



May 6, 2022

Dear Colleague,

The 117th Congress is confronted with many challenges at home and abroad. As we engage in an intense legislative agenda, I am writing to recognize the important contribution that Congressional staff makes to fulfilling our legislative and constituent responsibilities.

The House of Representatives is strengthened by the many contributions of brilliant, dedicated and hard-working staff, who every day enable us best serve the American people. As Speaker, I have been proud to take steps to help bring a diversity of backgrounds and perspectives to every level of service in these hallowed halls – so that the Congress has access to the best talent in the nation and that our institution better reflects the people whom we serve.

These actions include steps we have taken over the last two Congress to improve staff retention and diversity in the House. These steps include establishing the House Office of Diversity and Inclusion as well as a new pay order last August to raise the maximum annual rate of pay for staff to \$199,300, which we will now increase to \$203,700 to match the Senate's increase.

To that end, I am writing to announce two important new reforms to strengthen workplace rights for our staff, while improving our ability to retain and recruit the next generation of public servants.

First: the House will vote next week on Congressman Andy Levin's **resolution recognizing Congressional workers' right to organize**. When the House passes this resolution, we will pave the way for staffers to join in union, if they so choose. Congressional staffers deserve the same fundamental rights and protections as workers all across the country, including the right to bargain collectively.

Second: I am pleased to announce that, pursuant to the statutory authority of the Speaker in 2 U.S.C. 4532, **the House will for the first time ever set the minimum annual pay for staff at \$45,000**. The deadline to implement this new Pay Order is September 1, 2022, and additional guidance is forthcoming.

With a competitive minimum salary, the House will better be able to retain and recruit excellent, diverse talent. Doing so will open the doors to public service for those who may not have been able to afford to do so in the past. This is also an issue of fairness, as many of the youngest staffers working the longest hours often earn the lowest salaries.

The government funding legislation enacted in March included a 21 percent increase in the MRA for each office, which will more than cover this pay adjustment. It is highly encouraged that Members use this MRA increase to honor the committed work of your staff members.

Let us salute the strong and effective leadership of Chair Zoe Lofgren of the Committee on House Administration and Chair Derek Kilmer of the Select Committee on the Modernization of Congress for bringing the best possible talent to Capitol Hill, as we serve the American people.

Thank you for your commitment fairness and diversity.

A handwritten signature in blue ink that reads "Nancy Pelosi".

NANCY PELOSI
Speaker of the House