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Congress of the United States
House of Representatives
Washington, DC 20515-4209

COMMITTEE ON THE JUDICIARY

HOUSE PERMANENT SELECT
COMMITTEE ON INTELLIGENCE

COMMISSION ON SECURITY AND
COOPERATION IN EUROPE (U.S.
HELSINKI COMMISSION)

August 21, 2025

The Honorable Douglas A. Collins
Secretary
Department of Veterans Affairs
810 Vermont Ave NW
Washington, D.C. 20420

Dear Secretary Collins,

I write with extreme concern regarding the high volume of departures of employees, including those who serve in veteran-facing and mission critical roles, across the Department of Veterans Affairs (VA). To that end, I request detailed data regarding the VA workforce to assess the impact of attrition on veteran access to care and benefits in Shelby and Tipton Counties in Tennessee.

You have repeatedly stated in congressional hearings and other public appearances that changes you are making at VA would not impact the delivery of care and benefits to veterans. However, the July issue of VA's Workforce Dashboard shows that, for this fiscal year, the net losses for veteran-facing employees across VA are estimated at over 8,700. This is a stark difference from the Biden Administration, which *added* a net 8,700 employees during the same period in FY 2024.¹ The current number of employee losses under your leadership includes mission-essential jobs. Specifically, you have lost at least 2,129 registered nurses, 1,283 medical support assistants, 751 physicians, and 1,294 veteran claim examiners.

It is clear that your actions as Secretary are negatively impacting the VA workforce. VA is attriting employees that are critical to VA's ability to meet its mission to serve veterans at an alarming rate. Your recent decision to terminate collective bargaining agreements for the vast majority of VA workers will most certainly lead to more employees choosing to leave the

¹ VA Workforce Dashboard, Issue 27 (July 25, 2025), <https://www.va.gov/EMPLOYEE/docs/workforce/VA-Workforce-Dashboard-Issue-27.pdf>

Department and fewer prospective workers choosing VA as an employer. Veterans' access to their earned care and benefits will be affected.

As the representative from Tennessee's Ninth Congressional District, which is home to the Lt. Col. Luke Weathers, Jr. VA Medical Center, the Memphis Vet Center, the Covington VA Clinic, the Nonconnah Boulevard VA Clinic, the Phelan Avenue VA Clinic, and the Millington VA Community Based Outpatient Clinic, I am requesting a more detailed understanding of the current workforce situation in my district so that I can assess the impact to the veterans I represent. Specifically, I ask for data on all employee departures from January 1, 2025, through August 21, 2025, within each of the six facilities listed above. The data should include:

- Occupation
- Job title
- Grade and step level
- Veteran status
- Disability status
- Military spouse status
- Years in service at VA
- Facility/location
- Reason for departure
- Whether the employee was retirement-eligible
- Whether the employee participated in the Deferred Resignation Program (DRP)
- Whether the employee was terminated
- Whether the employee resigned

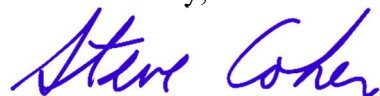
I also request detailed data on the number and type of veteran appointments cancelled or rescheduled due to staffing shortages at each of the six facilities listed above since January 1, 2025.

This information is critical to understanding workforce trends and ensuring the needs of veterans in Tennessee's Ninth Congressional District continue to be met.

I urge your prompt attention to this request and look forward to your detailed response by September 30, 2025.

As always, I remain,

Most sincerely,



Steve Cohen
Member of Congress