

## Submit Comments in Opposition to Required Non-Disclosure Agreements for Federal Employees

The Office of Personnel Management (OPM) issued a notice with request for comment on a draft nondisclosure agreement (NDA) that new and existing federal employees be required to sign. NARFE opposes the new potential requirement as it imposes an implicit threat of retaliation for engaging in legal and protected speech. NARFE will be submitting formal comments on the notice, but also encourages you to share your views via the comments as well. Follow this link to leave a comment before the June 26th deadline: <http://www.regulations.gov/commenton/OPM-2026-0100-0004>

**When drafting a comment, here's a step by step guide:**

### 1. Introduce yourself

Start your comment by identifying who you are, your connection to the federal community, and include your status as a NARFE member. It is helpful to give some background on NARFE as well. Some good phrases to use as a guide include:

- NARFE represents the interests of federal employees and retirees
- NARFE's primary concern is to prevent any measures that could erode the hard-earned rights and protections of the federal workforce
- As a current/ retired federal employee/ spouse/ child/ etc. . . .

### 2. Identify the Issue

Once you establish your connection to the federal community and NARFE, then you will identify why you are making a comment and what issues you want to raise. Given the notice is about the government information nondisclosure agreement, some of the argument points you will want to cover include,

- Federal employees are already aware of what they can and cannot disclose
- Laws already exist to protect sensitive information from being leaked
- Public servants have the right to report wrongdoings under whistleblower protections
- American citizens have the right to know how the government operates and how their taxes are being spent
- This broad NDA serves no additional purpose, but may dissuade employees from reporting waste, fraud, or threats to the public, as well as prevent lawful disclosures that uphold government accountability

### 3. Demand a Solution

Once you have outlined why the notice is wrong, you can then assert the solution you see fit. In this case, some language you could use is,

- Protect federal workers from the implicit threat of retaliation for legally and constitutionally protected disclosures
- Safeguard the American public's right to a degree of transparency
- Recognize that a blanket, widespread federal NDA serves no purpose and meets no need that is not already covered by existing law

### 4. Additional Tips for Writing

**Use these additional tips for drafting your comments:**

- **Make it personal:** It is not about the quantity of boilerplate comments, it is about OPM seeing that real people with real stories have an issue with this notice
- **Check your work:** This is a public comment on the government webpage, so give it a thorough review before posting
- **Use NARFE's webpage as a resource:** [Trump Administration Pushes for Non-Disclosure Agreements from all Federal Employees –NARFE](#)

*For more information, please contact the advocacy department at [advocacy@narfe.org](mailto:advocacy@narfe.org).*