The Honorable Michael S. Regan  
Administrator  
U.S. Environmental Protection Agency (EPA)  
1200 Pennsylvania Avenue, N.W.  
Washington, D.C. 20460  

Dear Administrator Regan,  

As Members of Congress who are committed to equality for all, we write to encourage you to bargain in good faith with the American Federation of Government Employees (AFGE) regarding the terms of its collective bargaining agreement, specifically the diversity, equity, inclusion, and accessibility (DEIA) article.  

As you know, the Environmental Protection Agency (EPA) has committed to making equity, environmental justice, and civil rights a centerpiece of the agency’s mission. This mission is as timely and critical as ever while our country continues to respond to the ongoing climate crisis and endure repeated attacks against our LGBTQ+ community. Accordingly, for the EPA to perform its mission to the fullest, we believe the agency needs a highly trained, well-supported, diverse and inclusive workforce. Though negotiations between the parties will resolve many different concerns, we encourage each party to negotiate in good faith in reaching a consensus on benefits of employment, as well as training and support programs to foster a vibrant, energized EPA workforce that reflects the breadth and scope of the American people.  

We support President Biden and Vice President Harris in their focus on equity not simply as a fixture of their administration, but the responsibility of the entire federal government, including EPA. Furthermore, as our country works determinedly to address historic climate goals and protect vulnerable communities, we need a strong, dedicated, and diverse EPA workforce to help us reach these objectives. Therefore, we strongly encourage both parties to come together in good faith and negotiate a mutually acceptable resolution that will benefit EPA, its workers, and the American people.  

Sincerely,  

Diana DeGette  
Member of Congress  

Mark Pocan  
Member of Congress
Shri Thanedar  
Member of Congress

Debbie Dingell  
Member of Congress

Barbara Lee  
Member of Congress

Paul D. Tonko  
Member of Congress

Frederica S. Wilson  
Member of Congress

Linda T. Sánchez  
Member of Congress

Jan Schakowsky  
Member of Congress

Glenn Ivey  
Member of Congress

Stephen F. Lynch  
Member of Congress

Valerie P. Foushee  
Member of Congress
Nanette Diaz Barragán  
Member of Congress

Julia Brownley  
Member of Congress

Haley M. Stevens  
Member of Congress

Chris Deluzio  
Member of Congress

Bonnie Watson Coleman  
Member of Congress

Yvette D. Clarke  
Member of Congress

Dina Titus  
Member of Congress

Sheila Cherfilus-McCormick  
Member of Congress

Adam Smith  
Member of Congress

Ilhan Omar  
Member of Congress
Angie Craig  
Member of Congress

Jamaal Bowman, Ed.D.  
Member of Congress