

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.¹ 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 2029.²

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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.³ 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.⁴ Despite these overtures to federal employee unions, they have publicly and vehemently opposed his efforts to increase in-person work at federal agencies.⁵ 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.⁶

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.⁷ 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.⁸ 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"⁹ 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.”¹⁰

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.¹¹

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
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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.

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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.¹ 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 2029.²

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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.³ 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.⁴ Despite these overtures to federal employee unions, they have publicly and vehemently opposed his efforts to increase in-person work at federal agencies.⁵ 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.⁶

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Sincerely,



James Comer

Chairman

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Marjorie Taylor Greene

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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
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December 6, 2024

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

Dear Administrator Carnahan:

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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.¹¹

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

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
<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.¹ 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 2029.²

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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.³ 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.⁴ Despite these overtures to federal employee unions, they have publicly and vehemently opposed his efforts to increase in-person work at federal agencies.⁵ 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.⁶

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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

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COMMITTEE ON OVERSIGHT AND ACCOUNTABILITY

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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.

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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.³ 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.⁴ Despite these overtures to federal employee unions, they have publicly and vehemently opposed his efforts to increase in-person work at federal agencies.⁵ 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.⁶

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.⁷ 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.⁸ 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"⁹ 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

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COMMITTEE ON OVERSIGHT AND ACCOUNTABILITY

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WASHINGTON, DC 20515-6143

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December 6, 2024

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

Dear Administrator Regan:

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
Committee on Oversight and Accountability

Congress of the United States

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

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

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.

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.¹ 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 2029.²

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Sincerely,



James Comer

Chairman

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Marjorie Taylor Greene

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WASHINGTON, DC 20515-6143

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MINORITY (202) 225-5051
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December 6, 2024

The Honorable Martin J. O'Malley
Commissioner
United States Social Security Administration
6401 Security Blvd.
Baltimore, MD 21235

Dear Commissioner O'Malley:

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.

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MAJORITY (202) 225-5074
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December 6, 2024

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

Dear Administrator Guzman:

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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

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WASHINGTON, DC 20515-6143

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

December 6, 2024

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

Dear Director Panchanathan:

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.¹ 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 2029.²

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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.³ 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.⁴ Despite these overtures to federal employee unions, they have publicly and vehemently opposed his efforts to increase in-person work at federal agencies.⁵ 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.⁶

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.⁷ 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.⁸ 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"⁹ 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.”¹⁰

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.¹¹

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

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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.¹ 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 2029.²

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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.³ 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.⁴ Despite these overtures to federal employee unions, they have publicly and vehemently opposed his efforts to increase in-person work at federal agencies.⁵ 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.⁶

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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.”¹⁰

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.

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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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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

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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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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

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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:

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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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

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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.¹ 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 2029.²

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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.³ 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.⁴ Despite these overtures to federal employee unions, they have publicly and vehemently opposed his efforts to increase in-person work at federal agencies.⁵ 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.⁶

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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

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COMMITTEE ON OVERSIGHT AND ACCOUNTABILITY

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WASHINGTON, DC 20515-6143

MAJORITY (202) 225-5074
MINORITY (202) 225-5051
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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.¹ 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 2029.²

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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.³ 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.⁴ Despite these overtures to federal employee unions, they have publicly and vehemently opposed his efforts to increase in-person work at federal agencies.⁵ 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.⁶

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.⁷ 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.⁸ 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"⁹ and "...discredit

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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

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December 6, 2024

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

Dear Secretary Granholm:

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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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MINORITY (202) 225-5051
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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:

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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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

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

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cc: The Honorable Jamie Raskin, 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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December 6, 2024

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

Dear Secretary McDonough:

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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Committee on Oversight and Accountability



Marjorie Taylor Greene

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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
MINORITY (202) 225-5051
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December 6, 2024

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

Dear Secretary Raimondo:

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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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

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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.¹ 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 2029.²

¹ "Upholding Civil Service Protections and Merit System Principles," 89 Fed. Reg. 24982 (April 9, 2024)

² Josh Eidelson, "Thousands of Federal Employees Land Work-From-Home Deal Ahead of Trump," *Bloomberg News*, Dec. 3, 2024.

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.³ 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.⁴ Despite these overtures to federal employee unions, they have publicly and vehemently opposed his efforts to increase in-person work at federal agencies.⁵ 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.⁶

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.⁷ 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.⁸ 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"⁹ and "...discredit

³ Exec. Order 14003, 86 Fed. Reg. 7231 (Jan. 21, 2021); *see also* Exec. Order 14119, 89 Fed. Reg. 17265 (Mar. 6, 2024); Nicole Ogrysko, *Under new Biden initiative, agencies will do more to educate employees about collective bargaining*, Federal News Network (Oct. 20, 2021); *see also* U.S. Office of Management and Budget, THE BIDEN-HARRIS MANAGEMENT AGENDA VISION, 8, 9, 17, 20, 21, 40 (Nov. 18, 2021)

⁴ *A Focus on Management: Oversight of the Office of Management and Budget, Hearing before The House Comm. On Oversight and Accountability*, 118th Congress, responses to questions for the record, Miller, Jason, Deputy Director for Management, U.S. Office of Management and Budget (Apr. 30, 2024)

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⁶ Federal Service Impasses Panel, Case No. 2024 FSIP 047, Internal Revenue Service Office Of Chief Counsel and National Treasury Employees Union, at 14; *see also* Eric Wagner, *Impasses panel preserves telework levels for FEC bargaining unit workers*, Government Executive (Oct. 19, 2023)

⁷ Lawrence Ukenye, *How a union joined the Trump-proofing craze*, Politico.com (June 3, 2024)

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⁹ Letter from James Comer, Chairman, H. Comm. On Oversight and Reform, to Michael Regan, Administrator, U.S. environmental Protection Agency (Nov. 14, 2024)

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

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.¹¹

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
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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

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December 6, 2024

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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