

Congress of the United States
Washington, DC 20515

September 29, 2026

Chairman Roger Wicker
Senate Armed Services Committee
228 Russell Senate Office Building
Washington, DC 20510

Ranking Member Jack Reed
Senate Armed Services Committee
228 Russell Senate Office Building
Washington, DC 20510

Chairman Mike Rogers
House Armed Services Committee
2216 Rayburn House Office Building
Washington, DC 20515

Ranking Member Adam Smith
House Armed Services Committee
2216 Rayburn House Office Building
Washington, DC 20515

Dear Chairman Wicker, Ranking Member Reed, Chairman Rogers, and Ranking Member Smith:

We strongly urge you to retain Section 1115 of the House-passed National Defense Authorization Act for Fiscal Year 2027 (H.R. 8800) in a final, negotiated NDAA. Section 1115 restores collective bargaining rights at the Department of War and protects civilian employees performing essential national defense functions.

We support enhanced efficiency and accountability measures within the federal government. However, broad applications of national security exemptions to deny collective bargaining rights for federal employees threaten to undermine workforce stability and mission effectiveness. Historically, such exemptions have been reserved for specific, narrow groups of employees and agencies whose missions are uniquely incompatible with collective bargaining under 5 U.S.C. 7103(b)(1)(B).

Civilian employees at the Department of War perform critical cybersecurity, infrastructure protection, and border security functions. Denying these workers collective bargaining protections threatens to weaken our national security posture by damaging morale, undermining retention efforts, and removing important accountability protections at the Department of War. Federal employees have historically exercised collective bargaining rights successfully and without compromising readiness or mission success.

Supporting collective bargaining is pro-worker, pro-security, pro-efficiency, and pro-accountability. We respectfully request the retention of Section 1115 in the final NDAA and ask you to reaffirm Congress's commitment to longstanding workforce protections that have allowed our civilian federal workforce to successfully serve the American people for decades.

Sincerely,



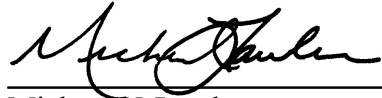
Michael R. Turner
Member of Congress



Brian K. Fitzpatrick
Member of Congress



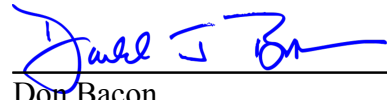
Rob Bresnahan, Jr.
Member of Congress



Michael V. Lawler
Member of Congress



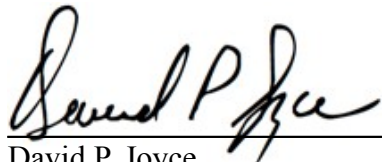
Andrew R. Garbarino
Member of Congress



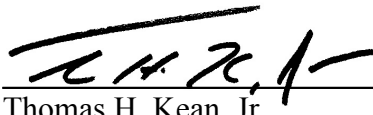
Don Bacon
Member of Congress



Derrick Van Orden
Member of Congress



David P. Joyce
Member of Congress



Thomas H. Kean, Jr.
Member of Congress



Nicole Malliotakis
Member of Congress



Christopher H. Smith
Member of Congress



Pete Stauber
Member of Congress

A handwritten signature in black ink that reads "Nick LaLota". The signature is fluid and cursive, with the first name "Nick" and last name "LaLota" clearly distinguishable.

Nick LaLota

Member of Congress