



United States Government

NATIONAL LABOR RELATIONS BOARD

Office of the Chairman

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). In that letter you asked me to commit to following the guidance of the NLRB Designated Agency Ethics Official (DAEO) if I was advised to recuse myself from a case or other official matter.

I commit to complying with all ethical obligations and recusal requirements and to seek the guidance of the NLRB's DAEO if recusal questions arise regarding a particular matter. I will follow the DAEO's guidance consistent with my obligation to do so under federal government ethics law. To date, I have never once disagreed with the DAEO's guidance regarding my potential recusal in any matter. If there is ever a time that I disagree with the guidance provided by the DAEO, I will follow the protocol set forth for handling such disagreements in ES Memo 19-1, and I will work to resolve the disagreement through discussion and consensus as the protocol encourages. I note, however, that I now have no identified entities on my recusal list as more than two years have passed since I took office, so the potential for a disagreement requiring the ES Memo 19-1 process is remote.

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,

John F. Ring
Chairman