

June 6, 2025

The Honorable Lori Chavez-DeRemer
Secretary
U.S. Department of Labor
200 Constitution Ave NW
Washington, DC 20210

Ms. Catherine Eschbach
Director, Office of Federal Contract
Compliance Programs
U.S. Department of Labor
200 Constitution Ave NW
Washington, DC 20210

Dear Secretary Chavez-DeRemer and Director Eschbach,

We are deeply concerned about the Office of Federal Contract Compliance Programs' (OFCCP) ability to enforce Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) and uphold its responsibility to veterans who have served this country.

VEVRAA is a federal law that helps ensure America's veterans are able to access a level playing field in the workforce. OFCCP is charged with ensuring approximately 123,000 federal contractor establishments comply with VEVRAA. It requires employers doing business with the federal government, specifically, federal contractors, to take affirmative steps to recruit, hire, and promote categories of veterans covered by the law, including disabled veterans and recently separated veterans. Under VEVRAA, federal contractors and subcontractors are barred from discriminating against protected veterans when making employment decisions on hiring, firing, pay, benefits, job assignments, promotions, layoffs, training, and other employment related activities.

On January 24, 2025, the Acting Secretary of Labor Micone, III issued Secretary's Order 03-2025¹ directing "all regulated parties with impacted open reviews or investigations" receive notice that "VEVRAA components of the review or investigation are being held in abeyance pending further guidance." In late February, Office of Management and Budget and Office of Personnel Management issued a memo directing² agencies to "undertake preparations to initiate large-scale reductions in force." Reports surfaced that the agency plans to cut 90 percent of its staff³ and close nearly all of its field offices. These planned cuts include OFCCP's entire statistical analysis division.⁴ A lack of sufficient data and analysis on the protected veteran population limits robust VEVRAA enforcement, according to a 2022 GAO report.⁵

1 February 26, 2025 U.S. Office of Management and Budget Memorandum. <https://www.opm.gov/policy-data-oversight/latest-memos/guidance-on-agency-rif-and-reorganization-plans-requested-by-implementing-the-president-s-department-of-government-efficiency-workforce-optimization-initiative.pdf>

2 Secretary's Order 03-2025: To Cease and Desist All Investigative and Enforcement Activity Under Rescinded Executive Order 11246. <https://www.dol.gov/sites/dolgov/files/OPA/newsreleases/2025/01/Secretarys-Order-03-2025.pdf>

3 Washington Post, *Trump officials start dismantling civil rights offices, as part of DOGE's secret plan*. <https://www.washingtonpost.com/nation/2025/02/28/doge-trump-civil-rights-office-closing-eeoc/>

4 Prosakauer, *Government Contractor Compliance & Regulatory Update*. <https://www.governmentcontractorcomplianceupdate.com/2025/03/03/ofccp-reportedly-to-reduce-staff-by-90-and-continue-veterans-and-individuals-with-disabilities-enforcement-efforts/>

OFCCP's enforcement of VEVRAA ensures U.S. taxpayer dollars are not subsidizing employment discrimination. The agency's ability to provide technical assistance and conduct oversight using both audit and enforcement authority is key to making sure our nation's veterans are not discriminated against. Any plans to close field offices and reduce staff poses significant risk to the agency's ability to effectively enforce VEVRAA. Any unwarranted delay in investigations and enforcement is a disservice to our veterans.

We request a response to the following questions by June 13, 2025.

Pending Investigations

1. Are all open reviews or investigations with VEVRAA components still being held "in abeyance" per Secretary's Order 03-2025?⁶
2. Please provide all documents and communications, including communications to agency staff, regarding the abeyance of compliance cases, conciliation agreements, audits, complaints, investigations, and enforcement activities under VEVRAA.
3. Please provide—
 1. A list of all regulated parties who received notice, per 3.b. of Secretary's Order 03-2025.⁷
 2. A copy of the notice provided to regulated parties per 3.b. of Secretary's Order 03-2025.⁸
4. Please provide a list of:
 1. All compliance cases, conciliation agreements, audits, complaints, investigations, and enforcement activities under VEVRAA that were open or pending as of January 20, 2025.
 2. All compliance cases, conciliation agreements, audits, complaints, investigations, and enforcement activities under VEVRAA that were suspended, ceased, or closed after January 20, 2025.

Agency Capacity

5. Please provide information on the agency's staffing levels, including:
 1. The total number of agency staff as of January 20, 2025.
 2. The current number of agency staff.
 3. The total number of staff at each agency office as of January 20, 2025.
 4. The current total number of staff at each agency office.
 5. The total number of investigators as of January 20, 2025.
 6. The current number of investigators.
6. Please provide information regarding plans to reduce staff or close field offices, including—

⁵ United States Government Accountability Office, *Equal Employment Opportunity Better Assistance and Data Use Could Improve Oversight of Veterans' Federal Contractor Employment*. <https://www.gao.gov/assets/gao-22-104599.pdf>

⁶ Secretary's Order 03-2025: To Cease and Desist All Investigative and Enforcement Activity Under Rescinded Executive Order 11246. <https://www.dol.gov/sites/dolgov/files/OPA/newsreleases/2025/01/Secretarys-Order-03-2025.pdf>

⁷ Ibid.

⁸ Ibid.

1. A copy of the Phase 1 ARRs due to OMB and OPM per [OMB's February 26, 2025 guidance](#).
2. A copy of the Phase 2 ARRs due to OMB and OPM per [OMB's February 26, 2025 guidance](#).
3. All documents and communications, regarding the agency's Phase 1 ARR submitted to OMB and OPM.
4. All documents and communications regarding the agency's Phase 2 ARR submitted to OMB and OPM.
5. All documents and communications since January 20, 2025, including communications to agency staff, regarding the reduction of the number of agency staff or physical offices.
7. Please provide a list of meetings the Office of the Secretary has had with agency leadership since January 20, 2025. For each meeting, please provide any information on the subject matter of the meeting, list of participants, and the agenda.

Thank you for your attention to this urgent matter. If you have any questions regarding this request, please contact Valeria Metzgen Castro at Valeria.MetzgenCastro@mail.house.gov. We look forward to your prompt response.

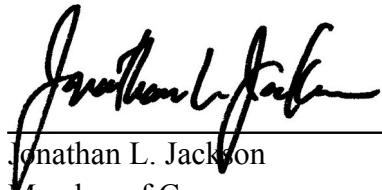
Sincerely,



Delia C. Ramirez
Member of Congress



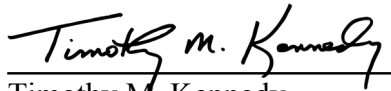
Rashida Tlaib
Member of Congress



Jonathan L. Jackson
Member of Congress



Raja Krishnamoorthi
Member of Congress



Timothy M. Kennedy
Member of Congress



Andre Carson
Member of Congress



Dina Titus
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Robert Garcia
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Melanie Stansbury
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James P. McGovern
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Julia Brownley
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