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## United States Senate

COMMITTEE ON HEALTH, EDUCATION,  
LABOR, AND PENSIONS

WASHINGTON, DC 20510-6300

WARREN GUNNELS, MAJORITY STAFF DIRECTOR  
AMANDA LINCOLN, REPUBLICAN STAFF DIRECTOR

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March 24, 2023

### **VIA ELECTRONIC TRANSMISSION**

Ms. Kiran A. Ahuja  
Director  
Office of Personnel Management

Ms. Laquetta D. Jones-Bigelow  
Director, Equal Employment Opportunity  
Federal Mediation and Conciliation Service

Dear Ms. Ahuja and Ms. Bigelow:

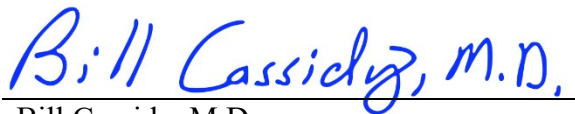
It has come to our attention that several Equal Employment Opportunity (EEO) complaints have been filed in the wake of a reorganization of the Federal Mediation and Conciliation Service (FMCS). Any EEO complaint must be thoroughly investigated with the utmost urgency and seriousness. These particular EEO complaints are all the more important, however, as they relate to the pending nomination of President Joe Biden's nominee, Javier Ramirez to be FMCS Director.

Several whistleblowers have alleged to my staff that Acting Director Gregory Goldstein, at the direction of Javier Ramirez, engaged in a reorganization effort at the FMCS despite Mr. Ramirez lacking the authority of either an Acting or Senate-confirmed presidential appointee to make such a fundamental change to FMCS's structure. Whistleblowers have also alleged that this restructuring effort led to the ouster and/or demotion of several people of color in senior management roles in favor of individuals more supportive of Mr. Ramirez's restructuring efforts. If true, these allegations not only call into question Mr. Ramirez's nomination before the U.S. Senate, but also call into question whether FMCS and its senior leadership are fostering a hostile workplace that discourages diversity and inclusion.

It is critical that FMCS produce information regarding these allegations so that the Committee may fulfill its constitutional role and properly assess the merits of Mr. Ramirez's nomination, as well as his fitness to serve as Director. Given the time-sensitive nature and urgency of this request, we request unredacted copies of all EEO complaints and affidavits filed against Mr. Ramirez and Acting Director Gregory Goldstein. We also ask that you answer the following questions on a question-by-question basis by **April 7, 2023**:

1. When did FMCS inform the Office of Personnel Management (OPM) of its restructuring efforts?
2. Did OPM formally approve FMCS's restructuring? If so, please also furnish all official documents transmitted by FMCS leadership to OPM regarding this restructuring.
3. Does FMCS have a method of tracking EEO complaints? If so, what is that process? How many EEO complaints have been filed against Mr. Goldstein and Mr. Ramirez?
4. Does FMCS report EEO complaints to OPM? If so, was OPM made aware of these EEO complaints and to what extent is OPM coordinating with FMCS to resolve the complaints?

Thank you for your prompt attention to this matter.



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Bill Cassidy, M.D.  
Ranking Member  
U.S. Senate Committee on Health,  
Education, Labor and Pensions



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Mike Braun  
U.S. Senator