



AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO

Eric Bunn Sr.
National Secretary-Treasurer

Dr. Everett B. Kelley
National President

Dr. Kendrick B. Roberson
NVP for Women & Fair Practices

January 16, 2025

Transition Co-Chairs Howard Lutnick and Linda McMahon
Elon Musk and Vivek Ramaswamy
1800 F St NW
Washington, DC 20270
And Via X @DOGE

Dear Mr. Lutnick, Ms. McMahon, Mr. Musk, and Mr. Ramaswamy:

I am the President of the American Federation of Government Employees (AFGE). AFGE is the largest labor organization representing civilian federal employees, proudly representing approximately 800,000 federal and District of Columbia government workers across the United States and around the world. For nearly one hundred years, AFGE has advocated for the working people of the United States and promoted good and efficient government. I therefore write to request appointment of an AFGE representative as a member of the “Department of Government Efficiency” (DOGE).

President-elect Trump has purportedly charged Elon Musk and Vivek Ramaswamy with leading DOGE. The avowed purpose of DOGE is to provide advice and guidance from outside of the Government to facilitate, among other things, cutting wasteful expenditures and restructuring federal agencies. DOGE thus constitutes an advisory committee, which includes any group established or utilized by the President or an agency official for the purpose of obtaining the group’s advice or recommendations for the President, or on issues or policies within the scope of an agency’s responsibilities.

This in turn raises concerns for AFGE. The Federal Advisory Committee Act (FACA) requires that an advisory committee be fairly balanced in its membership in terms of the points of view represented and the functions to be performed. Corresponding FACA regulations require that in establishing any advisory committee, “the groups and entities potentially affected or interested” should be considered. 41 C.F.R. § 102-3.60(b)(3)(i). Also, after “having identified the points of view that would promote a fairly balanced advisory committee membership, agencies should conduct broad outreach” 41 C.F.R. § 102-3.60(b)(3)(ii). And finally, in selecting committee members, “agencies shall ensure representation of persons with the points of view identified ... that would promote a fairly balanced advisory committee membership.” 41 C.F.R. § 102-3.60(b)(3)(iii).

DOGE’s present membership, however, represents only one point of view. That one point of view is predicated on a singular goal of eliminating federal agencies, employees, and regulations. *See, e.g.,* Elon Musk & Vivek Ramaswamy, *The DOGE Plan to Reform Government*, *Wall. St. J.* (Nov. 20, 2024) <https://www.wsj.com/opinion/musk-and-ramaswamy-the-doge-plan-to-reform-government-supreme-court-guidance-end-executive-power-grab-fa51c020>. DOGE also is presently headed by two wealthy individuals with little government



experience yet who stand to gain personally from the elimination and deregulation they champion.

This is why AFGE believes it is imperative that our point of view be included in DOGE's membership and functions. We can provide much needed input with respect to the important roles that federal agencies and employees play in maintaining an effective and efficient federal government. AFGE has a deep knowledge of the federal government and many of the issues faced by its agencies and employees, along with the essential functions they perform. This would allow us to enhance DOGE's effectiveness by providing insight into bureaucratic challenges and by identifying practical solutions to streamline processes, reduce waste, and improve operations based on extensive first-hand experience working in government agencies. AFGE also has a demonstrated history of representing whistleblowers seeking to challenge prohibited personnel practices and disclose fraud, waste, and abuse, in government programs. This history gives us great familiarity with ensuring government accountability and transparency. AFGE thus stands in a distinctive position to serve the public interest by representing government employees and by advocating for the resources that they need to effectively perform their duties while supporting fair treatment, equitable pay, and safe working conditions.

Consequently, because DOGE intends to identify issues and make recommendations to the President concerning federal agencies and the federal workforce, AFGE is ideally placed to bring its expertise to bear and provide a balanced point of view to DOGE's membership that is currently missing.

Thank you for your consideration. We look forward to your reply.

Sincerely and fraternally,

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

Dr. Everett B. Kelley
National President
AFGE