U.S. Department of Education (ED) bargaining unit employees (BUEs) have been detailed to the Frances Perkins Building at the U.S. Department of Labor (Labor) HQ. These BUEs are employees of ED who are detailed to Labor as part of interagency agreements. Approximately 48+ BUEs have been detailed to Labor. BUE have reported the following concerns:

COCKROACHES/BUGS - Our BUEs have photos and videos of an apparent cockroach issue in the bathrooms. We can provide the video upon request.

VERMIN - We have photos and video of mice, in employee workspaces and communal areas. This has been a constant issue and is not a one-off. The vermin and bugs are so bad that some employees will not even bring their lunches into the building for fear of attracting vermin to their workspace. We were informed that DOL is aware of this issue and has instructed people to only use certain trash cans for food because if they put food in just any old trash can, it will make this issue worse. There are also notes at the bottom of some of the cubicles that warn people about the mice. We remain concerned about mouse urine and feces in the carpets and cubicles are a health and safety hazard for our BUEs.

MOLD - Employees have observed visible mold in workspaces and communal areas of the DOL facilities. Some employees with medical conditions have expressed sincere concerns that this environment, coupled with the bugs and vermin, is flaring their medical conditions. There are also tubes draining water from the ceiling into trash cans or water coolers. Given this setup, we are incredibly concerned about mold exposure.

POSSIBLE ASBESTOS EXPOSURE FOR BROKEN CEILING AND FLOOR TILES - There are broken ceiling tiles and floor tiles throughout the building. Some of the ceiling tiles are leaking. Some of the floor tiles are broken and they appear to be asbestos tile. The Floor tiles are also a tripping hazard and some of our BUEs are struggling to navigate the broken or dented tiles.

FACILITIES ARE UNSANITARY -- We have received multiple reports and photos of the facilities that demonstrate that the facilities are not being cleaned appropriately. For example, a BUE noted a communal refrigerator that had substantial mold. There is

generally no good refrigerated space for employees to bring food. BUEs are also reporting that the cubicles are not clean. BUEs report that the shared bathrooms are "terrible" and unsanitary. The cleaning crew cleans in the morning and nothing is cleaned past mid-morning, so it exacerbates the vermin/bug issues outlined above.

FRIGID TEMPERATURES -- The heat has not been working properly. Because of the very cold temperatures in January and February, BUEs are wearing their winter jackets for the entire time that they are in DOL facilities. Some employees noted that they are literally shivering while attempting to work. Others noted that it was so uncomfortable, and their hands were so cold, that it is actually hard to type. Some employees were instructed to use space heaters, but when they use these heaters, it is still very cold when they first arrive and it is uncomfortably hot and dry by the end of the workday due to the space heater usage. The space heaters are also only in certain areas. Although the weather has been warmer in recent weeks, BUEs still report issues with HVAC and temperature regulation in their workspaces as recently as 3/18/26.

FAILURE TO ISSUE BUEs URGENT SAFETY NOTICES - In addition to the documented health and safety issues above, ED BUEs are also not receiving urgent safety messages from Administrators at the DOL HQ. Upon knowledge and belief, DOL BUEs were evacuated pursuant to an emergent issue and ED BUEs never received notice of the issue and remained in the Frances Perkins Building. This is also a very serious safety violation.

There is also no sink or hot water in the Lactation Room or nearby bathrooms and nursing BUEs cannot safely wash their pump parts.