

# 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>

December 6, 2024

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

Dear Acting Director Shriver:

The Committee on Oversight and Accountability is investigating whether President Biden's federal labor policies have negatively affected agency operations and missions. It is also investigating whether agency leaders are abusing federal labor laws by granting authority over agency operations and policy to unions, chiefly to bind the hands of a future President. To assist in our investigation, the Committee seeks documents and information.

The Biden-Harris Administration has not only neglected to address longstanding issues of federal employee accountability but has ceded presidential authority to run the federal government to union allies. Moreover, the Biden-Harris Administration has actively sought to constrain the ability of a future Administration to manage employees effectively and responsibly, and to increase accountability to the public.

The intent was illustrated in April, when the Office of Personnel Management (OPM) issued a sweeping final rule aimed to more deeply entrench the status quo by restricting executive discretion over the classification of federal employee positions. This rule contains no meaningful reforms but is aimed at preventing potential actions by a future administration.<sup>1</sup> The outgoing Administration has also this year entered into long-term collective bargaining agreements with federal employee unions that limit management authority through unprecedented concessions. For instance, *Bloomberg News* recently reported that outgoing Social Security Administration (SSA) Chief Martin O'Malley approved an agreement with the American Federation of Government Employees (AFGE), locking in in telework levels for 42,000 SSA employees until 2029.<sup>2</sup>

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In a landslide, the American people have charged President-elect Trump with administering the Executive Branch beginning on January 20, 2025. To prevent further inhibition of the incoming President's ability to fulfill his mandate, we strongly urge the Biden-Harris Administration to cease negotiating or extending collective bargaining agreements with respect to a workforce it will have no responsibility to manage going forward.

Over the course of his Administration, President Biden has established policies that prioritize the interests of federal employee unions over those of the American people.<sup>3</sup> Yet, Biden-Harris Administration officials have failed to provide the Oversight Committee with satisfactory explanations for how these policies serve the American people or improve agency operations.<sup>4</sup> Despite these overtures to federal employee unions, they have publicly and vehemently opposed his efforts to increase in-person work at federal agencies.<sup>5</sup> As a result, agency telework policies are often determined by collective bargaining agreements (CBA) or arbitration, rather than by agency leaders based on mission requirements.<sup>6</sup>

The adverse effects of President Biden's policies of empowering federal employee unions will not end when his term expires. It has entered into long-term agreements that appear primarily designed to protect the outgoing Administration's policies from being overturned, and to prevent a future administration from exercising independent management judgment.<sup>7</sup> An egregious example is the provision in the June 2024 CBA between the Environmental Protection Agency (EPA) and AFGE. This provision mandates bargaining over changes to the agency's "scientific integrity" policy.<sup>8</sup> As the Committee stated in a November 14, 2024, letter to EPA Administrator Michael Regan, the goal of scientific integrity policies at EPA and other agencies is "to entrench far-left progressive policies in the administrative state"<sup>9</sup> and "...discredit

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scientific information and views that are not in keeping with the mainstream consensus or are based on emerging research challenging the status quo.”<sup>10</sup>

Requiring an incoming President to bargain with federal employee unions for the right to implement his policies is a ceding of executive power—not to Congress or the Judiciary—but to select federal employees and the unions that represent them.

This Administration has taken other steps to entrench its CBA provisions, including rescinding a President Trump executive order designed to streamline the renegotiation of CBAs—a process that often takes years.<sup>11</sup>

By employing these short-term tactics to “Trump-proof” federal agencies, the Biden-Harris Administration apparently did not consider—or perhaps did not care—that this abuse of labor law will further convince the public that the civil service considers itself beyond the reach of accountability.

To assist the Committee in its investigation, please provide the following no later than December 20, 2024:

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Sincerely,



James Comer

Chairman

Committee on Oversight and Accountability



Marjorie Taylor Greene

Member of Congress

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

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December 6, 2024

The Honorable Adrienne Todman  
Deputy Secretary Performing the Delegable Duties of the Secretary  
United States Department of Housing and Urban Development  
451 7th St., SW  
Washington, DC 20410

Dear Deputy Secretary Todman:

The Committee on Oversight and Accountability is investigating whether President Biden's federal labor policies have negatively affected agency operations and missions. It is also investigating whether agency leaders are abusing federal labor laws by granting authority over agency operations and policy to unions, chiefly to bind the hands of a future President. To assist in our investigation, the Committee seeks documents and information.

The Biden-Harris Administration has not only neglected to address longstanding issues of federal employee accountability but has ceded presidential authority to run the federal government to union allies. Moreover, the Biden-Harris Administration has actively sought to constrain the ability of a future Administration to manage employees effectively and responsibly, and to increase accountability to the public.

The intent was illustrated in April, when the Office of Personnel Management (OPM) issued a sweeping final rule aimed to more deeply entrench the status quo by restricting executive discretion over the classification of federal employee positions. This rule contains no meaningful reforms but is aimed at preventing potential actions by a future administration.<sup>1</sup> The outgoing Administration has also this year entered into long-term collective bargaining agreements with federal employee unions that limit management authority through unprecedented concessions. For instance, *Bloomberg News* recently reported that outgoing Social Security Administration (SSA) Chief Martin O'Malley approved an agreement with the American Federation of Government Employees (AFGE), locking in in telework levels for 42,000 SSA employees until 2029.<sup>2</sup>

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Over the course of his Administration, President Biden has established policies that prioritize the interests of federal employee unions over those of the American people.<sup>3</sup> Yet, Biden-Harris Administration officials have failed to provide the Oversight Committee with satisfactory explanations for how these policies serve the American people or improve agency operations.<sup>4</sup> Despite these overtures to federal employee unions, they have publicly and vehemently opposed his efforts to increase in-person work at federal agencies.<sup>5</sup> As a result, agency telework policies are often determined by collective bargaining agreements (CBA) or arbitration, rather than by agency leaders based on mission requirements.<sup>6</sup>

The adverse effects of President Biden's policies of empowering federal employee unions will not end when his term expires. It has entered into long-term agreements that appear primarily designed to protect the outgoing Administration's policies from being overturned, and to prevent a future administration from exercising independent management judgment.<sup>7</sup> An egregious example is the provision in the June 2024 CBA between the Environmental Protection Agency (EPA) and AFGE. This provision mandates bargaining over changes to the agency's "scientific integrity" policy.<sup>8</sup> As the Committee stated in a November 14, 2024, letter to EPA Administrator Michael Regan, the goal of scientific integrity policies at EPA and other agencies is "to entrench far-left progressive policies in the administrative state"<sup>9</sup> and "...discredit

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James Comer

Chairman

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Marjorie Taylor Greene

Member of Congress

cc: The Honorable Jamie Raskin, Ranking Member  
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December 6, 2024

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

Dear Acting Secretary Su:

The Committee on Oversight and Accountability is investigating whether President Biden's federal labor policies have negatively affected agency operations and missions. It is also investigating whether agency leaders are abusing federal labor laws by granting authority over agency operations and policy to unions, chiefly to bind the hands of a future President. To assist in our investigation, the Committee seeks documents and information.

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Chairman  
Committee on Oversight and Accountability



Marjorie Taylor Greene  
Member of Congress

cc: The Honorable Jamie Raskin, Ranking Member  
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The Honorable Robin Carnahan  
Administrator  
General Services Administration  
1800 F St., NW  
Washington, DC 20405

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Sincerely,



James Comer  
Chairman  
Committee on Oversight and Accountability



Marjorie Taylor Greene  
Member of Congress

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



# 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>

December 6, 2024

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

Dear Administrator Nelson:

The Committee on Oversight and Accountability is investigating whether President Biden's federal labor policies have negatively affected agency operations and missions. It is also investigating whether agency leaders are abusing federal labor laws by granting authority over agency operations and policy to unions, chiefly to bind the hands of a future President. To assist in our investigation, the Committee seeks documents and information.

The Biden-Harris Administration has not only neglected to address longstanding issues of federal employee accountability but has ceded presidential authority to run the federal government to union allies. Moreover, the Biden-Harris Administration has actively sought to constrain the ability of a future Administration to manage employees effectively and responsibly, and to increase accountability to the public.

The intent was illustrated in April, when the Office of Personnel Management (OPM) issued a sweeping final rule aimed to more deeply entrench the status quo by restricting executive discretion over the classification of federal employee positions. This rule contains no meaningful reforms but is aimed at preventing potential actions by a future administration.<sup>1</sup> The outgoing Administration has also this year entered into long-term collective bargaining agreements with federal employee unions that limit management authority through unprecedented concessions. For instance, *Bloomberg News* recently reported that outgoing Social Security Administration (SSA) Chief Martin O'Malley approved an agreement with the American Federation of Government Employees (AFGE), locking in in telework levels for 42,000 SSA employees until 2029.<sup>2</sup>

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In a landslide, the American people have charged President-elect Trump with administering the Executive Branch beginning on January 20, 2025. To prevent further inhibition of the incoming President's ability to fulfill his mandate, we strongly urge the Biden-Harris Administration to cease negotiating or extending collective bargaining agreements with respect to a workforce it will have no responsibility to manage going forward.

Over the course of his Administration, President Biden has established policies that prioritize the interests of federal employee unions over those of the American people.<sup>3</sup> Yet, Biden-Harris Administration officials have failed to provide the Oversight Committee with satisfactory explanations for how these policies serve the American people or improve agency operations.<sup>4</sup> Despite these overtures to federal employee unions, they have publicly and vehemently opposed his efforts to increase in-person work at federal agencies.<sup>5</sup> As a result, agency telework policies are often determined by collective bargaining agreements (CBA) or arbitration, rather than by agency leaders based on mission requirements.<sup>6</sup>

The adverse effects of President Biden's policies of empowering federal employee unions will not end when his term expires. It has entered into long-term agreements that appear primarily designed to protect the outgoing Administration's policies from being overturned, and to prevent a future administration from exercising independent management judgment.<sup>7</sup> An egregious example is the provision in the June 2024 CBA between the Environmental Protection Agency (EPA) and AFGE. This provision mandates bargaining over changes to the agency's "scientific integrity" policy.<sup>8</sup> As the Committee stated in a November 14, 2024, letter to EPA Administrator Michael Regan, the goal of scientific integrity policies at EPA and other agencies is "to entrench far-left progressive policies in the administrative state"<sup>9</sup> and "...discredit

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Sincerely,



James Comer

Chairman

Committee on Oversight and Accountability



Marjorie Taylor Greene

Member of Congress

cc: The Honorable Jamie Raskin, Ranking Member  
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# Congress of the United States

## House of Representatives

COMMITTEE ON OVERSIGHT AND ACCOUNTABILITY

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WASHINGTON, DC 20515-6143

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

December 6, 2024

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

Dear Administrator Power:

The Committee on Oversight and Accountability is investigating whether President Biden's federal labor policies have negatively affected agency operations and missions. It is also investigating whether agency leaders are abusing federal labor laws by granting authority over agency operations and policy to unions, chiefly to bind the hands of a future President. To assist in our investigation, the Committee seeks documents and information.

The Biden-Harris Administration has not only neglected to address longstanding issues of federal employee accountability but has ceded presidential authority to run the federal government to union allies. Moreover, the Biden-Harris Administration has actively sought to constrain the ability of a future Administration to manage employees effectively and responsibly, and to increase accountability to the public.

The intent was illustrated in April, when the Office of Personnel Management (OPM) issued a sweeping final rule aimed to more deeply entrench the status quo by restricting executive discretion over the classification of federal employee positions. This rule contains no meaningful reforms but is aimed at preventing potential actions by a future administration.<sup>1</sup> The outgoing Administration has also this year entered into long-term collective bargaining agreements with federal employee unions that limit management authority through unprecedented concessions. For instance, *Bloomberg News* recently reported that outgoing Social Security Administration (SSA) Chief Martin O'Malley approved an agreement with the American Federation of Government Employees (AFGE), locking in in telework levels for 42,000 SSA employees until 2029.<sup>2</sup>

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The adverse effects of President Biden's policies of empowering federal employee unions will not end when his term expires. It has entered into long-term agreements that appear primarily designed to protect the outgoing Administration's policies from being overturned, and to prevent a future administration from exercising independent management judgment.<sup>7</sup> An egregious example is the provision in the June 2024 CBA between the Environmental Protection Agency (EPA) and AFGE. This provision mandates bargaining over changes to the agency's "scientific integrity" policy.<sup>8</sup> As the Committee stated in a November 14, 2024, letter to EPA Administrator Michael Regan, the goal of scientific integrity policies at EPA and other agencies is "to entrench far-left progressive policies in the administrative state"<sup>9</sup> and "...discredit

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Administrator  
United States Environmental Protection Agency  
1200 Pennsylvania Ave., NW  
Washington, DC 20004

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Sincerely,



James Comer

Chairman

Committee on Oversight and Accountability



Marjorie Taylor Greene

Member of Congress

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

# 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>

December 6, 2024

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

Dear Attorney General Garland:

The Committee on Oversight and Accountability is investigating whether President Biden's federal labor policies have negatively affected agency operations and missions. It is also investigating whether agency leaders are abusing federal labor laws by granting authority over agency operations and policy to unions, chiefly to bind the hands of a future President. To assist in our investigation, the Committee seeks documents and information.

The Biden-Harris Administration has not only neglected to address longstanding issues of federal employee accountability but has ceded presidential authority to run the federal government to union allies. Moreover, the Biden-Harris Administration has actively sought to constrain the ability of a future Administration to manage employees effectively and responsibly, and to increase accountability to the public.

The intent was illustrated in April, when the Office of Personnel Management (OPM) issued a sweeping final rule aimed to more deeply entrench the status quo by restricting executive discretion over the classification of federal employee positions. This rule contains no meaningful reforms but is aimed at preventing potential actions by a future administration.<sup>1</sup> The outgoing Administration has also this year entered into long-term collective bargaining agreements with federal employee unions that limit management authority through unprecedented concessions. For instance, *Bloomberg News* recently reported that outgoing Social Security Administration (SSA) Chief Martin O'Malley approved an agreement with the American Federation of Government Employees (AFGE), locking in in telework levels for 42,000 SSA employees until 2029.<sup>2</sup>

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In a landslide, the American people have charged President-elect Trump with administering the Executive Branch beginning on January 20, 2025. To prevent further inhibition of the incoming President's ability to fulfill his mandate, we strongly urge the Biden-Harris Administration to cease negotiating or extending collective bargaining agreements with respect to a workforce it will have no responsibility to manage going forward.

Over the course of his Administration, President Biden has established policies that prioritize the interests of federal employee unions over those of the American people.<sup>3</sup> Yet, Biden-Harris Administration officials have failed to provide the Oversight Committee with satisfactory explanations for how these policies serve the American people or improve agency operations.<sup>4</sup> Despite these overtures to federal employee unions, they have publicly and vehemently opposed his efforts to increase in-person work at federal agencies.<sup>5</sup> As a result, agency telework policies are often determined by collective bargaining agreements (CBA) or arbitration, rather than by agency leaders based on mission requirements.<sup>6</sup>

The adverse effects of President Biden's policies of empowering federal employee unions will not end when his term expires. It has entered into long-term agreements that appear primarily designed to protect the outgoing Administration's policies from being overturned, and to prevent a future administration from exercising independent management judgment.<sup>7</sup> An egregious example is the provision in the June 2024 CBA between the Environmental Protection Agency (EPA) and AFGE. This provision mandates bargaining over changes to the agency's "scientific integrity" policy.<sup>8</sup> As the Committee stated in a November 14, 2024, letter to EPA Administrator Michael Regan, the goal of scientific integrity policies at EPA and other agencies is "to entrench far-left progressive policies in the administrative state"<sup>9</sup> and "...discredit

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Requiring an incoming President to bargain with federal employee unions for the right to implement his policies is a ceding of executive power—not to Congress or the Judiciary—but to select federal employees and the unions that represent them.

This Administration has taken other steps to entrench its CBA provisions, including rescinding a President Trump executive order designed to streamline the renegotiation of CBAs—a process that often takes years.<sup>11</sup>

By employing these short-term tactics to “Trump-proof” federal agencies, the Biden-Harris Administration apparently did not consider—or perhaps did not care—that this abuse of labor law will further convince the public that the civil service considers itself beyond the reach of accountability.

To assist the Committee in its investigation, please provide the following no later than December 20, 2024:

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December 6, 2024

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

Dear Chairman Hanson:

The Committee on Oversight and Accountability is investigating whether President Biden's federal labor policies have negatively affected agency operations and missions. It is also investigating whether agency leaders are abusing federal labor laws by granting authority over agency operations and policy to unions, chiefly to bind the hands of a future President. To assist in our investigation, the Committee seeks documents and information.

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The intent was illustrated in April, when the Office of Personnel Management (OPM) issued a sweeping final rule aimed to more deeply entrench the status quo by restricting executive discretion over the classification of federal employee positions. This rule contains no meaningful reforms but is aimed at preventing potential actions by a future administration.<sup>1</sup> The outgoing Administration has also this year entered into long-term collective bargaining agreements with federal employee unions that limit management authority through unprecedented concessions. For instance, *Bloomberg News* recently reported that outgoing Social Security Administration (SSA) Chief Martin O'Malley approved an agreement with the American Federation of Government Employees (AFGE), locking in in telework levels for 42,000 SSA employees until 2029.<sup>2</sup>

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The adverse effects of President Biden's policies of empowering federal employee unions will not end when his term expires. It has entered into long-term agreements that appear primarily designed to protect the outgoing Administration's policies from being overturned, and to prevent a future administration from exercising independent management judgment.<sup>7</sup> An egregious example is the provision in the June 2024 CBA between the Environmental Protection Agency (EPA) and AFGE. This provision mandates bargaining over changes to the agency's "scientific integrity" policy.<sup>8</sup> As the Committee stated in a November 14, 2024, letter to EPA Administrator Michael Regan, the goal of scientific integrity policies at EPA and other agencies is "to entrench far-left progressive policies in the administrative state"<sup>9</sup> and "...discredit

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

December 6, 2024

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

Dear Administrator Guzman:

The Committee on Oversight and Accountability is investigating whether President Biden's federal labor policies have negatively affected agency operations and missions. It is also investigating whether agency leaders are abusing federal labor laws by granting authority over agency operations and policy to unions, chiefly to bind the hands of a future President. To assist in our investigation, the Committee seeks documents and information.

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December 6, 2024

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

Dear Director Panchanathan:

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The adverse effects of President Biden's policies of empowering federal employee unions will not end when his term expires. It has entered into long-term agreements that appear primarily designed to protect the outgoing Administration's policies from being overturned, and to prevent a future administration from exercising independent management judgment.<sup>7</sup> An egregious example is the provision in the June 2024 CBA between the Environmental Protection Agency (EPA) and AFGE. This provision mandates bargaining over changes to the agency's "scientific integrity" policy.<sup>8</sup> As the Committee stated in a November 14, 2024, letter to EPA Administrator Michael Regan, the goal of scientific integrity policies at EPA and other agencies is "to entrench far-left progressive policies in the administrative state"<sup>9</sup> and "...discredit

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Sincerely,



James Comer

Chairman

Committee on Oversight and Accountability



Marjorie Taylor Greene

Member of Congress

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

# 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>

December 6, 2024

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

Dear Secretary Austin:

The Committee on Oversight and Accountability is investigating whether President Biden's federal labor policies have negatively affected agency operations and missions. It is also investigating whether agency leaders are abusing federal labor laws by granting authority over agency operations and policy to unions, chiefly to bind the hands of a future President. To assist in our investigation, the Committee seeks documents and information.

The Biden-Harris Administration has not only neglected to address longstanding issues of federal employee accountability but has ceded presidential authority to run the federal government to union allies. Moreover, the Biden-Harris Administration has actively sought to constrain the ability of a future Administration to manage employees effectively and responsibly, and to increase accountability to the public.

The intent was illustrated in April, when the Office of Personnel Management (OPM) issued a sweeping final rule aimed to more deeply entrench the status quo by restricting executive discretion over the classification of federal employee positions. This rule contains no meaningful reforms but is aimed at preventing potential actions by a future administration.<sup>1</sup> The outgoing Administration has also this year entered into long-term collective bargaining agreements with federal employee unions that limit management authority through unprecedented concessions. For instance, *Bloomberg News* recently reported that outgoing Social Security Administration (SSA) Chief Martin O'Malley approved an agreement with the American Federation of Government Employees (AFGE), locking in in telework levels for 42,000 SSA employees until 2029.<sup>2</sup>

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The adverse effects of President Biden's policies of empowering federal employee unions will not end when his term expires. It has entered into long-term agreements that appear primarily designed to protect the outgoing Administration's policies from being overturned, and to prevent a future administration from exercising independent management judgment.<sup>7</sup> An egregious example is the provision in the June 2024 CBA between the Environmental Protection Agency (EPA) and AFGE. This provision mandates bargaining over changes to the agency's "scientific integrity" policy.<sup>8</sup> As the Committee stated in a November 14, 2024, letter to EPA Administrator Michael Regan, the goal of scientific integrity policies at EPA and other agencies is "to entrench far-left progressive policies in the administrative state"<sup>9</sup> and "...discredit

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# Congress of the United States

## House of Representatives

COMMITTEE ON OVERSIGHT AND ACCOUNTABILITY

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December 6, 2024

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

Dear Secretary Becerra:

The Committee on Oversight and Accountability is investigating whether President Biden's federal labor policies have negatively affected agency operations and missions. It is also investigating whether agency leaders are abusing federal labor laws by granting authority over agency operations and policy to unions, chiefly to bind the hands of a future President. To assist in our investigation, the Committee seeks documents and information.

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Marjorie Taylor Greene

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cc: The Honorable Jamie Raskin, Ranking Member  
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# Congress of the United States

## House of Representatives

COMMITTEE ON OVERSIGHT AND ACCOUNTABILITY

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MAJORITY (202) 225-5074  
MINORITY (202) 225-5051  
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December 6, 2024

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

Dear Secretary Blinken:

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By employing these short-term tactics to “Trump-proof” federal agencies, the Biden-Harris Administration apparently did not consider—or perhaps did not care—that this abuse of labor law will further convince the public that the civil service considers itself beyond the reach of accountability.

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Sincerely,



James Comer

Chairman

Committee on Oversight and Accountability



Marjorie Taylor Greene

Member of Congress

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



# 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>

December 6, 2024

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

Dear Secretary Buttigieg:

The Committee on Oversight and Accountability is investigating whether President Biden's federal labor policies have negatively affected agency operations and missions. It is also investigating whether agency leaders are abusing federal labor laws by granting authority over agency operations and policy to unions, chiefly to bind the hands of a future President. To assist in our investigation, the Committee seeks documents and information.

The Biden-Harris Administration has not only neglected to address longstanding issues of federal employee accountability but has ceded presidential authority to run the federal government to union allies. Moreover, the Biden-Harris Administration has actively sought to constrain the ability of a future Administration to manage employees effectively and responsibly, and to increase accountability to the public.

The intent was illustrated in April, when the Office of Personnel Management (OPM) issued a sweeping final rule aimed to more deeply entrench the status quo by restricting executive discretion over the classification of federal employee positions. This rule contains no meaningful reforms but is aimed at preventing potential actions by a future administration.<sup>1</sup> The outgoing Administration has also this year entered into long-term collective bargaining agreements with federal employee unions that limit management authority through unprecedented concessions. For instance, *Bloomberg News* recently reported that outgoing Social Security Administration (SSA) Chief Martin O'Malley approved an agreement with the American Federation of Government Employees (AFGE), locking in in telework levels for 42,000 SSA employees until 2029.<sup>2</sup>

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In a landslide, the American people have charged President-elect Trump with administering the Executive Branch beginning on January 20, 2025. To prevent further inhibition of the incoming President's ability to fulfill his mandate, we strongly urge the Biden-Harris Administration to cease negotiating or extending collective bargaining agreements with respect to a workforce it will have no responsibility to manage going forward.

Over the course of his Administration, President Biden has established policies that prioritize the interests of federal employee unions over those of the American people.<sup>3</sup> Yet, Biden-Harris Administration officials have failed to provide the Oversight Committee with satisfactory explanations for how these policies serve the American people or improve agency operations.<sup>4</sup> Despite these overtures to federal employee unions, they have publicly and vehemently opposed his efforts to increase in-person work at federal agencies.<sup>5</sup> As a result, agency telework policies are often determined by collective bargaining agreements (CBA) or arbitration, rather than by agency leaders based on mission requirements.<sup>6</sup>

The adverse effects of President Biden's policies of empowering federal employee unions will not end when his term expires. It has entered into long-term agreements that appear primarily designed to protect the outgoing Administration's policies from being overturned, and to prevent a future administration from exercising independent management judgment.<sup>7</sup> An egregious example is the provision in the June 2024 CBA between the Environmental Protection Agency (EPA) and AFGE. This provision mandates bargaining over changes to the agency's "scientific integrity" policy.<sup>8</sup> As the Committee stated in a November 14, 2024, letter to EPA Administrator Michael Regan, the goal of scientific integrity policies at EPA and other agencies is "to entrench far-left progressive policies in the administrative state"<sup>9</sup> and "...discredit

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Sincerely,



James Comer

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Marjorie Taylor Greene

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

# Congress of the United States

## House of Representatives

COMMITTEE ON OVERSIGHT AND ACCOUNTABILITY

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

December 6, 2024

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

Dear Secretary Cardona:

The Committee on Oversight and Accountability is investigating whether President Biden's federal labor policies have negatively affected agency operations and missions. It is also investigating whether agency leaders are abusing federal labor laws by granting authority over agency operations and policy to unions, chiefly to bind the hands of a future President. To assist in our investigation, the Committee seeks documents and information.

The Biden-Harris Administration has not only neglected to address longstanding issues of federal employee accountability but has ceded presidential authority to run the federal government to union allies. Moreover, the Biden-Harris Administration has actively sought to constrain the ability of a future Administration to manage employees effectively and responsibly, and to increase accountability to the public.

The intent was illustrated in April, when the Office of Personnel Management (OPM) issued a sweeping final rule aimed to more deeply entrench the status quo by restricting executive discretion over the classification of federal employee positions. This rule contains no meaningful reforms but is aimed at preventing potential actions by a future administration.<sup>1</sup> The outgoing Administration has also this year entered into long-term collective bargaining agreements with federal employee unions that limit management authority through unprecedented concessions. For instance, *Bloomberg News* recently reported that outgoing Social Security Administration (SSA) Chief Martin O'Malley approved an agreement with the American Federation of Government Employees (AFGE), locking in in telework levels for 42,000 SSA employees until 2029.<sup>2</sup>

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In a landslide, the American people have charged President-elect Trump with administering the Executive Branch beginning on January 20, 2025. To prevent further inhibition of the incoming President's ability to fulfill his mandate, we strongly urge the Biden-Harris Administration to cease negotiating or extending collective bargaining agreements with respect to a workforce it will have no responsibility to manage going forward.

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The adverse effects of President Biden's policies of empowering federal employee unions will not end when his term expires. It has entered into long-term agreements that appear primarily designed to protect the outgoing Administration's policies from being overturned, and to prevent a future administration from exercising independent management judgment.<sup>7</sup> An egregious example is the provision in the June 2024 CBA between the Environmental Protection Agency (EPA) and AFGE. This provision mandates bargaining over changes to the agency's "scientific integrity" policy.<sup>8</sup> As the Committee stated in a November 14, 2024, letter to EPA Administrator Michael Regan, the goal of scientific integrity policies at EPA and other agencies is "to entrench far-left progressive policies in the administrative state"<sup>9</sup> and "...discredit

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James Comer

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Marjorie Taylor Greene

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cc: The Honorable Jamie Raskin, Ranking Member  
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# Congress of the United States

## House of Representatives

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

December 6, 2024

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

Dear Secretary Granholm:

The Committee on Oversight and Accountability is investigating whether President Biden's federal labor policies have negatively affected agency operations and missions. It is also investigating whether agency leaders are abusing federal labor laws by granting authority over agency operations and policy to unions, chiefly to bind the hands of a future President. To assist in our investigation, the Committee seeks documents and information.

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James Comer

Chairman

Committee on Oversight and Accountability



Marjorie Taylor Greene

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cc: The Honorable Jamie Raskin, Ranking Member  
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December 6, 2024

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 adverse effects of President Biden's policies of empowering federal employee unions will not end when his term expires. It has entered into long-term agreements that appear primarily designed to protect the outgoing Administration's policies from being overturned, and to prevent a future administration from exercising independent management judgment.<sup>7</sup> An egregious example is the provision in the June 2024 CBA between the Environmental Protection Agency (EPA) and AFGE. This provision mandates bargaining over changes to the agency's "scientific integrity" policy.<sup>8</sup> As the Committee stated in a November 14, 2024, letter to EPA Administrator Michael Regan, the goal of scientific integrity policies at EPA and other agencies is "to entrench far-left progressive policies in the administrative state"<sup>9</sup> and "...discredit

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Sincerely,



James Comer

Chairman

Committee on Oversight and Accountability



Marjorie Taylor Greene

Member of Congress

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



# 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>

December 6, 2024

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

Dear Secretary Mayorkas:

The Committee on Oversight and Accountability is investigating whether President Biden's federal labor policies have negatively affected agency operations and missions. It is also investigating whether agency leaders are abusing federal labor laws by granting authority over agency operations and policy to unions, chiefly to bind the hands of a future President. To assist in our investigation, the Committee seeks documents and information.

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Over the course of his Administration, President Biden has established policies that prioritize the interests of federal employee unions over those of the American people.<sup>3</sup> Yet, Biden-Harris Administration officials have failed to provide the Oversight Committee with satisfactory explanations for how these policies serve the American people or improve agency operations.<sup>4</sup> Despite these overtures to federal employee unions, they have publicly and vehemently opposed his efforts to increase in-person work at federal agencies.<sup>5</sup> As a result, agency telework policies are often determined by collective bargaining agreements (CBA) or arbitration, rather than by agency leaders based on mission requirements.<sup>6</sup>

The adverse effects of President Biden's policies of empowering federal employee unions will not end when his term expires. It has entered into long-term agreements that appear primarily designed to protect the outgoing Administration's policies from being overturned, and to prevent a future administration from exercising independent management judgment.<sup>7</sup> An egregious example is the provision in the June 2024 CBA between the Environmental Protection Agency (EPA) and AFGE. This provision mandates bargaining over changes to the agency's "scientific integrity" policy.<sup>8</sup> As the Committee stated in a November 14, 2024, letter to EPA Administrator Michael Regan, the goal of scientific integrity policies at EPA and other agencies is "to entrench far-left progressive policies in the administrative state"<sup>9</sup> and "...discredit

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## House of Representatives

COMMITTEE ON OVERSIGHT AND ACCOUNTABILITY

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WASHINGTON, DC 20515-6143

MAJORITY (202) 225-5074  
MINORITY (202) 225-5051  
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December 6, 2024

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

Dear Secretary McDonough:

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Chairman

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Marjorie Taylor Greene

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cc: The Honorable Jamie Raskin, 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>

December 6, 2024

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

Dear Secretary Raimondo:

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Sincerely,



James Comer  
Chairman  
Committee on Oversight and Accountability



Marjorie Taylor Greene  
Member of Congress

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

# 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>

December 6, 2024

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

Dear Secretary Vilsack:

The Committee on Oversight and Accountability is investigating whether President Biden's federal labor policies have negatively affected agency operations and missions. It is also investigating whether agency leaders are abusing federal labor laws by granting authority over agency operations and policy to unions, chiefly to bind the hands of a future President. To assist in our investigation, the Committee seeks documents and information.

The Biden-Harris Administration has not only neglected to address longstanding issues of federal employee accountability but has ceded presidential authority to run the federal government to union allies. Moreover, the Biden-Harris Administration has actively sought to constrain the ability of a future Administration to manage employees effectively and responsibly, and to increase accountability to the public.

The intent was illustrated in April, when the Office of Personnel Management (OPM) issued a sweeping final rule aimed to more deeply entrench the status quo by restricting executive discretion over the classification of federal employee positions. This rule contains no meaningful reforms but is aimed at preventing potential actions by a future administration.<sup>1</sup> The outgoing Administration has also this year entered into long-term collective bargaining agreements with federal employee unions that limit management authority through unprecedented concessions. For instance, *Bloomberg News* recently reported that outgoing Social Security Administration (SSA) Chief Martin O'Malley approved an agreement with the American Federation of Government Employees (AFGE), locking in in telework levels for 42,000 SSA employees until 2029.<sup>2</sup>

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In a landslide, the American people have charged President-elect Trump with administering the Executive Branch beginning on January 20, 2025. To prevent further inhibition of the incoming President's ability to fulfill his mandate, we strongly urge the Biden-Harris Administration to cease negotiating or extending collective bargaining agreements with respect to a workforce it will have no responsibility to manage going forward.

Over the course of his Administration, President Biden has established policies that prioritize the interests of federal employee unions over those of the American people.<sup>3</sup> Yet, Biden-Harris Administration officials have failed to provide the Oversight Committee with satisfactory explanations for how these policies serve the American people or improve agency operations.<sup>4</sup> Despite these overtures to federal employee unions, they have publicly and vehemently opposed his efforts to increase in-person work at federal agencies.<sup>5</sup> As a result, agency telework policies are often determined by collective bargaining agreements (CBA) or arbitration, rather than by agency leaders based on mission requirements.<sup>6</sup>

The adverse effects of President Biden's policies of empowering federal employee unions will not end when his term expires. It has entered into long-term agreements that appear primarily designed to protect the outgoing Administration's policies from being overturned, and to prevent a future administration from exercising independent management judgment.<sup>7</sup> An egregious example is the provision in the June 2024 CBA between the Environmental Protection Agency (EPA) and AFGE. This provision mandates bargaining over changes to the agency's "scientific integrity" policy.<sup>8</sup> As the Committee stated in a November 14, 2024, letter to EPA Administrator Michael Regan, the goal of scientific integrity policies at EPA and other agencies is "to entrench far-left progressive policies in the administrative state"<sup>9</sup> and "...discredit

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Sincerely,



James Comer  
Chairman  
Committee on Oversight and Accountability



Marjorie Taylor Greene  
Member of Congress

cc: The Honorable Jamie Raskin, Ranking Member  
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# 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  
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<https://oversight.house.gov>

December 6, 2024

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

Dear Secretary Yellen:

The Committee on Oversight and Accountability is investigating whether President Biden's federal labor policies have negatively affected agency operations and missions. It is also investigating whether agency leaders are abusing federal labor laws by granting authority over agency operations and policy to unions, chiefly to bind the hands of a future President. To assist in our investigation, the Committee seeks documents and information.

The Biden-Harris Administration has not only neglected to address longstanding issues of federal employee accountability but has ceded presidential authority to run the federal government to union allies. Moreover, the Biden-Harris Administration has actively sought to constrain the ability of a future Administration to manage employees effectively and responsibly, and to increase accountability to the public.

The intent was illustrated in April, when the Office of Personnel Management (OPM) issued a sweeping final rule aimed to more deeply entrench the status quo by restricting executive discretion over the classification of federal employee positions. This rule contains no meaningful reforms but is aimed at preventing potential actions by a future administration.<sup>1</sup> The outgoing Administration has also this year entered into long-term collective bargaining agreements with federal employee unions that limit management authority through unprecedented concessions. For instance, *Bloomberg News* recently reported that outgoing Social Security Administration (SSA) Chief Martin O'Malley approved an agreement with the American Federation of Government Employees (AFGE), locking in in telework levels for 42,000 SSA employees until 2029.<sup>2</sup>

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The adverse effects of President Biden's policies of empowering federal employee unions will not end when his term expires. It has entered into long-term agreements that appear primarily designed to protect the outgoing Administration's policies from being overturned, and to prevent a future administration from exercising independent management judgment.<sup>7</sup> An egregious example is the provision in the June 2024 CBA between the Environmental Protection Agency (EPA) and AFGE. This provision mandates bargaining over changes to the agency's "scientific integrity" policy.<sup>8</sup> As the Committee stated in a November 14, 2024, letter to EPA Administrator Michael Regan, the goal of scientific integrity policies at EPA and other agencies is "to entrench far-left progressive policies in the administrative state"<sup>9</sup> and "...discredit

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James Comer

Chairman

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Marjorie Taylor Greene

Member of Congress

cc: The Honorable Jamie Raskin, Ranking Member  
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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>

December 6, 2024

Ms. Carolyn Colvin  
Acting Commissioner  
United States Social Security Administration  
6401 Security Blvd.  
Baltimore, MD 21235

Dear Acting Commissioner Colvin:

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<sup>11</sup> Exec. Order 14003, 86 Fed. Reg. 7231 (Jan. 21, 2021)

7. All documents and communications, to include meeting minutes, related to labor-management forums established pursuant to Section 6 of Executive Order 14119.
8. All surveys of agency managers conducted since January 20, 2021.
9. All training materials for agency managers regarding collective bargaining and disciplinary matters issued since June 20, 2021.
10. A copy of all grievances filed by a member of a federal employee union against your agency since January 20, 2021.
11. For current CBAs negotiated during this Administration, the dates when negotiations began and concluded and the expiration date. Please also include the amount of union official time authorized under 5 U.S.C. 7131(a), in terms of both hours and the corresponding financial cost, associated with these negotiations.

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.

Sincerely,



James Comer

Chairman

Committee on Oversight and Accountability



Marjorie Taylor Greene

Member of Congress

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