

Congress of the United States
House of Representatives
Washington, DC

June 24, 2026

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

Dear Director Kupor:

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 generals across numerous federal department and agencies¹, and mass firing or forcing out nearly half a million federal workers.²

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.”³

¹ 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.

² Office of Personnel Management. “Workforce Changes.” *OPM*, 2026, data.opm.gov/explore-data/analytics/workforce-changes.

³ 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:

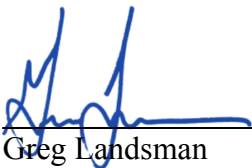
1. How is the proposed rule not a violation of existing whistleblower and anti-retaliation laws, the First Amendment, or other federal statutes?
2. How exactly does OPM define the broad terms of "non-public," "confidential," or "proprietary information" as well as "sensitive," "pre-decisional," or "deliberative" 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.

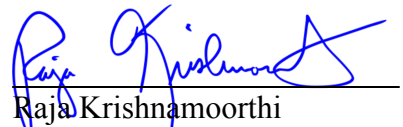
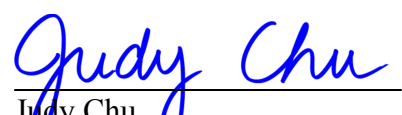
Forcing all federal workers to sign indefinite and vague NDAs is illegal and unacceptable. We urge OPM to listen to the serious concerns raised during the public comment period of this rule, and reverse course immediately.

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

Sincerely,

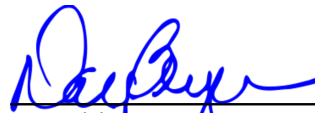


Greg Landsman
Member of Congress


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



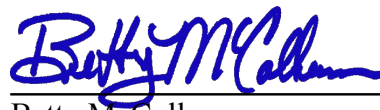
Eleanor Holmes Norton
Member of Congress



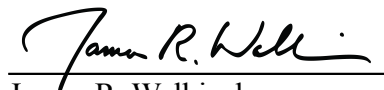
Bonnie Watson Coleman
Member of Congress



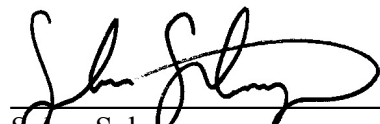
Dan Goldman
Member of Congress



Betty McCollum
Member of Congress



James R. Walkinshaw
Member of Congress



Suhas Subramanyam
Member of Congress



Deborah K. Ross
Member of Congress



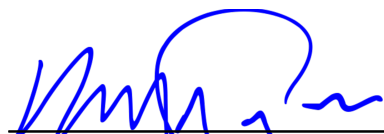
Jasmine Crockett
Member of Congress



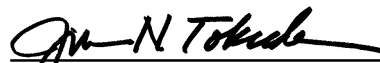
Danny K. Davis
Member of Congress



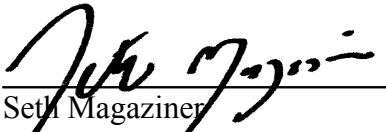
Jamie Raskin
Member of Congress

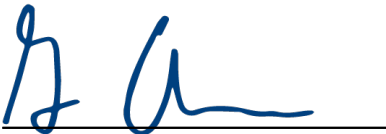


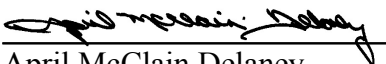
Mark Pocan
Member of Congress



Jim Tokuda
Member of Congress

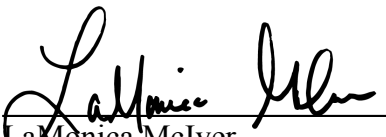

Seth Magaziner
Member of Congress

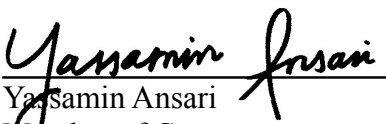

Gabe Amo
Member of Congress


April McClain Delaney
Member of Congress

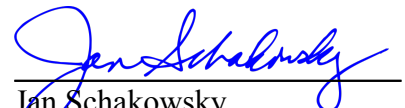

Andrea Salinas
Member of Congress


Shontel M. Brown
Member of Congress


LaMonica McIver
Member of Congress

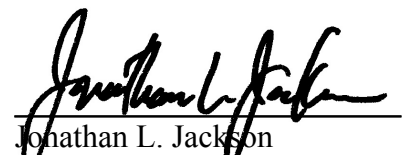

Yasamin Ansari
Member of Congress


Paul D. Tonko
Member of Congress

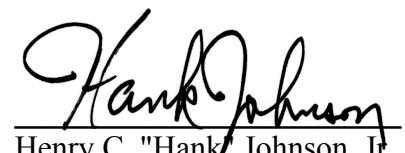

Jan Schakowsky
Member of Congress


Steve Cohen
Member of Congress


Val Hoyle
Member of Congress

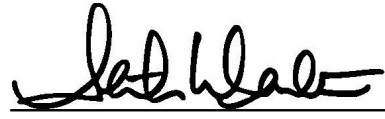

Jonathan L. Jackson
Member of Congress


Maxwell Alejandro Frost
Member of Congress

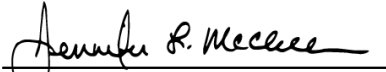

Henry C. "Hank" Johnson, Jr.
Member of Congress



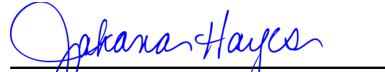
Ro Khanna
Member of Congress



SETH MOULTON
Member of Congress



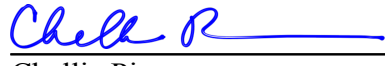
Jennifer L. McClellan
Member of Congress



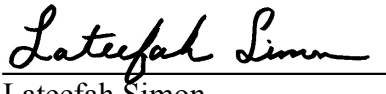
Jahana Hayes
Member of Congress



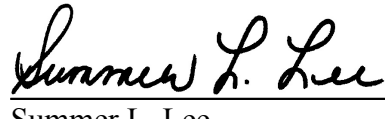
Kweisi Mfume
Member of Congress



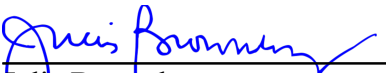
Chellie Pingree
Member of Congress



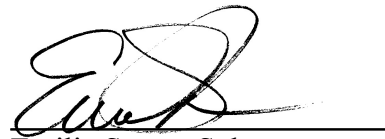
Lateefah Simon
Member of Congress



Summer L. Lee
Member of Congress



Julia Brownley
Member of Congress



Emilia Strong Sykes
Member of Congress