

Congress of the United States
Washington, DC 20515

October 28, 2025

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

Ranking Member Jack Reed
Senate Armed Services Committee
228 Hart 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 write to strongly urge the retention of Section 1110 from the House-enacted FY2026 National Defense Authorization Act in the final NDAA. Section 1110 restores collective bargaining rights at the Department of Defense and reaffirms Congress's commitment to protecting the civilian employees whose work is essential to our national defense.

We fully support efforts to improve efficiency and accountability within the federal government. However, we are concerned about overly broad efforts to apply national security exemptions to deny collective bargaining rights to federal employees. Historically, such exemptions have been narrowly tailored and reserved for agencies, such as the CIA, whose missions are uniquely incompatible with collective bargaining under 5 U.S.C. 7103(b)(1)(B). Extending such exemptions widely across government risks undermining workforce stability, morale, and mission effectiveness.

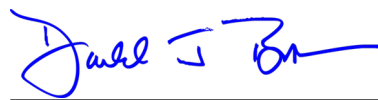
The Defense Department's large civilian workforce, which includes some 315,000 veterans, plays an indispensable role in securing our cyber networks, protecting our energy infrastructure, and supporting our border security. Denying these workers a voice in the workplace does not enhance national security – it potentially jeopardizes it by eroding morale, diminishing retention, and weakening accountability. For more than six decades, federal employees, including those working in national security contexts, have exercised collective bargaining rights without compromising readiness or mission success.

Supporting collective bargaining is therefore not only pro-worker, it is pro-security, pro-efficiency, and pro-accountability. We respectfully urge you to preserve Section 1110 in the final NDAA and reaffirm the rights of the workforce that underpins our national security.

Sincerely,



Michael R. Turner
Member of Congress



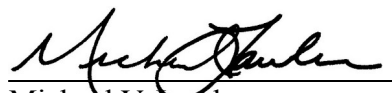
Don Bacon
Member of Congress



Rob Bresnahan, Jr.
Member of Congress



Brian K. Fitzpatrick
Member of Congress



Michael V. Lawler
Member of Congress



Nick LaLota
Member of Congress



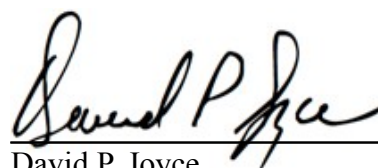
Nicole Malliotakis
Member of Congress



Jefferson Van Drew
Member of Congress



Christopher H. Smith
Member of Congress



David P. Joyce
Member of Congress



Andrew R. Garbarino
Member of Congress



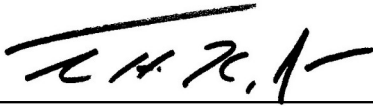
Zach Nunn
Member of Congress



Mike Bost
Member of Congress



Derrick Van Orden
Member of Congress



Thomas H. Kean, Jr.
Member of Congress



Pete Stauber
Member of Congress