



# AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO

**Dr. Everett B. Kelley**  
*National Secretary-Treasurer*

**J. David Cox, Sr.**  
*National President*

**Jeremy A. Lannan**  
*NVP for Women & Fair Practices*  
**00387735**

May 7, 2019

Honorable Ron Johnson  
Chairman  
Senate Committee on  
Homeland Security and Governmental Affairs  
Washington, DC 20510

Honorable Gary C. Peters  
Ranking Member  
Senate Committee on  
Homeland Security and Governmental Affairs  
Washington, DC 20510

Dear Chairman Johnson and Ranking Member Peters:

On behalf of the American Federation of Government Employees, AFL-CIO (AFGE), which represents more than 700,000 federal and District of Columbia government employees who serve the American people in 70 different agencies, I urge you to oppose the confirmation of Dale Cabaniss as Director of the Office of Personnel Management (OPM) when it comes before the Homeland Security and Governmental Affairs Committee for a vote.

Ms. Cabaniss has demonstrated a fundamental inability to run a government agency effectively. When she headed the Federal Labor Relations Authority (FLRA), an independent measure of morale at the agency indicated that employees' job satisfaction declined, resulting in a loss more than 40 percent of its career workforce and a significant drop-off in productivity. As a measure of her effectiveness, 55 percent of the FLRA's decisions issued during her tenure were overturned on appeal.<sup>1</sup>

The Trump Administration is in the process of trying to dismantle OPM, sending its operations to the General Services Administration (GSA), the Department of Defense, and the Executive Office of the President. AFGE is working to defend OPM and to prevent this reckless action from going forward, but if some or all of the Administration's plan is carried out, to forestall a worst-case-scenario outcome, it will be important to have a Director of OPM who appreciates the merit system and the civil service. Dale Cabaniss's record demonstrates that she does not have the requisite qualities to serve in such a capacity.

OPM's mission is extremely important to the entire government. By its own description, OPM "provides human resources leadership and support to Federal agencies and helps the Federal workforce achieve their aspirations as they serve the American people," with a mission "to lead and serve the Federal Government in enterprise human resource management by delivering policies and services to achieve a trusted effective civilian workforce." That is a serious responsibility. The job should go to someone with a record of effective employee management, one who understands the importance of an apolitical civil service and employee morale and respects the mission of the agency. It is essential that she or he be someone with a solid record of federal personnel management.

It is clear that Dale Cabaniss' professional career demonstrates that she neither supports the mission of OPM nor possesses the appropriate experience to lead this important agency. I urge you to oppose her confirmation. For questions please contact Alethea Predeoux at [alethea.predeoux@afge.org](mailto:alethea.predeoux@afge.org).

Sincerely,

Alethea Predeoux  
Legislative Director

<sup>1</sup> Erich Wagner, Trump's Pick to Lead OPM Has an Unusual Management Record for the Job, Government Executive, April 19, 2019