

**Congress of the United States**  
**House of Representatives**  
Washington, DC

June 24, 2026

The Honorable Scott Kuper  
Director  
Office of Personnel Management  
1900 E Street NW  
Washington, DC 20415

Dear Director Kuper:

We write to express serious alarm regarding the Office of Personnel Management's (OPM) proposed rule authorizing indefinite, government-wide nondisclosure agreements (NDAs) for all current and future federal employees.

The proposed rule is nothing more than another attempt to intimidate, silence, politicize, and demolish the federal workforce, and hide this Administration's waste, fraud, abuse, and corruption from the American people. Federal employees are already subject to extensive laws, regulations, and agency policies regarding the handling of classified, sensitive, and protected information. Mandatory, government-wide NDAs will only block lawful whistleblowing and disclosures, undermine government transparency and accountability, and erode the independence and integrity of the nonpartisan civil service.

The true intent of OPM's proposed rule is made clear by the Administration's recent actions to gut the federal workforce and strip millions of workers of their rights and protections. These actions have included revoking collective bargaining rights from over a million federal workers, reclassifying thousands of nonpartisan positions to at-will political appointments, removing at least 21 independent inspectors general across numerous federal department and agencies<sup>1</sup>, and mass firing or forcing out nearly half a million federal workers.<sup>2</sup>

The President himself has accused dedicated civil servants – many whom have served the country for decades under presidents of both parties – of being “dishonest,” “crooked” and “lazy,” and claimed they are “destroying this country.” Russell Vought, the Director of the Office of Management and Budget, stated: “We want to put them [federal workers] in trauma... When they wake up in the morning, we want them to not want to go to work because they are increasingly viewed as the villains.”<sup>3</sup>

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<sup>1</sup> Lett, Dominik, and Chris Edwards. “Trump Cuts the Inspectors General.” *Cato.Org*, Cato Institute, 21 Apr. 2026, [www.cato.org/blog/trump-cuts-inspectors-general](http://www.cato.org/blog/trump-cuts-inspectors-general).

<sup>2</sup> Office of Personnel Management. “Workforce Changes.” *OPM*, 2026, [data.opm.gov/explore-data/analytics/workforce-changes](https://data.opm.gov/explore-data/analytics/workforce-changes).

<sup>3</sup> Wan, William, and Hannah Natanson. “White House Officials Wanted to Put Federal Workers ‘in Trauma.’ It’s Working.” *The Washington Post*, 20 May 2025, <https://www.washingtonpost.com/investigations/2025/05/20/federal-workers-trump-mental-health/>.

Given these concerns, and this Administration's history of undermining the nonpartisan civil service, we demand answers to the following questions:

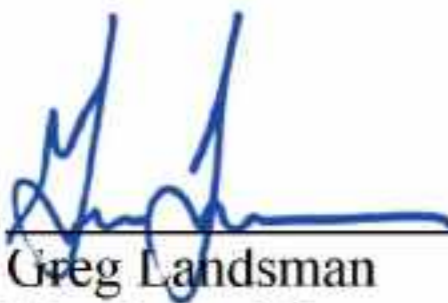
1. How is the proposed rule not a violation of existing whistleblower and anti-retaliation laws, the First Amendment, or other federal statutes?
2. How exactly does OPM define the broad terms of "non-public," "confidential," or "proprietary information" as well as "sensitive," "pre-decisional," or "deliberative" materials as covered by the NDA in the proposed rule?
3. What are the specific consequences of refusing to sign or violating the NDA?
4. How long are the terms of the NDA legally binding?
5. How will workers be protected from retaliation for lawful whistleblowing or other disclosures, as required by the law?

Federal workers play a critical role in holding the government accountable and bringing waste, fraud, abuse, corruption, or wrongdoing to the attention of Congress, Inspectors General, and the American people. Their rights and protections, along with the integrity and independence of the federal workforce, must be upheld.

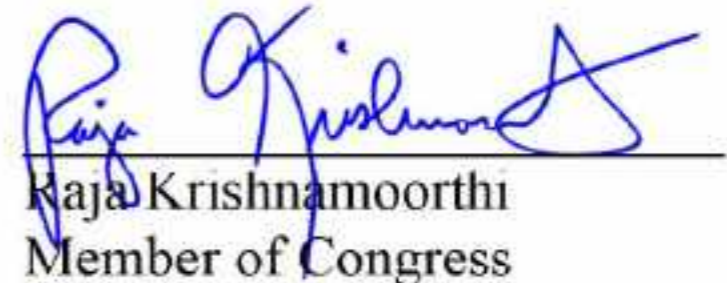
Forcing all federal workers to sign indefinite and vague NDAs is illegal and unacceptable. We urge OPM to listen to the serious concerns raised during the public comment period of this rule, and reverse course immediately.

Thank you for your time and attention, and we look forward to your swift response.

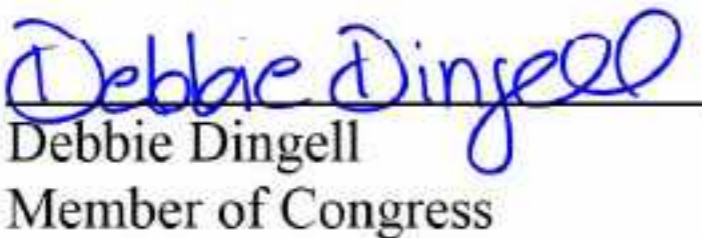
Sincerely,



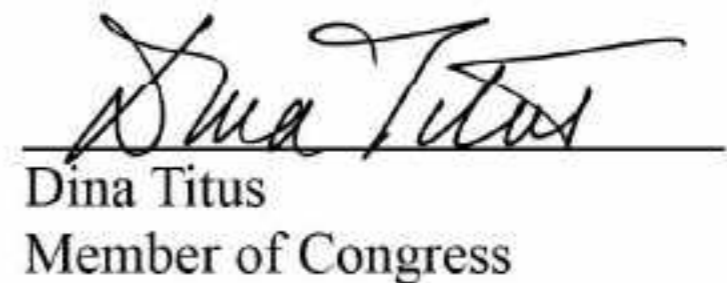
Greg Landsman  
Member of Congress



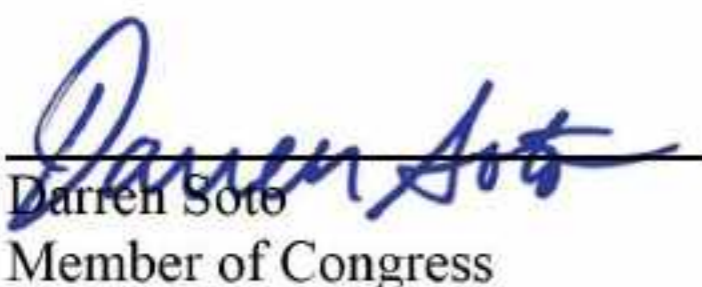
Raja Krishnamoorthi  
Member of Congress



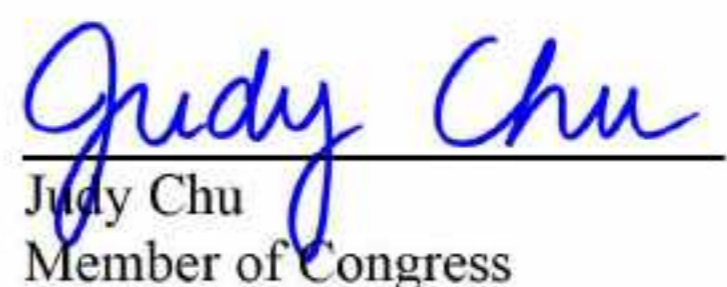
Debbie Dingell  
Member of Congress



Dina Titus  
Member of Congress



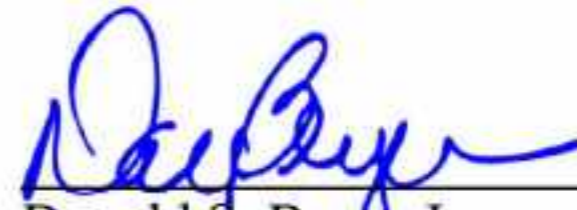
Darren Soto  
Member of Congress



Judy Chu  
Member of Congress



Rashida Tlaib  
Member of Congress



Donald S. Beyer Jr.  
Member of Congress



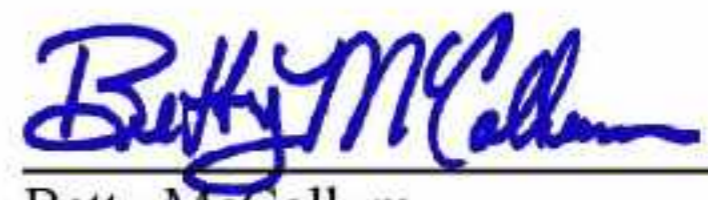
Eleanor Holmes Norton  
Member of Congress



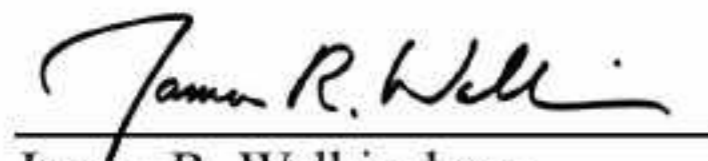
Bonnie Watson Coleman  
Member of Congress



Dan Goldman  
Member of Congress



Betty McCollum  
Member of Congress



James R. Walkinshaw  
Member of Congress



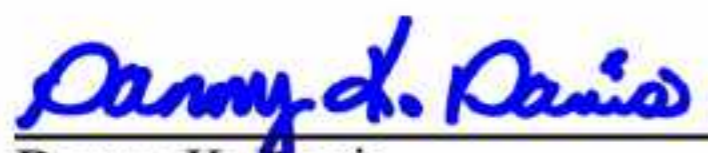
Sunas Subramanyam  
Member of Congress



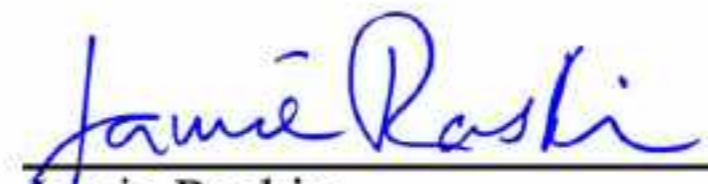
Deborah K. Ross  
Member of Congress



Jasmine Crockett  
Member of Congress



Danny K. Davis  
Member of Congress



Jamie Raskin  
Member of Congress



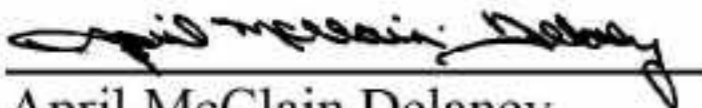
Mark Pocan  
Member of Congress

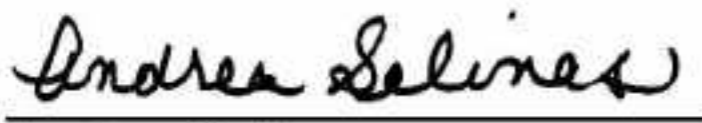


Jim Tokuda  
Member of Congress

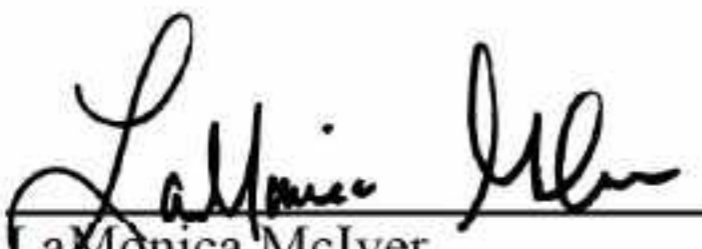
  
Seth Magaziner  
Member of Congress

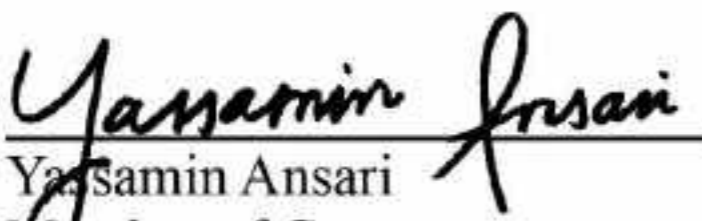
  
Gabe Amo  
Member of Congress

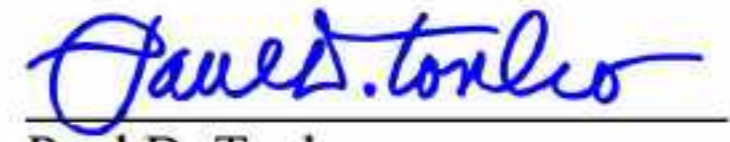
  
April McClain Delaney  
Member of Congress


  
Andrea Salinas  
Member of Congress

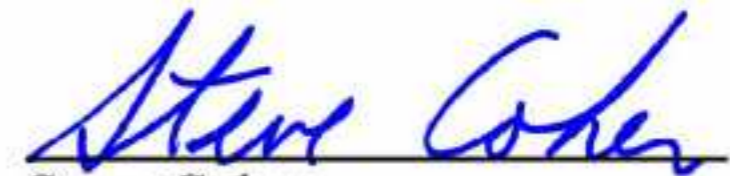
  
Shontel M. Brown  
Member of Congress


  
LaMonica McIver  
Member of Congress

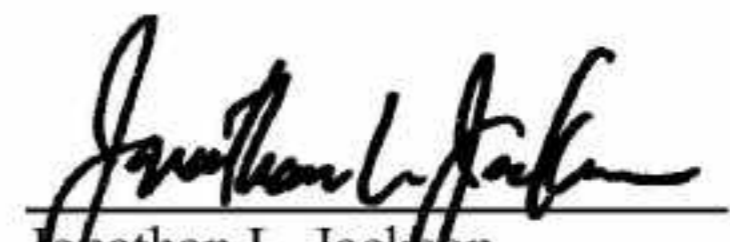
  
Yasamin Ansari  
Member of Congress

  
Paul D. Tonko  
Member of Congress


  
Jan Schakowsky  
Member of Congress

  
Steve Cohen  
Member of Congress

  
Val Hoyle  
Member of Congress

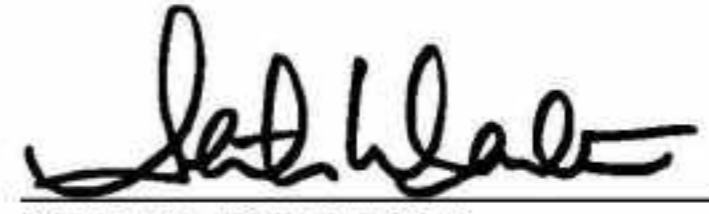
  
Jonathan L. Jackson  
Member of Congress

  
Maxwell Alejandro Frost  
Member of Congress

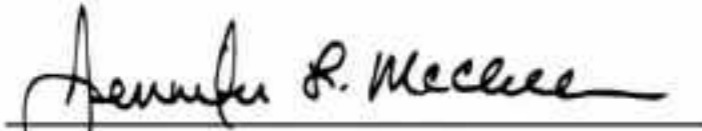
  
Henry C. "Hank" Johnson, Jr.  
Member of Congress



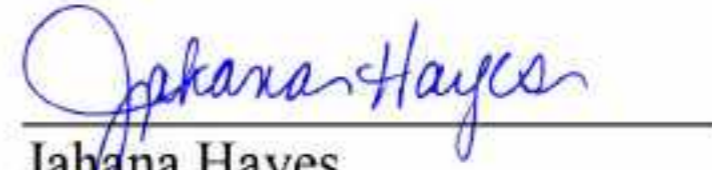
Ro Khanna  
Member of Congress



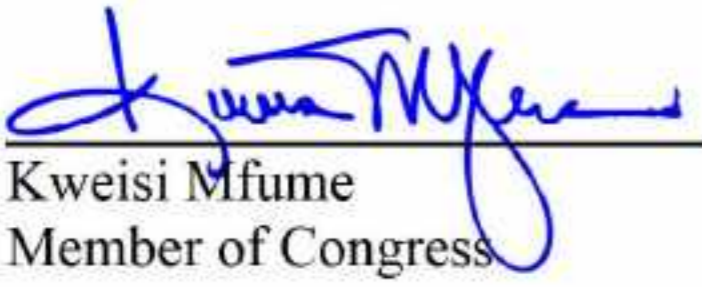
SETH MOULTON  
Member of Congress



Jennifer L. McClellan  
Member of Congress



Jahana Hayes  
Member of Congress



Kweisi Mfume  
Member of Congress



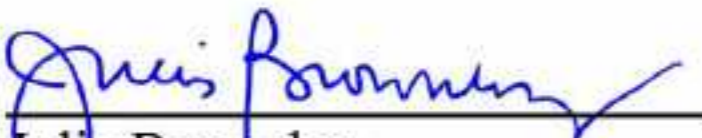
Chellie Pingree  
Member of Congress




Lateefah Simon  
Member of Congress



Summer L. Lee  
Member of Congress



Julia Brownley  
Member of Congress



Emilia Strong Sykes  
Member of Congress