

Congress of the United States

House of Representatives

COMMITTEE ON OVERSIGHT AND GOVERNMENT REFORM

2157 RAYBURN HOUSE OFFICE BUILDING

WASHINGTON, DC 20515-6143

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

<https://oversight.house.gov>

February 3, 2025

The Honorable Donald J. Trump
President
The White House
1600 Pennsylvania Avenue, N.W.
Washington, DC 20500

Dear President Trump:

We strongly oppose and condemn your efforts to purge our nation's nonpartisan civil service by coercing federal employees into mass resignations. On January 28, federal employees received an email from the Office of Personnel Management (OPM) with the subject "Fork in the Road."¹ The email outlined a "deferred resignation" offer for federal employees with a deadline for response of February 6, 2025.² The resignation offer, which we are concerned is an illegal scam, will decimate our civil service and cause immeasurable harm to the American public.³ We demand that you immediately rescind this offer.

This offer would precipitate a mass exodus of the most experienced and capable federal employees, leaving our agencies severely understaffed and incapable of fulfilling their responsibilities. The consequences of this brain drain will be felt by every American. Already, many federal agencies, including the Federal Aviation Administration (FAA), struggle with understaffing – this offer only exacerbates the problem.⁴ Without the expertise and institutional knowledge that so many federal employees bring to their work, our government will be incapable of responding effectively to national emergencies, serving the American public, or even carrying out routine operations. The resignation offer sets the stage for an unparalleled crisis in our government's ability to deliver for the American people.

Federal employees are right to be skeptical of the resignation offer. The Administration does not appear to be acting pursuant to any buyout or severance authority outlined in Title V of U.S. Code.⁵ The offer provides no legally binding or formal guarantees, the guidance that it

¹ *Déjà Vu: Elon Musk Takes His Twitter Takeover Tactics to Washington*, New York Times (Jan. 30, 2025) (online at www.nytimes.com/2025/01/30/technology/musk-doge-x-playbook.html)

² U.S. Office of Personnel Management, *Fork in the Road* (online at <https://www.opm.gov/fork/>) (accessed on Feb. 2, 2025).

³ *Legal questions surround Trump's federal worker resignation offer*, National Public Radio (Jan. 31, 2025) (online at www.npr.org/2025/01/31/nx-s1-5282075/trump-federal-employees-resignation-offer-legal-questions).

⁴ *285 of 313 Air Traffic Control Facilities Are Understaffed*, New York Times (Jan. 31, 2025) (online at www.nytimes.com/2025/01/31/business/air-traffic-controllers-understaffed.html).

⁵ *Break Down OPM's 'Fork in the Road' Email to Federal Workers*, The Lawfare Institute in Cooperation with Brookings (Jan. 30, 2025) (online at www.lawfaremedia.org/article/breaking-down-opm-s--fork-in-the-road--).

gives employees is likely illegal, and the entire offer could be found to violate the Anti-Deficiency Act.⁶ While federal employees purportedly have the right to withdraw their resignation before it takes effect, agencies can deny this request under certain conditions, and there is no binding legal guarantee the Administration will honor such reversals. Furthermore, agencies are not obligated to accept resignations, creating risks for employees who may be left in professional limbo or subjected to retaliation if their resignation is rejected. This entire effort is a hastily executed and illegal con perpetrated against hundreds of thousands of American workers.

This misguided, demoralizing, and likely illegal resignation offer must be immediately rescinded, and all federal employees must be returned to full work status regardless of any response provided to the January 28 email or any subsequent emails, correspondence or communications containing this offer. There is no justification for this reckless offer, and we will not stand by as your administration makes our government less responsive to the American people through its attempts to purge hundreds of thousands from the civil service.

Given the urgency created by the February 6th deadline included in OPM's email to federal employees, we respectfully request that the Executive Office of the President (EOP), OPM, the Office of Management and Budget (OMB) provide the following no later than February 5, 2025:

1. All communications since January 20, 2025, with agency bargaining units related to the Administration's resignation offer;
2. All communications between Chuck Ezell, James Sherk, Riccardo Biasini, McLaurine Pinover, Joanna Wischer, Amanda Scales, Noah Peters, Scott Kupor, Anthony Armstrong, Russ Vought, Elon Musk, and any member, official, or non-official representative of the Trump Campaign, Trump Transition Team, or Trump Administration related to the Administration's resignation offer;
3. All communications among OPM, OMB, the United States DOGE Service, and the EOP related to the Administration's resignation offer, including attachments;
4. Any communications to or from OPM political appointees since January 20, 2025, including attachments;
5. All communications between OPM and other agencies regarding implementation of the Administration's resignation offer;

All communications received from non-governmental entities by the following people:
Chuck Ezell, James Sherk, Riccardo Biasini, McLaurine Pinover, Joanna Wischer,

email-to-federal-workers).


⁶ *Legal questions surround Trump's federal worker resignation offer*, National Public Radio (Jan. 31, 2025) (online at <https://www.npr.org/2025/01/31/nx-s1-5282075/trump-federal-employees-resignation-offer-legal-questions>).

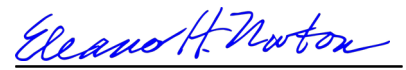
Amanda Scales, Noah Peters, Scott Kupor, Anthony Armstrong, Russ Vought, Elon Musk related to the Administration's resignation offer;


6. All documents, including drafts, prepared in the development of the Administration's resignation offer;
7. Any communications between OPM and non-governmental entities regarding the Administration's resignation offer; and
8. All drafts of memoranda related to the Administration's resignation offer that have been issued by the Acting Director of OPM since January 20, 2025, and all communications, including attachments, related to these drafts.


Thank you for your prompt attention to this matter. The Committee on Oversight and Government Reform is the principal oversight committee of the House of Representatives and has broad authority to investigate "any matter" at "any time" under House Rule X. If you have any questions regarding this request, please contact my office at (202) 225-5051.


Sincerely,

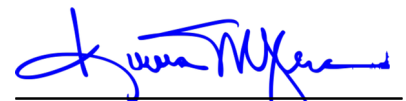

Gerald E. Connolly
Ranking Member



Eleanor Holmes Norton
Member of Congress

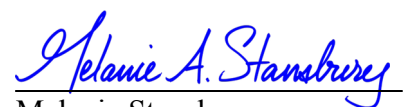

Stephen F. Lynch
Member of Congress

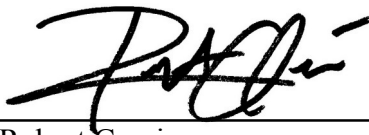

Raja Krishnamoorthi
Member of Congress


Ro Khanna
Member of Congress

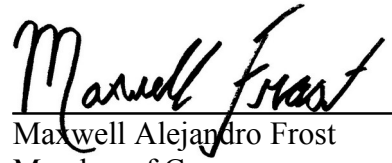

Kweisi Mfume
Member of Congress


Shontel M. Brown
Member of Congress


Melanie Stansbury
Member of Congress



Robert Garcia
Member of Congress



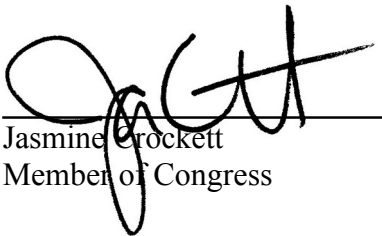
Maxwell Alejandro Frost
Member of Congress



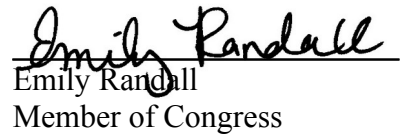
Summer L. Lee
Member of Congress



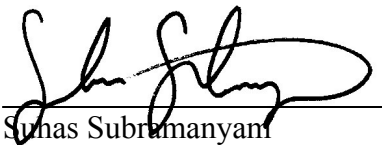
Greg Casar
Member of Congress



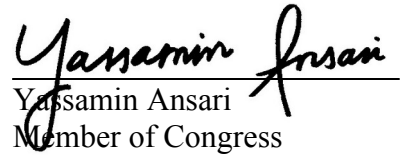
Jasmine Crockett
Member of Congress



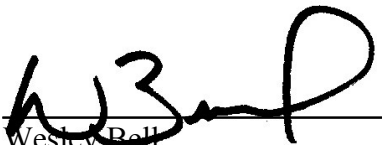
Emily Randall
Member of Congress



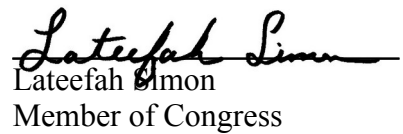
Sumas Subramanyam
Member of Congress



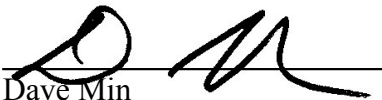
Yassamin Ansari
Member of Congress



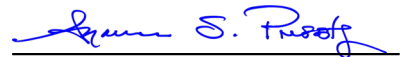
Wesley Bell
Member of Congress



Lateefah Simon
Member of Congress



Dave Min
Member of Congress



Ayanna Pressley
Member of Congress



Rashida Tlaib
Member of Congress

President Donald J. Trump

Page 5

Chuck Ezell, Acting Director, Office of Personnel Management

Matthew J. Vaeth, Acting Director, Office of Management and Budget