



June 29, 2021

VIA ELECTRONIC MAIL

The Honorable Kiran Ahuja
Director
U.S. Office of Personnel Management
1900 E Street, NW
Washington, DC 20415-1000

The Honorable Jason S. Miller
Deputy Director for Management
Office of Management and Budget
725 17th Street, NW
Washington, DC 20503

Dear Director Ahuja and Deputy Director Miller:

I am writing in reference to the June 25 Executive Order on Diversity, Equity, Inclusion and Accessibility (DEIA) in the federal workforce. I wanted to express NTEU's strong interest in working closely with you and agency leaders in the development and implementation of strategic plans around DEIA.

Federal sector unions have a critical role to play in the implementation of the Executive Order because the contracts we negotiate and enforce contain the procedures for the personnel actions the Order instructs agencies to examine for DEIA impact. In addition, NTEU has been a leader in the federal sector in combatting discrimination in compensation, performance appraisals and working conditions at our agencies and is currently examining ways to heighten our DEIA efforts in the workplace at the national and local level. Indeed, NTEU's longstanding Mission Statement has been "to organize federal employees to work together to ensure every employee is treated with dignity and respect."

I share President Biden's view that the federal government should be a model in advancing equity, inclusion and accessibility. As I previously stated in an [editorial in Government Executive](#), "the federal government should be a leading example for facing systemic racism by building a workforce that appropriately reflects the diversity of the United States, paying employees fairly, ensuring they are treated with respect, and establishing work environments in which employees can safely call out discriminatory actions and practices."

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This Executive Order represents a historic opportunity to make significant progress in achieving diversity and inclusion, eliminating barriers to employment, promotion and pay equity for underserved communities, increasing retention and creating a workplace where all employees can be successful and contribute in meaningful ways.

I look forward to working with you to make the spirit of this Executive Order a reality in the federal workplace.

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