

Congress of the United States
House of Representatives
Washington, D.C. 20515

April 17, 2026

The Honorable Scott Kupor
Director
Office Of Personnel Management
1900 E Street, NW
Washington, DC 20415

The Honorable Russell Vought
Director
Office of Management and Budget
1900 E Street, NW
Washington, DC 20415

Dear Director Kupor and Director Vought:

The Office of Personnel Management (OPM) recently announced it plans to require health insurance companies to provide sensitive, personally identifiable patient data to the federal government for Federal Employees Health Benefits (FEHB) and Postal Service Health Benefits (PSHB) program enrollees, including clinical notes, diagnosis, treatment plans, and prescriptions records. The Trump Administration could use this data to target federal employees who have accessed abortion care, contraceptives, in vitro fertilization (IVF), gender-affirming care, pre-exposure prophylaxis (PrEP) for the prevention of HIV, or any other health care services targeted by Republicans.¹ More than 8 million Americans receive health insurance under the FEHB and PSHB programs, including federal workers, mail carriers, and their immediate family members.² They should be able to make medical decisions in consultation with their doctors—not the federal government. We therefore demand that OPM halt all plans to collect private health insurance data and provide a briefing on the decision to enact this policy.

¹ See *Trump Administration Personnel Agency is Asking for Federal Workers' Medical Records*, CBS News (Apr. 8, 2026) (online at www.cbsnews.com/news/trump-federal-workers-medical-records/?ftag=CNM-00-10aab7e&linkId=927756445). See also Guttmacher Institute, *State Policy Trends 2025 Full-Year Analysis* (Dec. 2025) (online at <https://www.guttmacher.org/2025/12/state-policy-trends-2025-full-year-analysis>); Senator Josh Hawley, *Press Release: Hawley Bill Banning Chemical Abortion Drug Gains Momentum* (Mar. 25, 2026) (online at www.hawley.senate.gov/hawley-bill-banning-chemical-abortion-drug-gains-momentum/); *As Trump Weighs I.V.F., Republicans Back New "Natural" Approach to Infertility*, New York Times (Aug. 21, 2025) (online at www.nytimes.com/2025/08/21/us/politics/trump-ivf-restorative-reproductive-medicine.html); The White House, *Protecting Children from Chemical And Surgical Mutilation* (Jan. 28, 2025) (online at www.whitehouse.gov/presidential-actions/2025/01/protecting-children-from-chemical-and-surgical-mutilation/); Exec. Order No. 14187, 90 Fed. Reg. 8771 (Jan. 28, 2025).

² *Trump's Personnel Agency Is Asking for Federal Workers' Medical Records*, KFF Health News (Apr. 8, 2026) (online at <https://kffhealthnews.org/news/article/trump-opm-federal-workers-medical-records-privacy/>).

On December 12, 2025, OPM quietly published a notice for comment describing plans to collect detailed patient information from the 65 health insurers who provide coverage under FEHB and PSHB. The data OPM is requesting includes sensitive, personal data such as “medical claims, pharmacy claims, encounter data, and provider data.”³ Notably, OPM is not requiring insurers to anonymize this data before providing it to OPM—instead, in its December notice, OPM claimed that one of the most important medical privacy laws, the Health Insurance Portability and Accountability Act of 1996 (HIPAA), allows insurers to disclose protected health information to OPM.⁴

Health insurers who cover federal employees under FEHB and PSHB have raised concerns that OPM’s proposal could make it difficult for insurers to comply with HIPAA. HIPAA allows health care entities like insurers to disclose such personal information only when the justification is “reasonable” or “necessary,” and requires that insurers provide only the minimum information necessary.⁵ CVS Health commented on OPM’s December 12, 2025, notice, stating that “OPM’s request raises substantial HIPAA compliance issues” and that the disclosure of personal health information to health oversight agencies “is not intended to allow for the wholesale extraction of all data held by the covered entity for the vague and broad general purposes of ensuring quality and competitive plans.”⁶ A comment from the Association of Federal Health Organizations similarly noted that the collection of this data “raises significant HIPAA privacy and security rule compliance concerns” and stated, “OPM does not have the legal authority to request FEHB carriers provide OPM with the [private health information] of every FEHB member to populate its health claims data warehouse, because if FEHB Carriers complied with this request, they would be violating the HIPAA Privacy Rule.”⁷

The collection of broad, personally identifiable data regarding medical care and treatment raises concerns that OPM could target certain federal employees seeking vital health care services that the Administration disagrees with on political grounds. Federal employees have spent more than a year suffering under an administration that views them as “villains” and has explicitly said it wants them to be “traumatically affected.”⁸ More than 300,000 people have lost their jobs, many of whom were fired for having even a tangential connection to values that the

³ Office of Personnel Management, *Agency Information Collection Activities; Proposals, Submissions, and Approvals: Federal Employees Health Benefits and Postal Service Health Benefits Programs Service Use and Cost Data*, 90 Fed. Reg. 57793 (Dec. 12, 2025) (online at www.regulations.gov/document/OPM-2025-0206-0049).

⁴ *Id.*

⁵ See *Trump’s Personnel Agency Is Asking for Federal Workers’ Medical Records*, KFF Health News (Apr. 8, 2026) (online at <https://kffhealthnews.org/news/article/trump-opm-federal-workers-medical-records-privacy/>).

⁶ Letter from Senior Vice President, Government & Public Affairs Melissa Schulman, CVS Health, to Director Scott Kupor, U.S. Office of Personnel Management (Feb. 10, 2026) (online at www.regulations.gov/comment/OPM-2025-0206-0060).

⁷ Letter from Chair Kari Parsons, Association of Federal Health Organizations, to Healthcare and Insurance Associate Director Shane Stevens, U.S. Office of Personnel Management (Feb. 10, 2026) (online at www.regulations.gov/comment/OPM-2025-0206-0058).

⁸ *Russ Vought Wanted Feds “In Trauma.” It’s Happening.*, E&E News (Oct. 16, 2025) (online at www.eenews.net/articles/russ-vought-wanted-feds-in-trauma-its-happening/).

The Honorable Scott Kupor
The Honorable Russell Vought
Page

Trump Administration disfavors.⁹ Federal employees are justifiably fearful that any sensitive information held by OPM could be weaponized for political purposes.

We are also concerned about whether OPM has adequate safeguards to responsibly protect such sensitive data. In 2015, a data breach reportedly allowed the Chinese government to steal from OPM the personal records of approximately 22 million Americans.¹⁰ Last year, OPM reportedly allowed a server of unknown nature and origin to be added to its network and access sensitive government data. A few months later, Department of Government Efficiency (DOGE) employees inside OPM reportedly sent highly sensitive electronic files to internet protocol addresses outside of the federal government, potentially allowing private actors or adversarial governments to access sensitive data.¹¹ By collecting data currently held by 65 insurance carriers into one database, expanding OPM's access to employee data to include detailed personal health information would significantly heighten the risk of misuse, unauthorized disclosure, or exploitation by bad actors.

The federal government has a role in conducting oversight of federal health insurance programs, but that oversight must be done responsibly and safeguard employees' privacy. Given these significant legal, ethical, and security concerns, we strongly urge OPM to immediately cease all work to finalize the rule. We also request a briefing from OPM on the decision to request this expansive dataset without any guardrails or protections for employee privacy.

If you have any questions about this request, please contact Democratic staff at (202) 225-5051. Thank you for your prompt attention to this request.

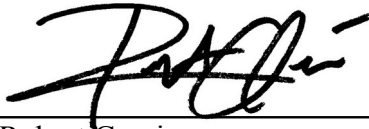
Sincerely,

⁹ *Under Trump, 317,000 Workers Are Out of the Government. Here are 3 of Their Stories*, NPR (Dec. 18, 2025) (online at www.npr.org/2025/12/18/nx-s1-5626822/trump-federal-workers-firing-civil-servants); *Trump is Firing Federal Workers Over Beliefs He Doesn't Like*, American Civil Liberties Union News & Commentary (Sept. 16, 2026) (online at www.aclu.org/news/free-speech/trump-is-firing-federal-workers-over-beliefs-he-doesnt-like).

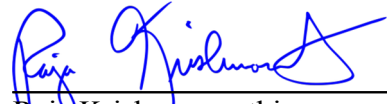
¹⁰ *Trump Administration Personnel Agency is Asking for Federal Workers' Medical Records*, CBS News (Apr. 8, 2026) (online at www.cbsnews.com/news/trump-federal-workers-medical-records/?ftag=CNM-00-10aab7e&linkId=927756445).

¹¹ Letter from Ranking Member Gerald E. Connolly, Committee on Oversight and Government Reform, and Ranking Member Shontel Brown, Subcommittee on Cybersecurity, Information Technology, and Government Innovation, to Acting Director Charles Ezell, Office of Personnel Management (Feb. 4, 2025) (online at <https://oversightdemocrats.house.gov/imo/media/doc/2025.02.04.%20GEC%20and%20Brown%20to%20OPM-Ezell-%20DOGE%20Emails.pdf>); Letter from Ranking Member Robert Garcia, Committee on Oversight and Government Reform, and Ranking Member Shontel M. Brown, Subcommittee on Cybersecurity, Information Technology, and Government Innovation to Director Scott Kupor, Office of Personnel Management (Aug. 8, 2025) (online at <https://oversightdemocrats.house.gov/imo/media/doc/2025-08-08rgtokuporredogeemployees.pdf>).

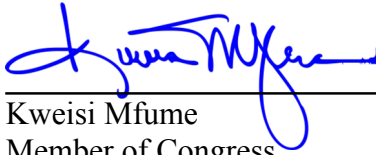
The Honorable Scott Kuper
The Honorable Russell Vought
Page



Robert Garcia
Ranking Member
Committee on Oversight and
Government Reform



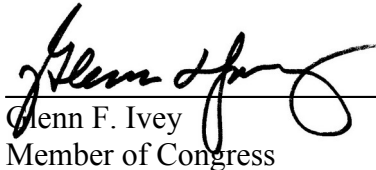
Raja Krishnamoorthi
Member of Congress



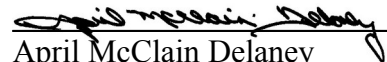
Kweisi Mfume
Member of Congress



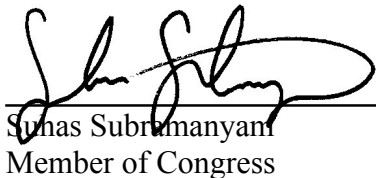
Eleanor Holmes Norton
Member of Congress



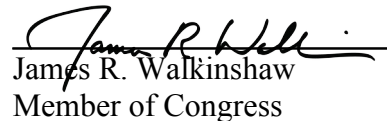
Glenn F. Ivey
Member of Congress



April McClain Delaney
Member of Congress



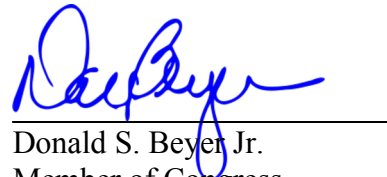
Suhas Subramanyam
Member of Congress



James R. Walkinshaw
Member of Congress



Steny H. Hoyer
Member of Congress



Donald S. Beyer Jr.
Member of Congress

cc: The Honorable James Comer, Chairman