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National Secretary-Treasurer

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National President

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February 23, 2025

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

Dear Acting Director Ezell:

On behalf of the over 800,000 federal employees represented by the American Federation of Government Employees (AFGE), AFL-CIO, I write to address an email sent to all federal employees yesterday from the U.S. Office of Personnel Management (OPM). The email, titled “*What did you do last week?*”, sent from the unsigned and shared hr@opm.gov mailbox, raises significant concerns. As you are aware, the email directs recipients to:

Please reply to this email with approx. 5 bullets of what you accomplished last week and cc your manager.

Please **do not send** any classified information, links, or attachments.

Deadline is this Monday at 11:59pmEST.

The email fails to identify any legal authority permitting OPM to demand the requested information. OPM’s actions conflict with laws delegating the authority for the management of federal employees to their respective agencies and do not comport with OPM’s own regulations and guidance.¹ Federal employees report to their respective agencies through their established chains of command; they do not report to OPM.

Additionally, the email’s vague disclaimer does not provide sufficient guidance on what information employees should avoid disclosing. Federal employees have a duty to ensure that sensitive information, data, and records are only used and disclosed for authorized purposes. The email was nothing more than an irresponsible and sophomoric attempt to create confusion and bully the hard-working federal employees that serve our country.

I have received numerous reports from dedicated civil servants, including those who care for our veterans and safeguard our nation, expressing frustration over the email’s tone and intent. Rather than fostering professionalism and respect for their work, this hastily written email left many feeling undervalued and intimidated. By allowing the unelected and unhinged Elon Musk to

¹ As just one example, the email is clearly in conflict with OPM’s February 5, 2025, Privacy Impact Assessment for Government-Wide Email System (GWES), which requires that any email sent using the GWES “explicitly stat[e] that the response is voluntary.”

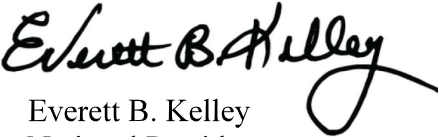


dictate OPM's actions, you have demonstrated a lack of regard for the integrity of federal employees and their critical work.

It is also clear that OPM has not assessed the cost to the government resulting from this thoughtless email. By issuing this directive, OPM is actively pulling federal employees away from their critical duties without regard for the consequences. As just two examples, a VA surgeon's attention belongs in the operating room and an air traffic controller's attention on keeping the skies safe, not on dealing with this unclear and unlawful distraction. This request, and the resulting confusion, is not just inappropriate—it is disruptive to essential government functions. OPM's failure to consider this demonstrates a fundamental misunderstanding of the daily responsibilities of federal employees and the vital roles they perform in keeping our country safe and operational.

We believe that employees have no obligation to respond to this plainly unlawful email absent other lawful direction. I am also requesting that OPM rescind the email and apologize to all federal employees. Please respond directly to me by tonight, Sunday, February 23, 2025, at 11:59 P.M. EST.

Sincerely,

A handwritten signature in black ink that reads "Everett B. Kelley". The signature is written in a cursive style with a large, looping flourish at the end of the name.

Everett B. Kelley
National President

cc: NEC
Elon Musk