



March 8, 2021

**VIA ELECTRONIC MAIL**

The Honorable Norris Cochran  
Acting Secretary  
U.S. Department of Health and Human Services  
Room 102F  
200 Independence Avenue, S.W.  
Washington, DC 20201

Dear Acting Secretary Cochran:

On February 4, after President Biden issued Executive Order 14003, I sent you a letter asking that you direct appropriate DHHS' representatives and officials to, among other things, comply with the EO by: restoring the official time entitlements under the parties' 2010 Collective Bargaining Agreement (Agreement); restoring NTEU representatives' access to DHHS equipment, facilities and space under that Agreement; rescind implementation of the April 2019 FSIP Order; and, return to the term table to bargain a new agreement in good faith.

A month has passed, and HHS has done none of these things, nor have I received so much as an acknowledgement of my letter. On Friday, the Office of Personnel Management (OPM) issued Guidance to agencies on the implementation of EO 14003. That Guidance makes abundantly clear that the actions I requested in my February 4 letter are required under the EO.

If you are not the HHS official responsible for directing the overall activities of DHHS pending the confirmation of a Department Secretary, including DHHS' labor relations function, I would appreciate it if you would forward this letter to the individual who is in charge, and provide me the individual's name, title, and contact information as a courtesy.

NTEU wants to get our relationship with HHS moving forward on a positive path. The measures outlined in my February 4 letter are essential first steps. I am also aware, based on reports from NTEU chapter leaders, that even management officials in charge of component functions of HHS are awaiting instructions from the Department on next steps. We should not have to wait for the confirmation of a Department Secretary to begin, as EO 14003 and OPM's implementation Guidance require agencies comply with the Order now.

I look forward to hearing from you and to HHS' immediate compliance with EO 14003.

Sincerely,

A handwritten signature in black ink that reads "Anthony M. Reardon". The signature is written in a cursive style with a large, prominent initial "A".

Anthony M. Reardon  
National President

Enclosure