

United States Senate

WASHINGTON, DC 20510

May 27, 2025

The Honorable Stephen Ehikian
Acting Administrator
General Services Administration
1800 F Street NW
Washington, DC 20405

The Honorable Charles Ezell
Acting Director
U.S. Office of Personnel Management
1900 E Street NW
Washington, DC 20415

The Honorable William Cowen
Acting General Counsel
National Labor Relations Board
1015 Half Street SE
Washington, D.C. 20570

Dear Acting Administrator Ehikian, Acting Director Ezell and Acting General Counsel Cowen:

We write with alarm over recent reports that the General Services Administration (GSA) plans to cancel the lease for the National Labor Relations Board (NLRB) Region 28 Phoenix office. We seek additional clarification regarding these lease cancellation plans and their potential impact on the NLRB workforce in the region, who in turn ensure that thousands of workers can exercise their rights.

The NLRB Region 28 office investigates charges of unfair labor practices and protects the rights of workers to act together, serving Arizona, New Mexico, and parts of Texas and Nevada from the regional office in Phoenix and resident offices in Las Vegas and Albuquerque. The office is vital for workers who seek to exercise their rights under the National Labor Relations Act (NLRA) to collectively join together to bargain for higher wages, better benefits, and safer workplaces.

As we have seen with regard to DOGE's chaotic and ill-informed prior actions, lease cancellations sometimes lay the groundwork for future reductions in force. Both actions would have a devastating impact on the growing number of workers seeking to exercise their rights under the NLRA. Between January 1, 2024, to April 30, 2025, NLRB Region 28 received 1,242 unfair labor practice charges and 118 election petitions covering approximately 16,000 employees.¹ During the time period of January 1, 2021 to April 30, 2022, just three years earlier, Region 28 received only 998 ULPs and 95 election petitions.² Across the entirety of the agency, the NLRB saw a 27% increase in union elections in FY24 compared to FY 2023. The Board's unfair labor practice charges also increased significantly compared to the prior fiscal year, increasing 22% from FY23. Since 2021, annual case intake has increased by nearly 50% to 24,566 cases in 2024.³

¹ [https://www.nlr.gov/search/case?r\[0\]=28&date_start=01%2F01%2F2024&date_end=04%2F30%2F2025](https://www.nlr.gov/search/case?r[0]=28&date_start=01%2F01%2F2024&date_end=04%2F30%2F2025)

² [https://www.nlr.gov/search/case?r\[0\]=28&date_start=1%2F1%2F2021&date_end=4%2F30%2F22](https://www.nlr.gov/search/case?r[0]=28&date_start=1%2F1%2F2021&date_end=4%2F30%2F22)

³ <https://www.mcneeslaw.com/nlr-2024-year-end-review/>

A strong and well-staffed regional office is needed to manage the continued surge in organized labor activity in Region 28. In fact, the NLRB is already woefully understaffed given its mandate, only receiving a minor funding increase after 10 years of flat funding in 2022⁴, and lease cancellations and reductions in force would only further increase wait times for workers seeking to exercise their labor rights under the NLRA.

With American families seeing prices for necessities increase⁵, it is more important to ensure Americans have the ability to exercise their labor rights as they fight collectively to earn good wages and quality benefits. Indeed, union workers earn more on average than non-union workers. According to the U.S. Bureau of Labor Statistics (BLS), as of recent years, union workers earn roughly 10–20% more than their non-union counterparts in similar jobs.⁶ Union workers are also more likely to have employer-provided health insurance, with BLS data shows that around 94% of union workers have access to employer-sponsored health insurance, compared to about 68% of non-union workers.⁷

We request that you respond to the following questions by June 6, 2025:

- 1) Which agency or entity was responsible for the early termination of the Phoenix office lease? (i.e., NLRB, GSA, OPM, or DOGE)
- 2) When was the decision to terminate the lease made?
- 3) What, if any, analysis was conducted prior to the determination to cancel the lease?
- 4) Why was the Region 28 lease cancelled, and what criteria were used in the decision to cancel?
- 5) Does the NLRB have an alternative work site for Phoenix employees?
 - a. If so, where?
- 6) How does the NLRB intend to fulfill its statutorily mandated obligations in the absence of office space for Phoenix employees?
- 7) Is the Phoenix lease cancellation intended as a precursor to a reduction in force?
 - a. Please provide any and all communications or other documents related to potential reductions in force in Region 28.
- 8) What delays should workers who file or have filed unfair labor charges or unionization petitions in the region expect due to the planned actions?
- 9) Has the NLRB requested rescission of the Region 28 lease termination? If yes, on what dates were these request(s) sent, what responses have been provided, and what were the bases for any responses to the Agency?
 - a. Please provide all communications with the NLRB and all documents concerning any rescission requests of Region 28 lease.
- 10) Historically, the NLRB General Counsel has invited public comments on proposals to close or restructure Regional offices to allow the NLRB to fully and thoroughly consider the impact such closures may have on internal and external stakeholders. In this case, the public was not notified of any decision, let alone invited to comment on a proposal. Why

⁴ <https://www.nlr.gov/news-outreach/news-story/statement-on-nlr-funding-in-the-2023-omnibus-bill>

⁵ <https://lisep.org/mql>

⁶ <https://www.bls.gov/news.release/pdf/union2.pdf>

⁷ <https://files.epi.org/uploads/236748.pdf>

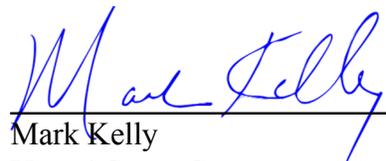
was there no invitation for public comment on the proposed lease cancellation of the Region 28 Phoenix office?

We look forward to a prompt response.

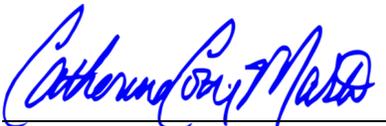
Sincerely,



Ruben Gallego
United States Senator



Mark Kelly
United States Senator



Catherine Cortez Masto
United States Senator



Jacky Rosen
United States Senator