

# 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.*”<sup>1</sup> 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.

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<sup>1</sup> <https://www.nlrb.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,



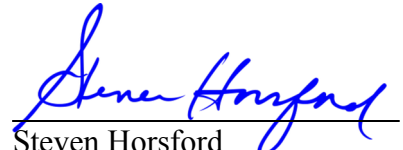
Donald Norcross  
Member of Congress  
Co-Chair, Congressional  
Labor Caucus



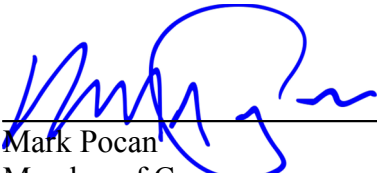
Bernard Sanders  
United States Senator



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



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



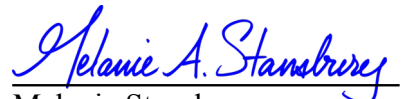
Mark Pocan  
Member of Congress  
Co-Chair, Congressional  
Labor Caucus



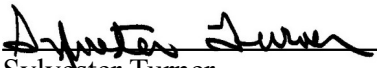
Rosa L. DeLauro  
Member of Congress



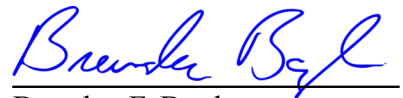
Delia C. Ramirez  
Member of Congress



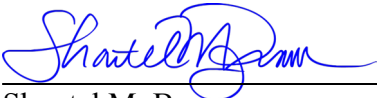
Melanie Stansbury  
Member of Congress



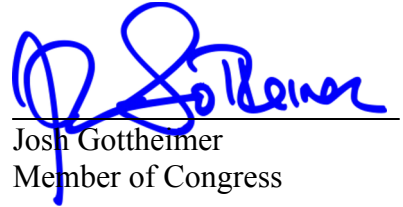
Sylvester Turner  
Member of Congress




Brendan F. Boyle  
Member of Congress



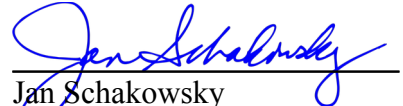
Shontel M. Brown  
Member of Congress



Josh Gottheimer  
Member of Congress



Alexandria Ocasio-Cortez  
Member of Congress



Jan Schakowsky  
Member of Congress



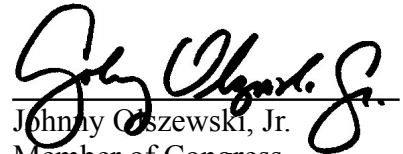
LaMonica McIver  
Member of Congress



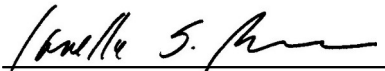
Eleanor Holmes Norton  
Member of Congress



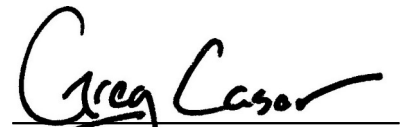
John Garamendi  
Member of Congress



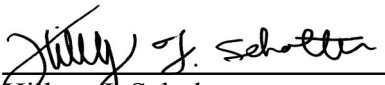
Johnny Oszewski, Jr.  
Member of Congress



Janelle S. Bynum  
Member of Congress



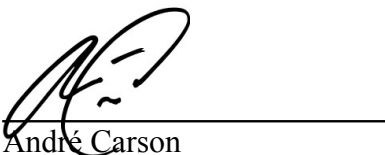
Greg Casar  
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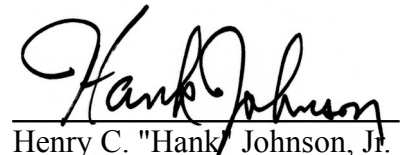
Hillary Q. Scholten  
Member of Congress



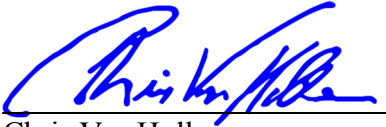
Kevin Mullin  
Member of Congress



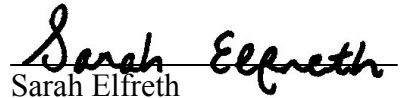
André Carson  
Member of Congress



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



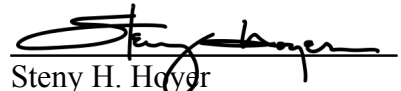
Chris Van Hollen  
United States Senator



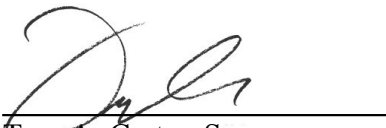
Sarah Elfreth  
Member of Congress



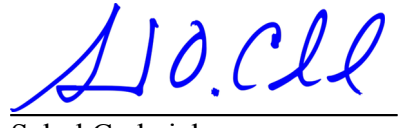
Lori Trahan  
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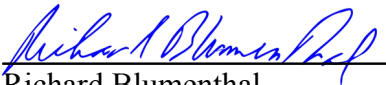
Steny H. Hoyer  
Member of Congress



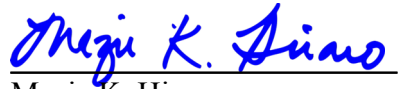
Froy A. Carter, Sr.  
Member of Congress



Salud Carbajal  
Member of Congress



Richard Blumenthal  
United States Senator



Mazie K. Hirono  
United States Senator



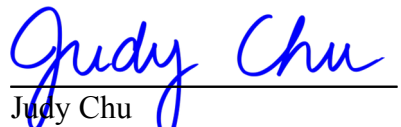
Paul D. Tonko  
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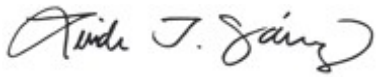
Rashida Tlaib  
Member of Congress



Kirsten Gillibrand  
United States Senator



Judy Chu  
Member of Congress



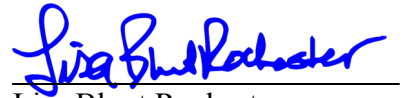
Linda T. Sánchez  
Member of Congress



Sydney Kamlager-Dove  
Member of Congress



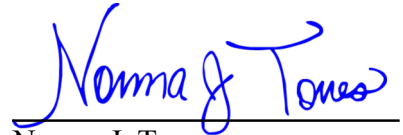
Emanuel Cleaver, II  
Member of Congress



Lisa Blunt Rochester  
United States Senator



Marilyn Strickland  
Member of Congress



Norma J. Torres  
Member of Congress



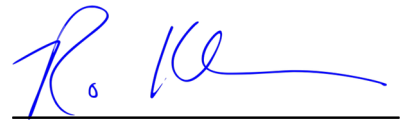
Timothy M. Kennedy  
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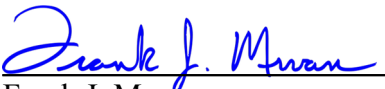
Mark Takano  
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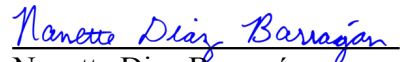
Ruben Gallego  
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Ro Khanna  
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Frank J. Mrvan  
Member of Congress



Nanette Diaz Barragán  
Member of Congress



Robert Garcia  
Member of Congress



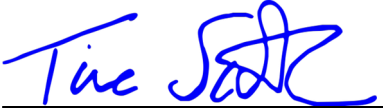
Frank Pallone, Jr.  
Member of Congress



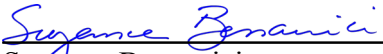
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Member of Congress




Greg Landsman  
Member of Congress



Tina Smith  
United States Senator



Suzanne Bonamici  
Member of Congress



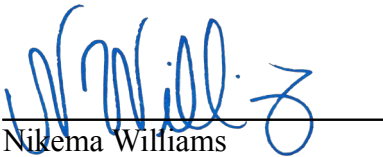
Bennie G. Thompson  
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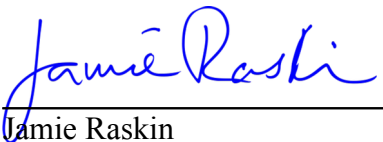
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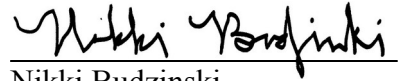
Andrea Salinas  
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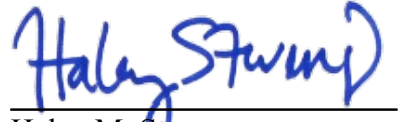
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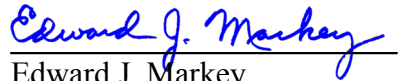
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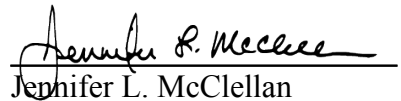
Nikki Budzinski  
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Haley M. Stevens  
Member of Congress



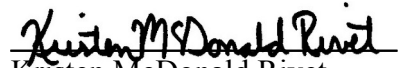
Edward J. Markey  
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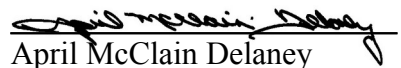
Jennifer L. McClellan  
Member of Congress



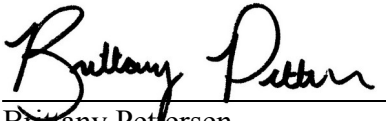
Robert J. Menendez  
Member of Congress



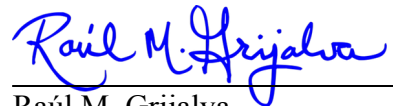
Kristen McDonald Rivet  
Member of Congress



April McClain Delaney  
Member of Congress



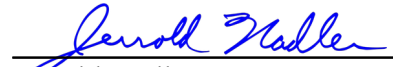
Brittany Pettersen  
Member of Congress



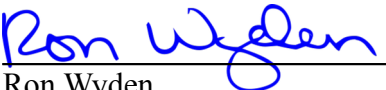
Raúl M. Grijalva  
Member of Congress



Lucy McBath  
Member of Congress



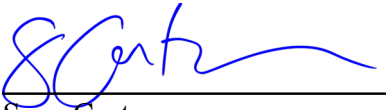
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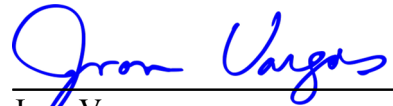
Ron Wyden  
United States Senator



Richard J. Durbin  
United States Senator



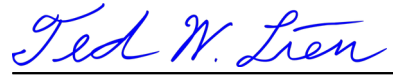
Sean Casten  
Member of Congress



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



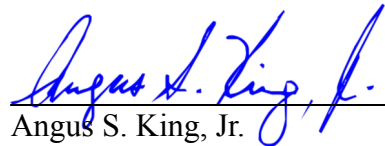
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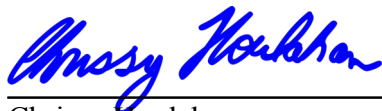
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Member of Congress



Patrick Ryan  
Member of Congress



Angus S. King, Jr.  
United States Senator



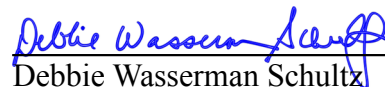
Chrissy Houlahan  
Member of Congress



Shri Thanedar  
Member of Congress



Elizabeth Warren  
United States Senator



Debbie Wasserman Schultz  
Member of Congress



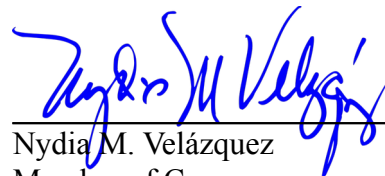
Gwen S. Moore  
Member of Congress



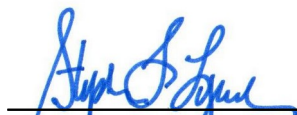
Brad Sherman  
Member of Congress



Julie Johnson  
Member of Congress



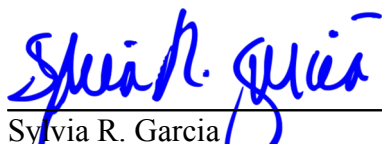
Nydia M. Velázquez  
Member of Congress



Stephen F. Lynch  
Member of Congress



Michael F. Bennet  
United States Senator



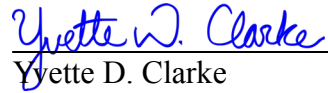
Sylvia R. Garcia  
Member of Congress



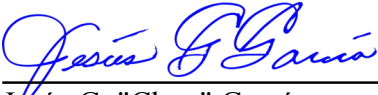
Alma S. Adams, Ph.D.  
Member of Congress



Gabe Amo  
Member of Congress



Yvette D. Clarke  
Member of Congress




Jesús G. "Chuy" García  
Member of Congress



Morgan McGarvey  
Member of Congress



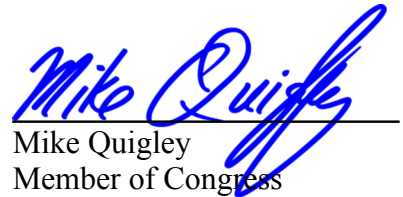
Kathy Castor  
Member of Congress



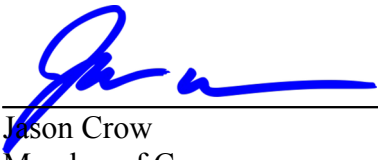
Christopher A. Coons  
United States Senator



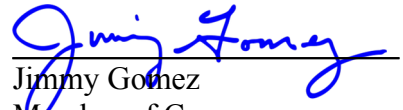
Rick Larsen  
Member of Congress



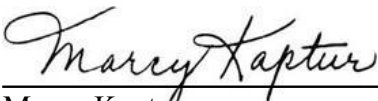
Mike Quigley  
Member of Congress



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



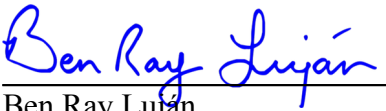
Bill Foster  
Member of Congress



Ed Case  
Member of Congress



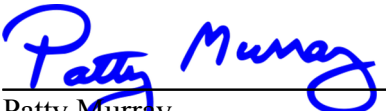
Frederica S. Wilson  
Member of Congress



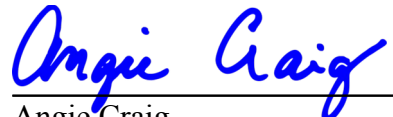
Ben Ray Lujan  
United States Senator



Summer L. Lee  
Member of Congress



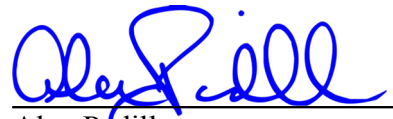
Patty Murray  
United States Senator



Angie Craig  
Member of Congress



Dan Goldman  
Member of Congress



Alex Padilla  
United States Senator



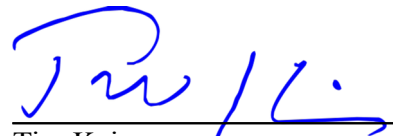
Scott H. Peters  
Member of Congress



Raul Ruiz, M.D.  
Member of Congress



Charles E. Schumer  
United States Senator



Tim Kaine  
United States Senator



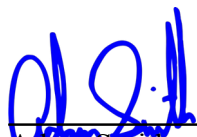
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Diana DeGette  
Member of Congress



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John Hickenlooper  
United States Senator



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



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



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David Scott  
Member of Congress



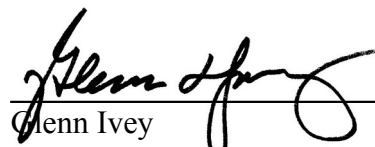
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Chellie Pingree  
Member of Congress



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Marc A. Veasey  
Member of Congress



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Glenn Ivey  
Member of Congress



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Pramila Jayapal  
Member of Congress



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George Launer  
Member of Congress



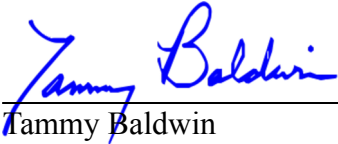
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Bonnie Watson Coleman  
Member of Congress

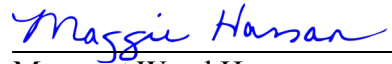


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Gerald E. Connolly  
Member of Congress



Tammy Baldwin  
United States Senator



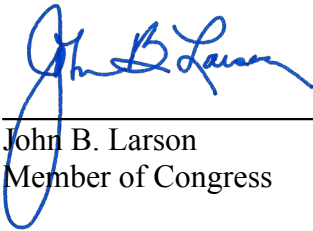
Margaret Wood Hassan  
United States Senator



Bradley Scott Schneider  
Member of Congress



Thomas R. Suozzi  
Member of Congress



John B. Larson  
Member of Congress



Emilia Strong Sykes  
Member of Congress



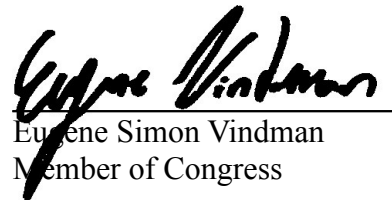
Sarah McBride  
Member of Congress



Jahana Hayes  
Member of Congress



Mike Thompson  
Member of Congress



Eugene Simon Vindman  
Member of Congress



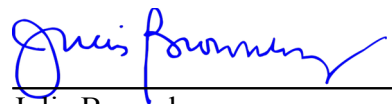
Ilhan Omar  
Member of Congress



Kim Schrier, M.D.  
Member of Congress



Eric Swalwell  
Member of Congress



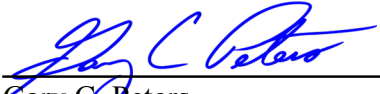
Julia Brownley  
Member of Congress



Dina Titus  
Member of Congress



Raja Krishnamoorthi  
Member of Congress



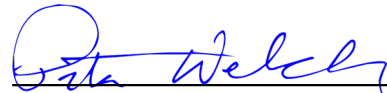
Gary C. Peters  
United States Senator



Jim Tokuda  
Member of Congress



Sheldon Whitehouse  
United States Senator



Peter Welch  
United States Senator



Joaquin Castro  
Member of Congress



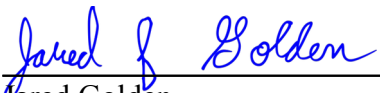
Lateefah Simon  
Member of Congress



Adam B. Schiff  
United States Senator



Seth Moulton  
Member of Congress



Jared Golden  
Member of Congress



Herbert C. Conaway, Jr.  
Member of Congress




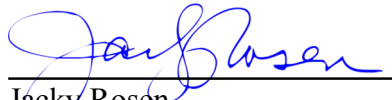
Dwight Evans  
Member of Congress

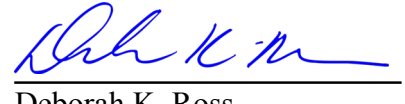


Robin L. Kelly  
Member of Congress

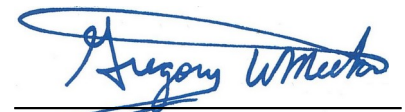
  
Seth Magaziner  
Member of Congress

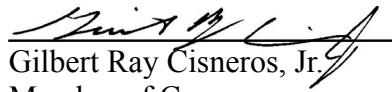
  
Sara Jacobs  
Member of Congress


  
Jacky Rosen  
United States Senator

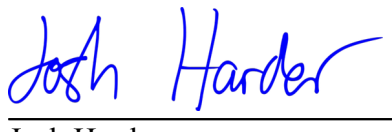
  
Deborah K. Ross  
Member of Congress

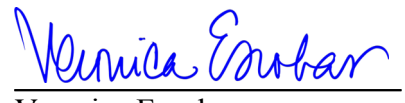
  
Jasmine Crockett  
Member of Congress

  
Gregory W. Meeks  
Member of Congress


  
Gilbert Ray Cisneros, Jr.  
Member of Congress

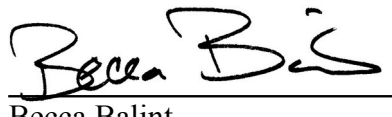
  
Madeleine Dean  
Member of Congress

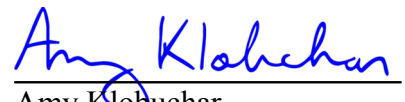
  
Josh Harder  
Member of Congress

  
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



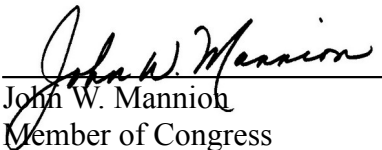
John Fetterman  
United States Senator



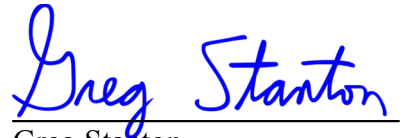
Gabe Vasquez  
Member of Congress



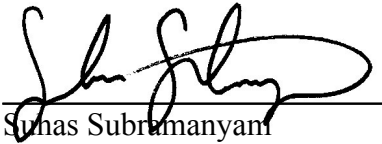
James P. McGovern  
Member of Congress



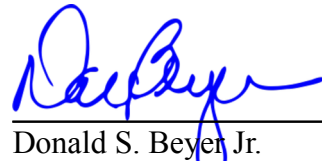
John W. Mannion  
Member of Congress



Greg Stanton  
Member of Congress



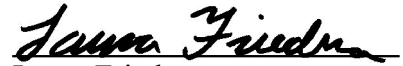
Supas Subramanyam  
Member of Congress



Donald S. Beyer Jr.  
Member of Congress



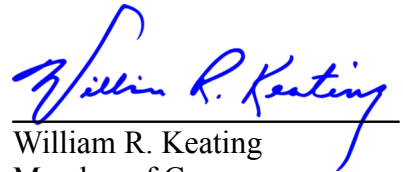
Cory A. Booker  
United States Senator



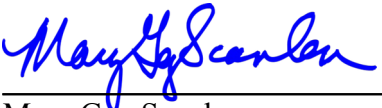
Laura Friedman  
Member of Congress



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



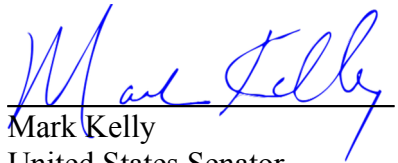
Joseph D. Morelle  
Member of Congress



Jim Costa  
Member of Congress



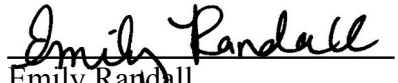
Luz M. Rivas  
Member of Congress



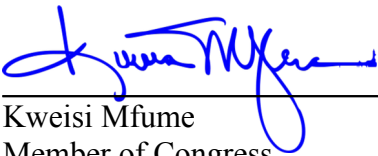
Mark Kelly  
United States Senator



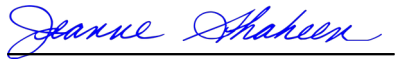
Mark R. Warner  
United States Senator



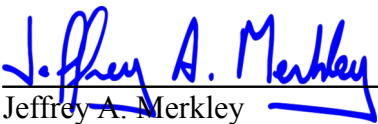
Emily Randall  
Member of Congress



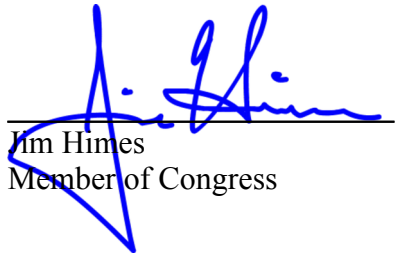
Kweisi Mfume  
Member of Congress



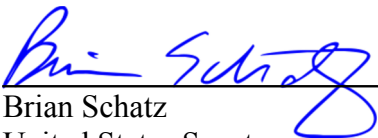
Jeanne Shaheen  
United States Senator



Jeffrey A. Merkley  
United States Senator



Jim Himes  
Member of Congress



Brian Schatz  
United States Senator



Raphael Warnock  
United States Senator



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George Whitesides  
Member of Congress



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Maxwell Alejandro Frost  
Member of Congress



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Maggie Goodlander  
Member of Congress



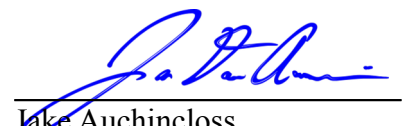
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Andy Kim  
United States Senator



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Josh Riley  
Member of Congress




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Jake Auchincloss  
Member of Congress




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Eric Sorensen  
Member of Congress



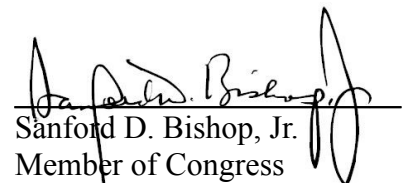
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Laura A. Gillen  
Member of Congress



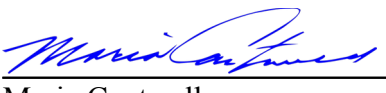
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Joe Courtney  
Member of Congress



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Sanford D. Bishop, Jr.  
Member of Congress



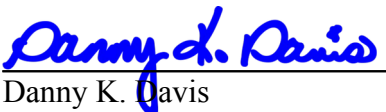
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Maria Cantwell  
United States Senator



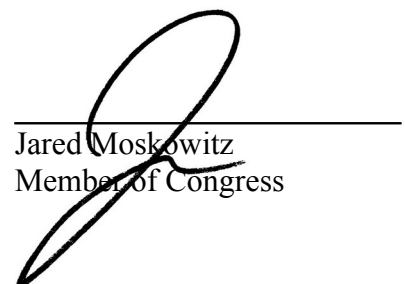
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Jon Ossoff  
United States Senator




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Danny K. Davis  
Member of Congress




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Jared Moskowitz  
Member of Congress



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Jonathan L. Jackson  
Member of Congress




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Robert C. "Bobby" Scott  
Member of Congress



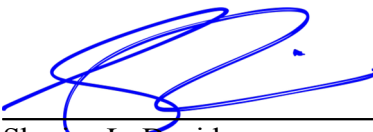
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Kelly Morrison  
Member of Congress




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Wesley Bell  
Member of Congress



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Sharice L. Davids  
Member of Congress



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Steve Cohen  
Member of Congress




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Martin Heinrich  
United States Senator

/s/

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Adriano Espaillat  
Member of Congress



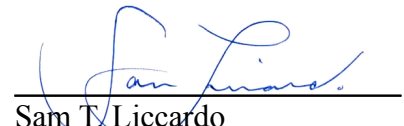
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Ayanna Pressley  
Member of Congress



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Elissa Slotkin  
United States Senator




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Sam T. Liccardo  
Member of Congress



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Lois Frankel  
Member of Congress



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Ami Bera, M.D.  
Member of Congress



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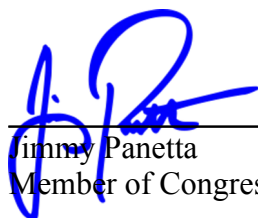
Cleo Fields  
Member of Congress



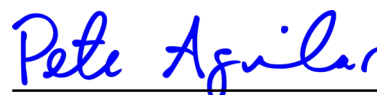
Lauren Underwood  
Member of Congress



Richard E. Neal  
Member of Congress



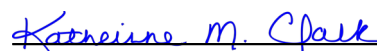
Jimmy Panetta  
Member of Congress



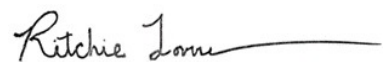
Pete Aguilar  
Member of Congress



Hakeem Jeffries  
Member of Congress



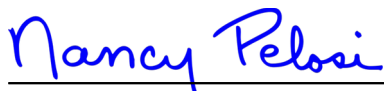
Katherine M. Clark  
Member of Congress



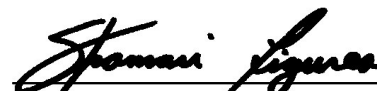
Ritchie Torres  
Member of Congress



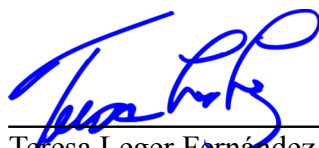
Joe Neguse  
Member of Congress



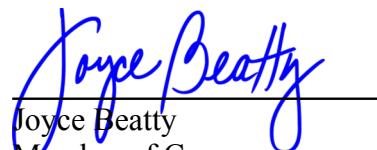
Nancy Pelosi  
Member of Congress



Shomari Figures  
Member of Congress



Teresa Leger Fernández  
Member of Congress



Joyce Beatty  
Member of Congress



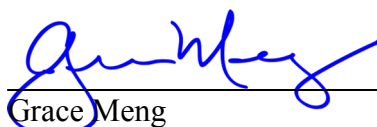
Tammy Duckworth  
United States Senator



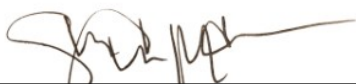
Valerie P. Foushee  
Member of Congress



J. Luis Correa  
Member of Congress



Grace Meng  
Member of Congress



Sheila Cherfilus-McCormick  
Member of Congress



Dave Min  
Member of Congress



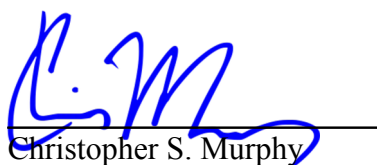
Derek T. Tran  
Member of Congress



Mike Levin  
Member of Congress



Lizzie Fletcher  
Member of Congress



Christopher S. Murphy  
United States Senator



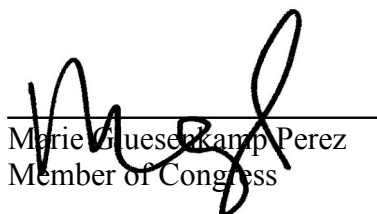
Susie Lee  
Member of Congress



Donald G. Davis  
Member of Congress



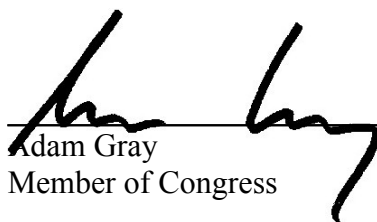
Stacey E. Plaskett  
Member of Congress



Marie Guesekamp Perez  
Member of Congress



Terri A. Sewell  
Member of Congress



Adam Gray  
Member of Congress



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James E. Clyburn



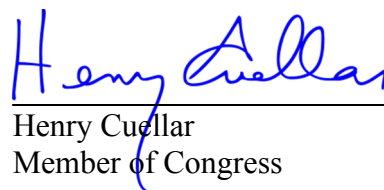
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Vicente Gonzalez  
Member of Congress



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Brian Fitzpatrick  
Member of Congress



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Henry Cuellar  
Member of Congress



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Angela Alsobrooks  
United States Senator