

Congress of the United States

Washington, DC 20510

February 13, 2025

The Honorable Donald J. Trump
President
The White House
1600 Pennsylvania Ave NW
Washington, D.C. 20500

Dear President Trump:

We are writing to express our deep frustration at the unprecedented and illegal firing of National Labor Relations Board (NLRB or “the Board”) Member Gwynne Wilcox and the negative impact this will have on working people across the country. This firing violates the National Labor Relations Act (NLRA), renders the Board unable to effectively enforce federal labor law, and profoundly undermines the independence of the agency. We call on you to reverse this action and to immediately reinstate Member Wilcox.

Section 3(a) of the NLRA states that “Any member of the Board may be removed by the President, upon notice and hearing, for neglect of duty or malfeasance in office, *but for no other cause.*”¹ Yet the firing of Member Wilcox was done without hearing and was not for neglect of duty or malfeasance, meaning that this action clearly violates the NLRA.

Furthermore, workers rely on the NLRB to safeguard their rights to organize and collectively bargain to better their working conditions. However, by firing Member Wilcox and leaving the five-seat NLRB with only two Members, you have left the Board without a quorum and effectively shut down its decision-making ability. This simply encourages bad employers to violate the law and trample on workers’ rights, while workers subjected to illegal union-busting will face significant delays in receiving the justice to which they are entitled.

The NLRB is already dealing with substantial understaffing in its field offices. If the Board is unable to enforce the law, the delays workers face in resolving unfair labor practices charges will only grow. Additionally, victims of unfair labor practices will be unable to obtain the remedy they are entitled to if the perpetrator refuses to settle the case.

Finally, merely nominating a replacement for Member Wilcox to restore a quorum will not remedy the damage done by this firing. This firing has compromised the NLRB’s independence. Congress created the NLRB, like other independent federal agencies, to be non-partisan, and to apply the trained judgment of a body of experts informed by experience to issues that arise under the NLRA. Congress provided NLRB Members staggered terms so that the agency could accumulate technical expertise, and avoid complete changes in leadership at any one time. For nearly nine decades, NLRB members have indeed interpreted and effectuated the NLRA following their own expertise and without fear of reprisals. It is necessary to reinstate Member Wilcox immediately to restore that independence.

¹ <https://www.nlr.gov/guidance/key-reference-materials/national-labor-relations-act>

Accordingly, we urge you to reverse your decision and to immediately reinstate Member Wilcox to the NLRB to ensure that working people are afforded the protections to which they are entitled under the law.

Sincerely,



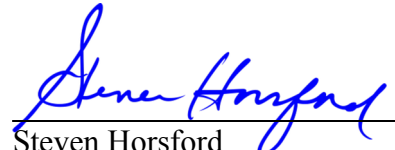
Donald Norcross
Member of Congress
Co-Chair, Congressional
Labor Caucus



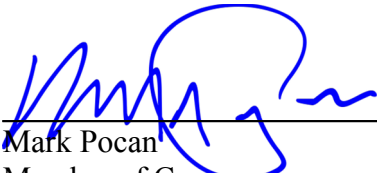
Bernard Sanders
United States Senator



Debbie Dingell
Member of Congress
Co-Chair, Congressional
Labor Caucus



Steven Horsford
Member of Congress
Co-Chair, Congressional
Labor Caucus



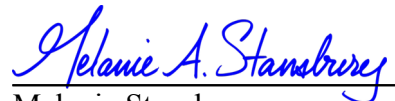
Mark Pocan
Member of Congress
Co-Chair, Congressional
Labor Caucus



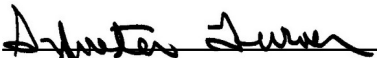
Rosa L. DeLauro
Member of Congress



Delia C. Ramirez
Member of Congress



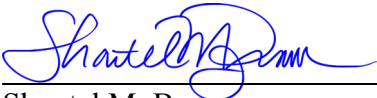
Melanie Stansbury
Member of Congress



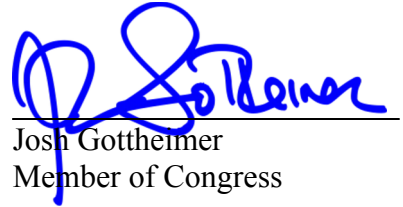
Sylvester Turner
Member of Congress




Brendan F. Boyle
Member of Congress



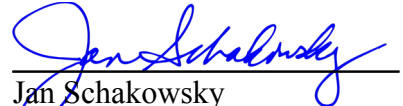
Shontel M. Brown
Member of Congress



Josh Gottheimer
Member of Congress



Alexandria Ocasio-Cortez
Member of Congress



Jan Schakowsky
Member of Congress



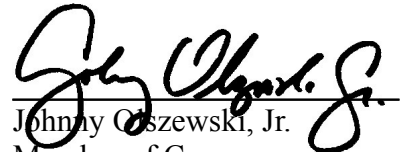
LaMonica McIver
Member of Congress



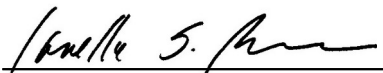
Eleanor Holmes Norton
Member of Congress



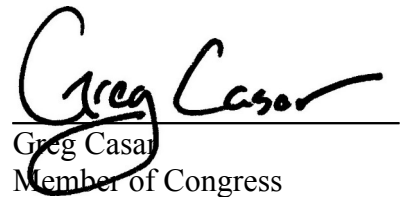
John Garamendi
Member of Congress



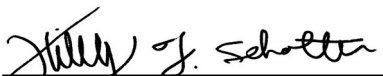
Johnny Oszewski, Jr.
Member of Congress



Janelle S. Bynum
Member of Congress




Greg Casar
Member of Congress



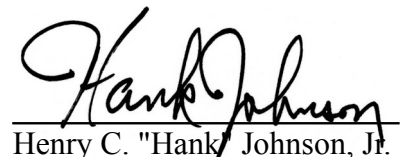
Hillary P. Scholten
Member of Congress



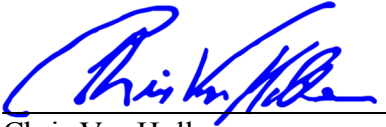
Kevin Mullin
Member of Congress



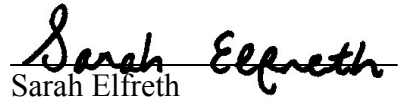
André Carson
Member of Congress



Henry C. "Hank" Johnson, Jr.
Member of Congress



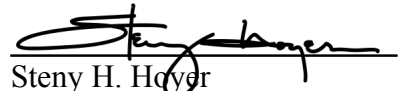
Chris Van Hollen
United States Senator



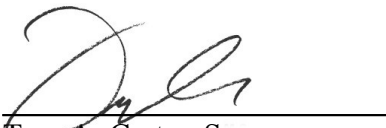
Sarah Elfreth
Member of Congress



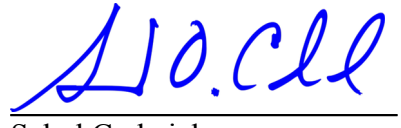
Lori Trahan
Member of Congress



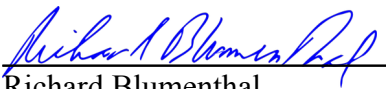
Steny H. Hoyer
Member of Congress



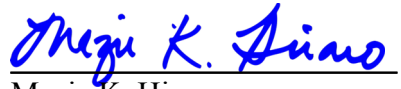
Froy A. Carter, Sr.
Member of Congress



Salud Carbajal
Member of Congress



Richard Blumenthal
United States Senator



Mazie K. Hirono
United States Senator



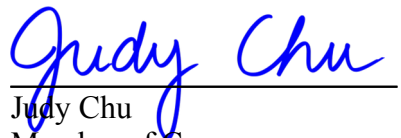
Paul D. Tonko
Member of Congress



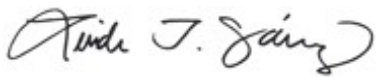
Rashida Tlaib
Member of Congress



Kirsten Gillibrand
United States Senator



Judy Chu
Member of Congress



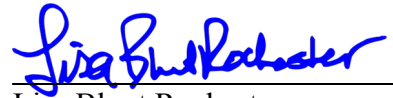
Linda T. Sánchez
Member of Congress



Sydney Kamlager-Dove
Member of Congress



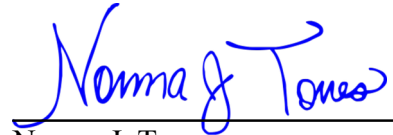
Emanuel Cleaver, II
Member of Congress



Lisa Blunt Rochester
United States Senator



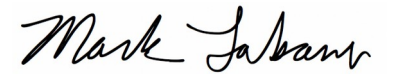
Marilyn Strickland
Member of Congress



Norma J. Torres
Member of Congress



Timothy M. Kennedy
Member of Congress



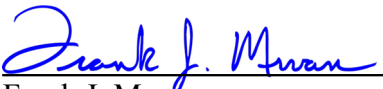
Mark Takano
Member of Congress



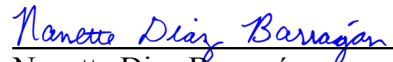
Ruben Gallego
United States Senator




Ro Khanna
Member of Congress



Frank J. Mrvan
Member of Congress



Nanette Diaz Barragán
Member of Congress



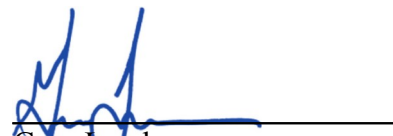
Robert Garcia
Member of Congress



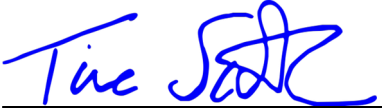
Frank Pallone, Jr.
Member of Congress



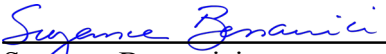
Betty McCollum
Member of Congress



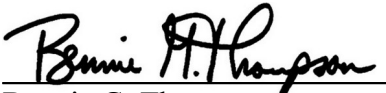
Greg Landsman
Member of Congress



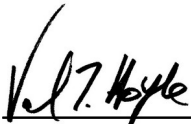
Tina Smith
United States Senator



Suzanne Bonamici
Member of Congress



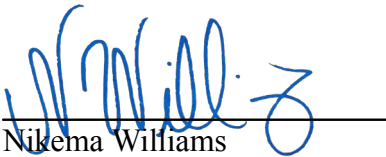
Bennie G. Thompson
Member of Congress



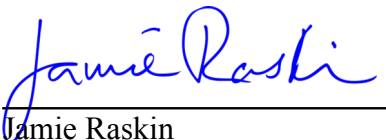
Val Hoyle
Member of Congress



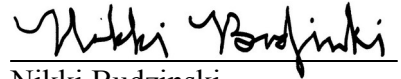
Andrea Salinas
Member of Congress



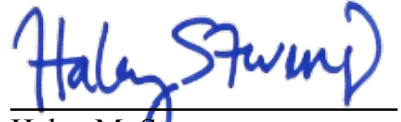
Nikema Williams
Member of Congress



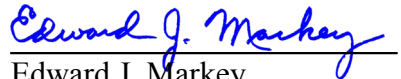
Jamie Raskin
Member of Congress



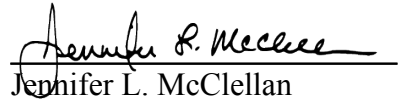
Nikki Budzinski
Member of Congress



Haley M. Stevens
Member of Congress



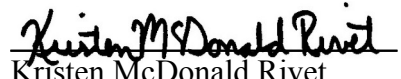
Edward J. Markey
United States Senator



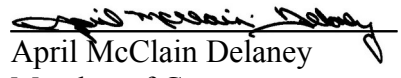
Jennifer L. McClellan
Member of Congress



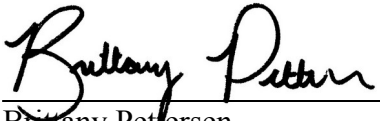
Robert J. Menendez
Member of Congress



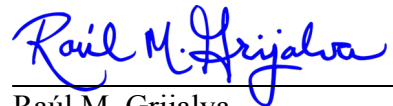
Kristen McDonald Rivet
Member of Congress



April McClain Delaney
Member of Congress



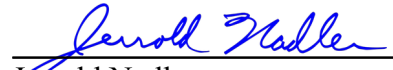
Brittany Pettersen
Member of Congress



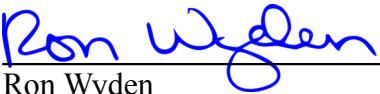
Raúl M. Grijalva
Member of Congress



Lucy McBath
Member of Congress



Jerrold Nadler
Member of Congress



Ron Wyden
United States Senator



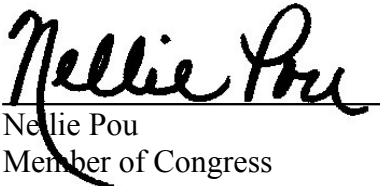
Richard J. Durbin
United States Senator



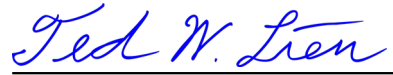
Sean Casten
Member of Congress



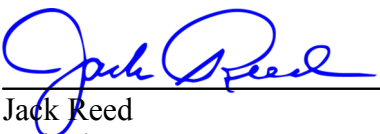
Juan Vargas
Member of Congress



Nellie Pou
Member of Congress



Ted W. Lieu
Member of Congress



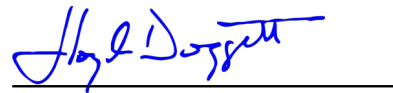
Jack Reed
United States Senator



Maxine Dexter
Member of Congress



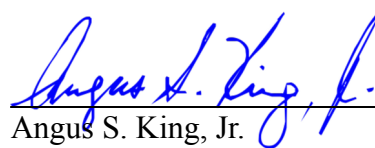
Chris Deluzio
Member of Congress



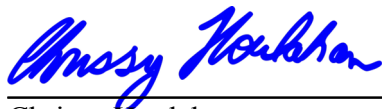
Lloyd Doggett
Member of Congress



Patrick Ryan
Member of Congress



Angus S. King, Jr.
United States Senator



Chrissy Houlahan
Member of Congress



Shri Thanedar
Member of Congress



Elizabeth Warren
United States Senator



Debbie Wasserman Schultz
Member of Congress



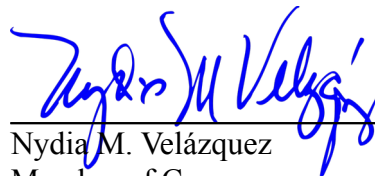
Gwen S. Moore
Member of Congress



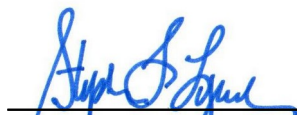
Brad Sherman
Member of Congress



Julie Johnson
Member of Congress



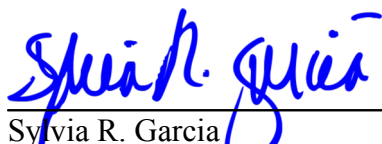
Nydia M. Velázquez
Member of Congress



Stephen F. Lynch
Member of Congress



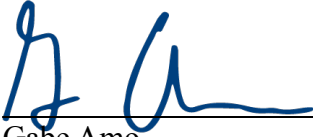
Michael F. Bennet
United States Senator



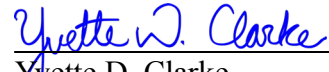
Sylvia R. Garcia
Member of Congress



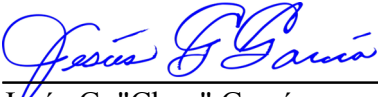
Alma S. Adams, Ph.D.
Member of Congress



Gabe Amo
Member of Congress



Yvette D. Clarke
Member of Congress



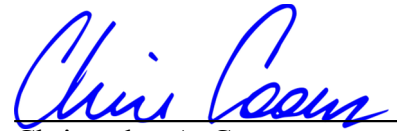
Jesús G. "Chuy" García
Member of Congress



Morgan McGarvey
Member of Congress



Kathy Castor
Member of Congress



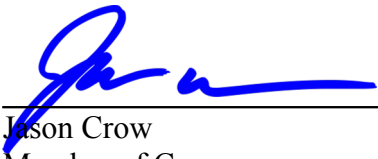
Christopher A. Coons
United States Senator



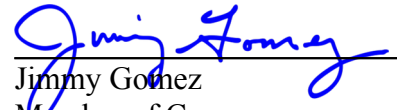
Rick Larsen
Member of Congress



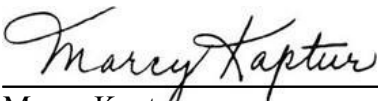
Mike Quigley
Member of Congress



Jason Crow
Member of Congress



Jimmy Gomez
Member of Congress



Marcy Kaptur
Member of Congress



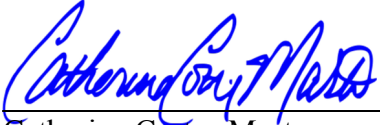
Maxine Waters
Member of Congress



Darren Soto
Member of Congress



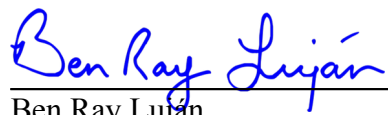
Doris Matsui
Member of Congress



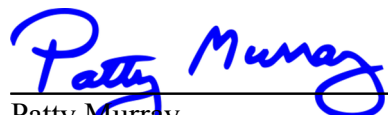
Catherine Cortez Masto
United States Senator



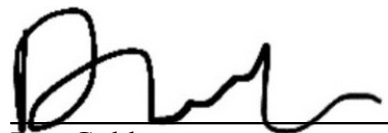
Ed Case
Member of Congress



Ben Ray Lujan
United States Senator



Patty Murray
United States Senator



Dan Goldman
Member of Congress



Scott H. Peters
Member of Congress



Charles E. Schumer
United States Senator



Bill Foster
Member of Congress




Frederica S. Wilson
Member of Congress



Summer L. Lee
Member of Congress



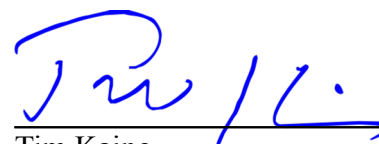
Angie Craig
Member of Congress



Alex Padilla
United States Senator



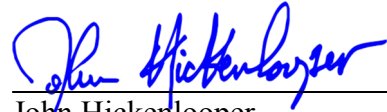
Raul Ruiz, M.D.
Member of Congress



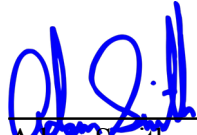
Tim Kaine
United States Senator



Diana DeGette
Member of Congress



John Hickenlooper
United States Senator



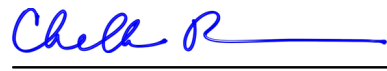
Adam Smith
Member of Congress
Ranking Member, Committee
on Armed Services



Al Green
Member of Congress
Scion of the Enslaved
Africans -
Sacrificed to Make America
Great



David Scott
Member of Congress



Chellie Pingree
Member of Congress



Marc A. Veasey
Member of Congress



Glenn Ivey
Member of Congress



Pramila Jayapal
Member of Congress



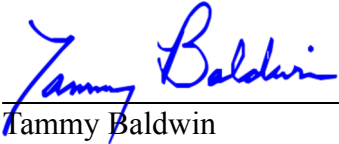
George Launier
Member of Congress



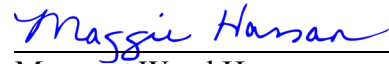
Bonnie Watson Coleman
Member of Congress



Gerald E. Connolly
Member of Congress



Tammy Baldwin
United States Senator



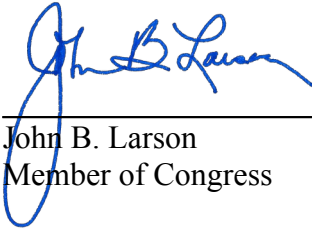
Margaret Wood Hassan
United States Senator



Bradley Scott Schneider
Member of Congress



Thomas R. Suozzi
Member of Congress



John B. Larson
Member of Congress



Emilia Strong Sykes
Member of Congress



Sarah McBride
Member of Congress



Jahana Hayes
Member of Congress



Mike Thompson
Member of Congress



Eugene Simon Vindman
Member of Congress



Ilhan Omar
Member of Congress



Kim Schrier, M.D.
Member of Congress



Eric Swalwell
Member of Congress



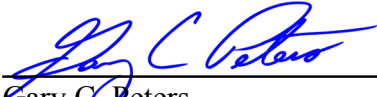
Julia Brownley
Member of Congress



Dina Titus
Member of Congress



Raja Krishnamoorthi
Member of Congress



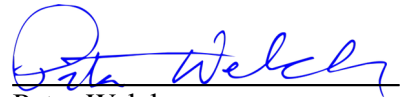
Gary C. Peters
United States Senator



Jim Tokuda
Member of Congress



Sheldon Whitehouse
United States Senator



Peter Welch
United States Senator



Joaquin Castro
Member of Congress



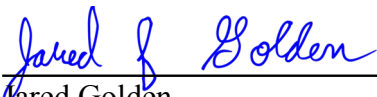
Lateefah Simon
Member of Congress



Adam B. Schiff
United States Senator



Seth Moulton
Member of Congress



Jared Golden
Member of Congress



Herbert C. Conaway, Jr.
Member of Congress





Dwight Evans
Member of Congress




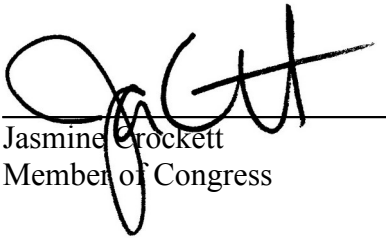
Robin L. Kelly
Member of Congress

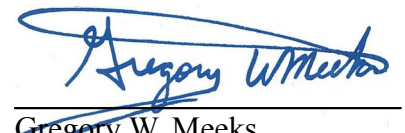

Seth Magaziner
Member of Congress

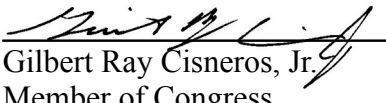

Sara Jacobs
Member of Congress

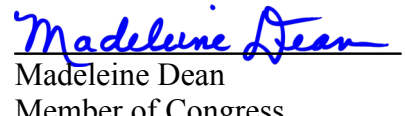

Jacky Rosen
United States Senator



Deborah K. Ross
Member of Congress



Jasmine Crockett
Member of Congress


Gregory W. Meeks
Member of Congress

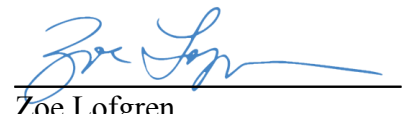

Gilbert Ray Cisneros, Jr.
Member of Congress

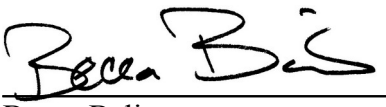

Madeleine Dean
Member of Congress

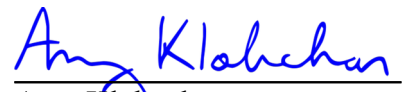

Josh Harder
Member of Congress


Veronica Escobar
Member of Congress


Chris Pappas
Member of Congress

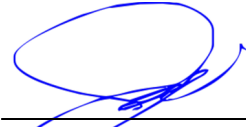

Zoe Lofgren
Member of Congress


Becca Balint
Member of Congress


Amy Klobuchar
United States Senator



Mark DeSaulnier
Member of Congress



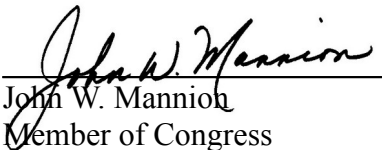
John Fetterman
United States Senator



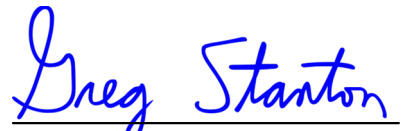
Gabe Vasquez
Member of Congress



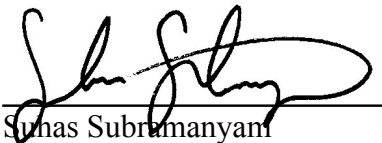
James P. McGovern
Member of Congress



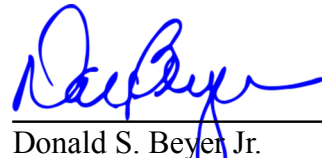
John W. Mannion
Member of Congress



Greg Stanton
Member of Congress



Supas Subramanyam
Member of Congress



Donald S. Beyer Jr.
Member of Congress



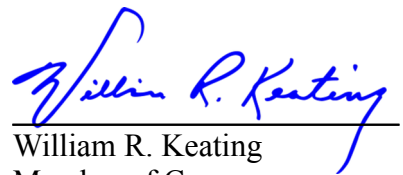
Cory A. Booker
United States Senator



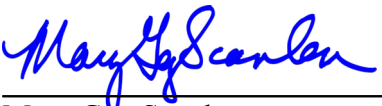
Laura Friedman
Member of Congress



Yassamin Ansari
Member of Congress



William R. Keating
Member of Congress



Mary Gay Scanlon
Member of Congress



Jared Huffman
Member of Congress



Mikie Sherrill
Member of Congress



Suzan K. DelBene
Member of Congress



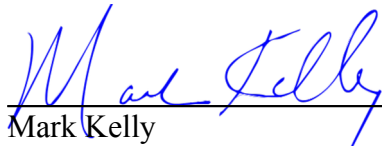
Joseph D. Morelle
Member of Congress



Jim Costa
Member of Congress



Luz M. Rivas
Member of Congress



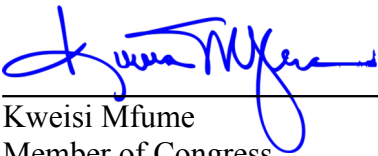
Mark Kelly
United States Senator



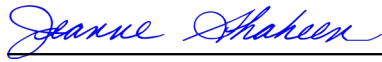
Mark R. Warner
United States Senator



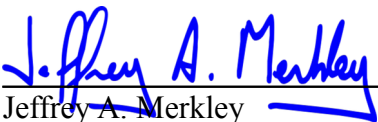
Emily Randall
Member of Congress



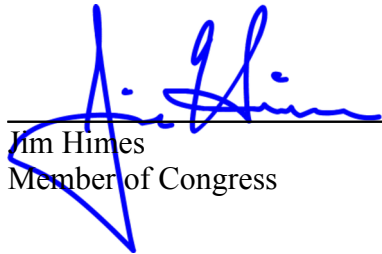
Kweisi Mfume
Member of Congress



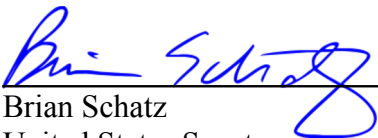
Jeanne Shaheen
United States Senator



Jeffrey A. Merkley
United States Senator



Jim Himes
Member of Congress



Brian Schatz
United States Senator



Raphael Warnock
United States Senator



George Whitesides
Member of Congress



Maxwell Alejandro Frost
Member of Congress



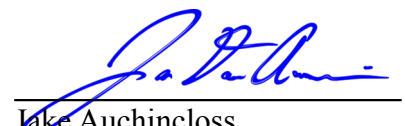
Maggie Goodlander
Member of Congress



Andy Kim
United States Senator



Josh Riley
Member of Congress




Jake Auchincloss
Member of Congress



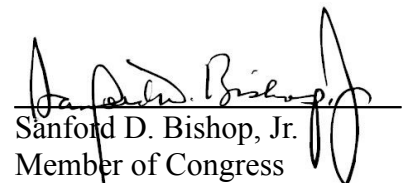
Eric Sorensen
Member of Congress



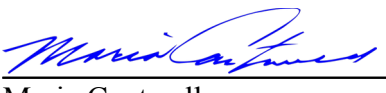
Laura A. Gillen
Member of Congress



Joe Courtney
Member of Congress



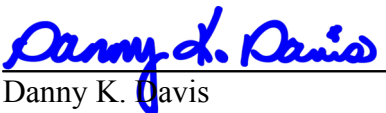
Sanford D. Bishop, Jr.
Member of Congress



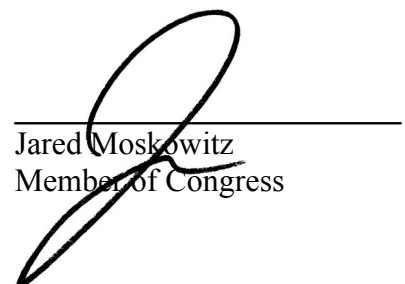
Maria Cantwell
United States Senator




Jon Ossoff
United States Senator




Danny K. Davis
Member of Congress




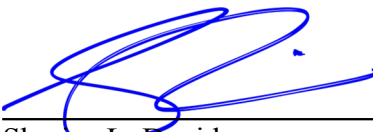
Jared Moskowitz
Member of Congress



Jonathan L. Jackson
Member of Congress


Robert C. "Bobby" Scott
Member of Congress


Kelly Morrison
Member of Congress



Wesley Bell
Member of Congress



Sharice L. Davids
Member of Congress


Steve Cohen
Member of Congress

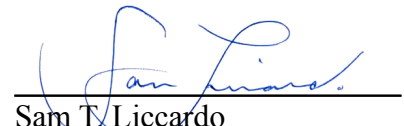

Martin Heinrich
United States Senator

/s/



Adriano Espaillat
Member of Congress


Ayanna Pressley
Member of Congress


Elissa Slotkin
United States Senator


Sam T. Liccardo
Member of Congress


Lois Frankel
Member of Congress


Ami Bera, M.D.
Member of Congress

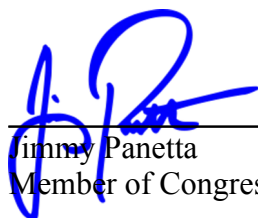

Cleo Fields
Member of Congress



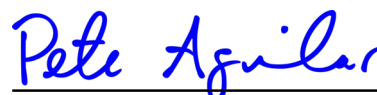
Lauren Underwood
Member of Congress



Richard E. Neal
Member of Congress



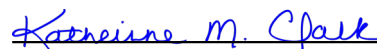
Jimmy Panetta
Member of Congress



Pete Aguilar
Member of Congress



Hakeem Jeffries
Member of Congress



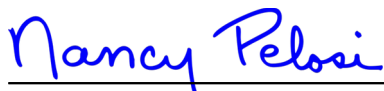
Katherine M. Clark
Member of Congress



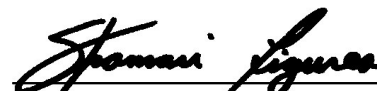
Ritchie Torres
Member of Congress



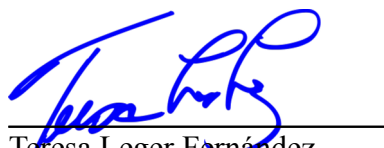
Joe Neguse
Member of Congress



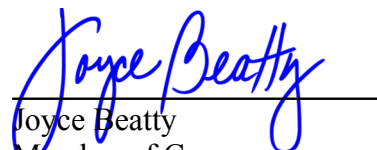
Nancy Pelosi
Member of Congress



Shomari Figures
Member of Congress



Teresa Leger Fernández
Member of Congress




Joyce Beatty
Member of Congress



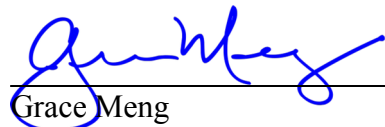
Tammy Duckworth
United States Senator



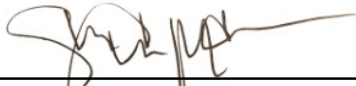
Valerie P. Foushee
Member of Congress



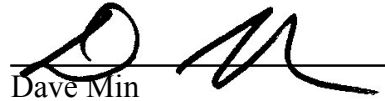
J. Luis Correa
Member of Congress



Grace Meng
Member of Congress



Sheila Cherfilus-McCormick
Member of Congress



Dave Min
Member of Congress



Derek T. Tran
Member of Congress



Mike Levin
Member of Congress



Lizzie Fletcher
Member of Congress



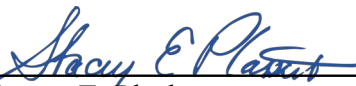
Christopher S. Murphy
United States Senator



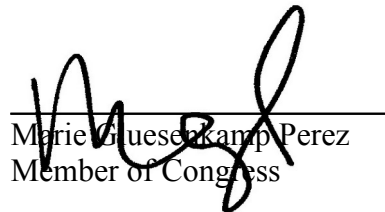
Susie Lee
Member of Congress



Donald G. Davis
Member of Congress



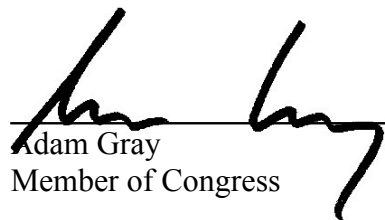
Stacey E. Plaskett
Member of Congress



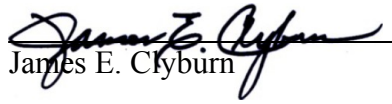
Marie G. Luens-Kamp Perez
Member of Congress




Terri A. Sewell
Member of Congress

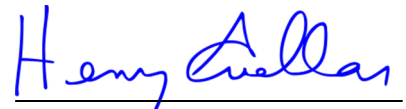



Adam Gray
Member of Congress


James E. Clyburn


Vicente Gonzalez
Member of Congress


Brian Fitzpatrick
Member of Congress


Henry Cuellar
Member of Congress


Angela Alsobrooks
United States Senator