

# Congress of the United States

Washington, DC 20515

August 28, 2025

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

Dear Secretary Collins,

We are writing to follow up on our earlier correspondence regarding employee terminations at the Department of Veterans Affairs (VA) facilities across Nevada. The concerns we raised about the impact of these workforce reductions, particularly on veteran-facing roles, remain unresolved, and recent developments have only heightened the urgency for answers.

Despite repeated assurances that recent changes at the VA will not disrupt service delivery, the agency's own workforce data suggests otherwise. The most recent VA Workforce Dashboard reveals a significant decline in critical personnel, including nurses, physicians, medical support assistants, and claims examiners. These losses represent the growing burden placed on remaining staff and the increasing difficulty veterans face in accessing timely care, navigating the benefits system, and receiving support.

Adding to these concerns is the VA's recent decision to end collective bargaining agreements that have long helped define workplace protections for most of its employees. This move could further destabilize an already strained workforce by weakening job security and lowering morale. For many employees, especially veterans and those with service-connected disabilities, these agreements provided essential safeguards and a sense of stability. Now, without union contracts in place, workers no longer have protections such as seniority rights, scheduled pay increases, or any of the provisions previously outlined in their agreements. Eliminating these contracts may lead to even more staff departures and make it increasingly difficult to attract and retain qualified professionals, which poses a direct threat to the quality of care and benefits veterans depend on.

Given these circumstances, we are requesting detailed and up-to-date information on staffing trends at all VA facilities across Nevada since January 1, 2025. Specifically, we would like to receive:

- The number and job titles of employees who have separated from the VA, including both voluntary and involuntary departures.
- The veteran status of these employees, including the number with service-connected disabilities.
- Length of service at the VA prior to departure.
- Reasons for separation, including retirements, resignations, terminations, or participation in any voluntary programs such as the Deferred Resignation Program.
- An assessment of how staffing shortages have affected veterans' access to appointments, including data on canceled or rescheduled visits.

- Any efforts the VA is making to mitigate service disruptions and retain experienced staff, particularly those with veteran status.

A clear understanding of these workforce dynamics is crucial to ensuring that Nevada's veterans receive the care and benefits they have earned without interruption. It will also help identify gaps where additional resources or policy adjustments may be needed to support both VA employees and the veterans they serve.

We urge your office to provide a comprehensive response by September 30, 2025. Transparency and collaboration are key to addressing these challenges and maintaining the VA's vital mission in Nevada.

We look forward to your prompt and detailed reply.

Sincerely,



Catherine Cortez Masto  
United States Senator



Jacky Rosen  
United States Senator