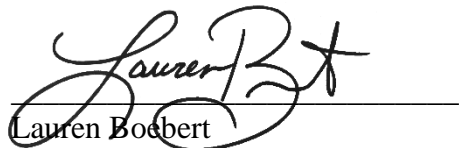
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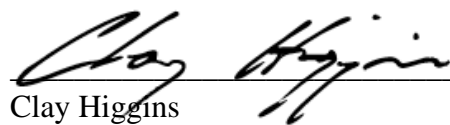
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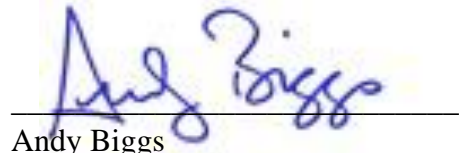
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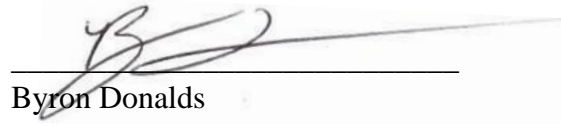
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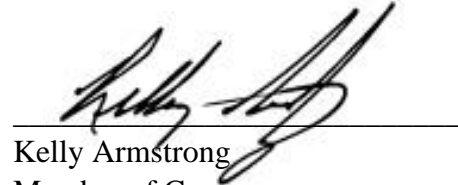
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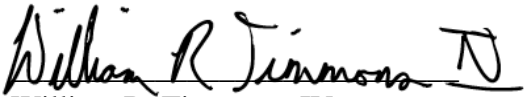
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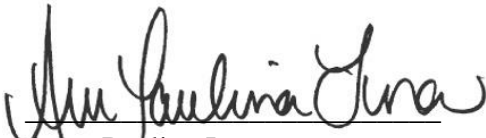
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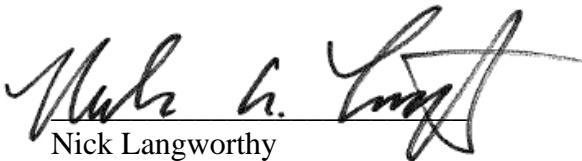
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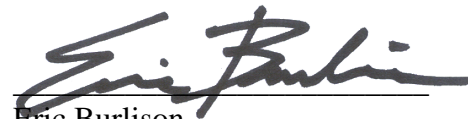
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Eric Burlison
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The Honorable Sethuraman Panchanathan

May 18, 2023

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The Honorable Robert Garcia, Ranking Member
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COMMITTEE ON OVERSIGHT AND ACCOUNTABILITY

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WASHINGTON, DC 20515-6143

MAJORITY (202) 225-5074
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May 18, 2023

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

Dear Chairman Hanson:

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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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.)

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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>.

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The Honorable Christopher Hanson

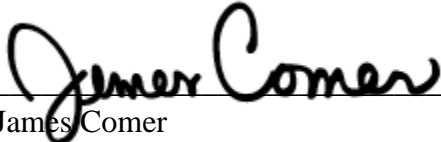
May 18, 2023

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.

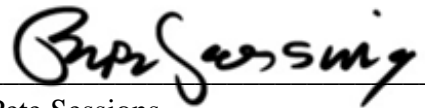
Sincerely,



James Comer

Chairman

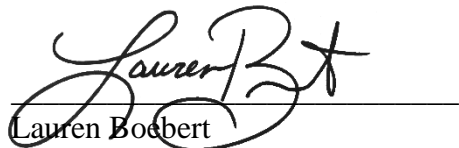
Committee on Oversight and Accountability



Pete Sessions

Chairman

Subcommittee on Government Operations
and the Federal Workforce



Lauren Boebert

Member of Congress



Glenn Grothman

Chairman

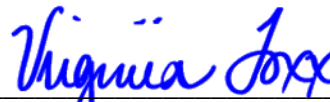
Subcommittee on National Security,
the Border, and Foreign Affairs



Lisa McClain


Chairwoman

Subcommittee on Health Care and
Financial Services



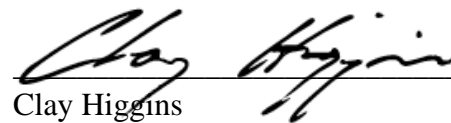
Virginia Foxx

Member of Congress



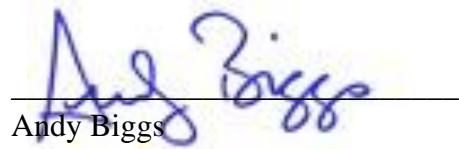
Gary Palmer

Member of Congress



Clay Higgins

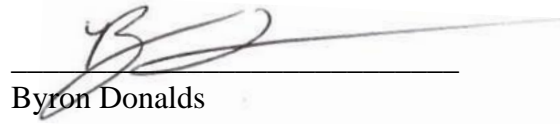
Member of Congress



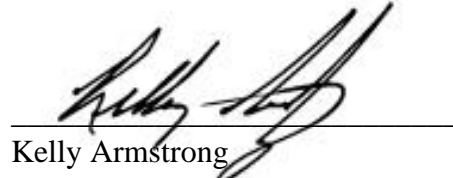
Andy Biggs
Member of Congress



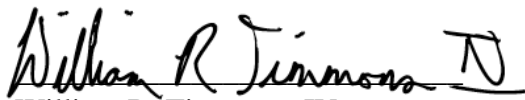
Jake LaTurner
Member of Congress



Byron Donalds
Member of Congress



Kelly Armstrong
Member of Congress



William R. Timmons, IV
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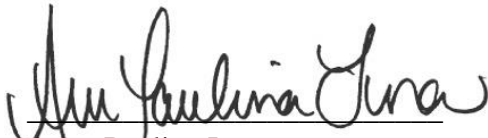
Tim Burchett
Member of Congress



Marjorie Taylor Greene
Member of Congress



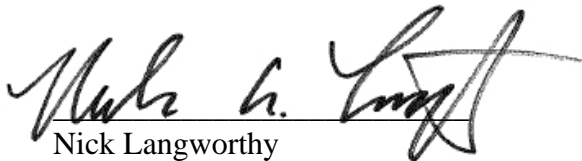
Russell Fry
Member of Congress



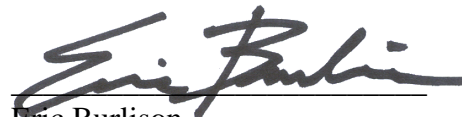
Anna Paulina Luna
Member of Congress



Chuck Edwards
Member of Congress



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

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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Acting Secretary Julie Su

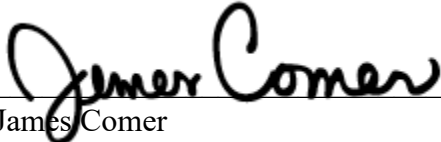
May 18, 2023

Page 4 of 6

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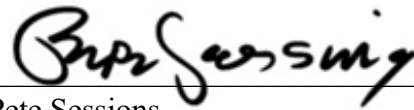
Sincerely,



James Comer

Chairman

Committee on Oversight and Accountability



Pete Sessions

Chairman

Subcommittee on Government Operations
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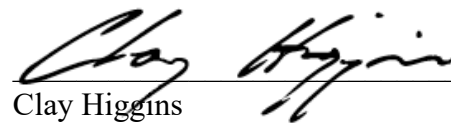
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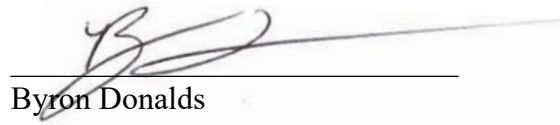
Member of Congress



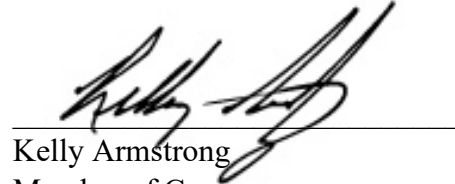
Andy Biggs
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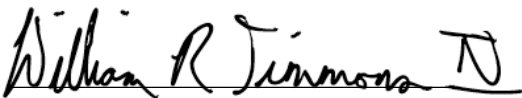
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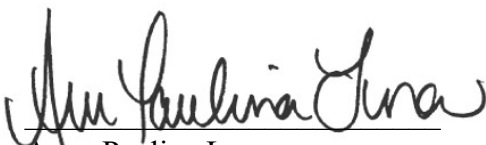
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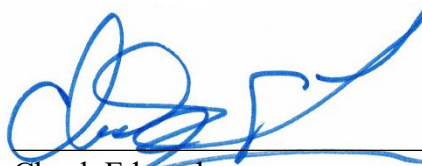
Marjorie Taylor Greene
Member of Congress



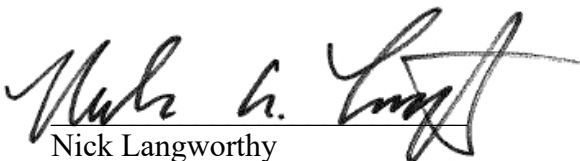
Russell Fry
Member of Congress



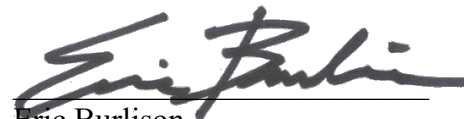
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Acting Secretary Julie Su

May 18, 2023

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