



May 21, 2026

The Honorable Scott Kupor
Director
U.S. Office of Personnel Management
1900 E St NW
Washington, DC 20415

Dear Director Kupor,

As you know, gasoline prices have soared to record levels, and all indications are that prices will stay at that level or rise during the summer months and beyond. Americans are struggling to make ends meet. This is placing an especially hard burden on federal employees, whose income has not kept up with the cost of living and now face significant commuting costs.

Federal employees, like all other Americans, face an affordability crisis. The cost of food, gas, utilities, education and health care continues to increase, but their pay continues to fall further behind that in the private sector and pay increases have failed to keep up with inflation. In fact, the President provided only a 1 percent pay increase this year for most federal workers and his FY 2027 budget request did not include a pay increase for next year.

Compounding this problem is the Administration's elimination of telework programs. Not only does telework save the government money through reduced leasing costs, reduced energy expenses and increased productivity, it reduces traffic congestion and saves employees time and money commuting. It also helps those who can't telework by reducing commute times and fuel demand, which helps ease fuel cost increases for everyone. Mandating that all employees must work in person in federal offices, even though many of these jobs were done successfully remotely for years, creates a significant financial burden with gas prices so high, especially for those who live in more rural areas that may be further away from their official worksites.

Failing to provide employees with adequate pay while gutting telework and remote work programs as gas prices soar creates unnecessary financial strain for federal workers. Therefore, I urge you to take action to address the affordability challenges facing federal employees by providing them with a fair pay increase next year and immediately reinstating telework programs. At a minimum, I urge you to take immediate action by advising Federal Agencies to implement "Telework Exceptions" as outlined in the Presidential Memorandum. The current crisis caused by increasing gas prices is a compelling reason to approve telework at least until gas prices fall back below \$3.00 per gallon.

Private industry looks to the federal government to be the model employer. These immediate across the board actions will help lessen the economic impact all Americans are facing. I look

forward to working with you to ensure that federal employees, who work on behalf of the American people providing critical services each and every day, are treated with dignity and respect they deserve.

Sincerely,

A handwritten signature in blue ink that reads "Doreen P. Greenwald". The signature is written in a cursive, flowing style.

Doreen P. Greenwald
National President