



United States Government

NATIONAL LABOR RELATIONS BOARD

1015 Half Street, SE

Washington, DC 20570

October 23, 2020

The Honorable Elizabeth Warren
United States Senate
309 Hart Senate Office Building
Washington, DC 20510

The Honorable Mark Pocan
United States House of Representatives
1421 Longworth House Office Building
Washington, DC 20515

The Honorable Rosa DeLauro
United States House of Representatives
2358-B Rayburn House Office Building
Washington, DC 20515

The Honorable Barbara Lee
United States House of Representatives
2470 Rayburn House Office Building
Washington, DC 20515

Dear Senator Warren and Representatives DeLauro, Pocan, and Lee:

I write in response to your letter dated September 24, 2020 regarding the ethics and recusal program at the National Labor Relations Board (NLRB). Your letter renews a number of unfounded attacks directed at the NLRB and at me personally. The Chairman has informed me that he will respond regarding these allegations.

Your letter further requests that I respond regarding my commitment to following the guidance of the NLRB Designated Agency Ethics Official (DAEO) to recuse myself from a case or other official matter.

I will comply with all recusal requirements under federal government ethics law and will seek the guidance of the NLRB's DAEO regarding recusal, as has been my practice during my tenure at the Board. While I commit to seeking the DAEO's guidance, I ultimately must make an independent judgement regarding my recusal in a particular matter. If I disagree with the DAEO's guidance, I will follow the ES Memo 19-1 protocol. Because I have been on the Board for more than two years and have only two entities identified on my recusal list, neither of which involve my prior law practice or firm, any potential for disagreement with the DAEO is unlikely for the remainder of my term.

If you or your staff have any further questions or concerns, please do not hesitate to contact Edwin Egee, Director of the Office of Congressional and Public Affairs, at (202) 273-1991.

Sincerely,

William J. Emanuel
Board Member