



September 30, 2019

VIA ELECTRONIC MAIL

Office of the Secretary
U.S. Department of Labor
200 Constitution Avenue NW
Washington, DC 20210
foiarequests@dol.gov

Re: Freedom of Information Act Request

Dear FOIA Officer(s):

Pursuant to the Freedom of Information Act (FOIA), 5 U.S.C. § 552, and the implementing regulations of your agency, 29 C.F.R. Part 70, American Oversight makes the following request for records.

In August 2019, the Department of Labor (DOL) proposed a rule that would allow federal contractors to raise religious defenses if accused of discriminatory hiring practices.¹ LGBTQ advocacy organizations have warned that the proposal, if finalized, would allow contractors to fire or refuse to hire LGBTQ workers, unmarried pregnant workers, and others based on the contractor's religious views.²

American Oversight seeks records to shed light on whether and to what extent anti-LGBTQ groups have influenced the DOL rule proposal.

Requested Records

American Oversight requests that DOL produce the following records within twenty business days:

All sent email communications (including email messages, email attachments, calendar invitations, and calendar invitation attachments) from (a) the specified

¹ Press Release, Dep't of Labor, U.S. Department Proposes a Rule Clarifying Civil Rights Protections for Religious Organizations (Aug. 14, 2019), <https://www.dol.gov/newsroom/releases/ofccp/ofccp20190814>.

² Paige Smith & Ben Penn, *Trump Labor Agency Says Religious Contractors Free From Bias Law (I)*, BLOOMBERGLAW, Aug. 14, 2019, <https://news.bloomberglaw.com/daily-labor-report/trump-labor-agency-says-religious-contractors-free-from-bias-law>.



DOL officials listed below in Column A to (b) the external organizations listed in Column B:

Column A: DOL Officials	Column B: External Organizations
<ul style="list-style-type: none"> • Acting Secretary and Deputy Secretary Patrick Pizzella, and anyone communicating on his behalf, such as an executive or special assistant, or scheduler • Chief of Staff Tim Taylor • Former Chief of Staff Nicholas Geale • Deputy Chief of Staff Catherine A. Bartley • Associate Deputy Secretary Nathan Mehrens • Assistant Secretary for Public Affairs and Former White House Liaison Robert Bozzuto III • Anyone serving in the capacity of White House Liaison or Deputy White House Liaison • Director of Centers for Faith and Opportunity Mark Zelden • Director of the Office of Federal Contract Compliance Programs Director Craig E. Leen, and anyone communicating on his behalf, such as an executive or special assistant, or scheduler • Deputy Director of the Office of Federal Contract Compliance Programs Bob Gaglione, and 	<ul style="list-style-type: none"> • Liberty Counsel, including but not limited to anyone with an email address ending in @lc.org or @libertycounsel.org • Liberty Counsel Action, including but not limited to anyone with an email address ending in @lcaction.org • Focus on the Family, including but not limited to anyone with an email address ending in @focusonthefamily.org • Family Policy Alliance, including but not limited to anyone with an email address ending in @familypolicyalliance.org • National Organization for Marriage, including but not limited to anyone with an email address ending in @nationformarriage.org • Becket Fund for Religious Liberty, including but not limited to anyone with an email address ending in @becketlaw.org • First Liberty Institute, including but not limited to anyone with an email address ending in @firstliberty.org or @libertyinstitute.org • Heritage Foundation, including but not limited to anyone with an email address ending in @heritage.org

<p>anyone communicating on his behalf, such as an executive or special assistant, or scheduler</p> <ul style="list-style-type: none"> • Former Secretary Alexander Acosta, and anyone communicating on his behalf, such as an executive or special assistant, or scheduler 	<ul style="list-style-type: none"> • Heritage Action for America, including but not limited to anyone with an email address ending in @heritageaction.org • Concerned Women for America, including but not limited to anyone with an email address ending in @concernedwomen.org or @cwfa.org • Family Research Council (FRC), including anyone with an email address ending in @frc.org • Family Research Council Action, including but not limited to anyone with an email address ending in @frcaction.org • American Family Association, including but not limited to anyone with an email address ending in @afa.net • Alliance Defending Freedom, including but not limited to anyone with an email address ending in @adflegal.org
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In an effort to accommodate DOL and reduce the number of responsive records to be processed and produced, American Oversight has limited its request to emails sent by the DOL officials listed above in Column A to the specified organizations listed above in Column B. To be clear, American Oversight still requests that complete email chains be produced, displaying both the responsive sent messages and the prior received messages in each email chain. This means, for example, that both Acting Secretary Pizzella’s response to an email from an organization listed in Column B and the initial received message are responsive to this request.

Please provide all responsive records from January 1, 2019, through the date the search is conducted.

Fee Waiver Request

In accordance with 5 U.S.C. § 552(a)(4)(A)(iii) and 29 C.F.R. § 70.41(a), American Oversight requests a waiver of fees associated with processing this request for records. The subject of this request concerns the operations of the federal government, and the disclosures will likely contribute to a better understanding of relevant government procedures by the general public in a significant way. Moreover, the request is primarily and fundamentally for non-commercial purposes.

American Oversight requests a waiver of fees because disclosure of the requested information is “in the public interest because it is likely to contribute significantly to public understanding of the operations or activities of the government.”³ The public has a significant interest understanding the external influences, if any, behind a proposed “religious liberty rule” that could impact the legal rights of millions of workers, especially those in the LGBTQ community. Records with the potential to shed light on this matter would contribute significantly to public understanding of operations of the federal government, including whether and to what extent external, anti-LGBTQ groups have influenced DOL’s proposal. American Oversight is committed to transparency and makes the responses agencies provide to FOIA requests publicly available, and the public’s understanding of the government’s activities would be enhanced through American Oversight’s analysis and publication of these records.

This request is primarily and fundamentally for non-commercial purposes.⁴ As a 501(c)(3) nonprofit, American Oversight does not have a commercial purpose and the release of the information requested is not in American Oversight’s financial interest. American Oversight’s mission is to promote transparency in government, to educate the public about government activities, and to ensure the accountability of government officials. American Oversight uses the information gathered, and its analysis of it, to educate the public through reports, press releases, or other media. American Oversight also makes materials it gathers available on its public website and promotes their availability on social media platforms, such as Facebook and Twitter.⁵

American Oversight has also demonstrated its commitment to the public disclosure of documents and creation of editorial content through numerous substantive analyses posted to its website.⁶ Examples reflecting this commitment to the public disclosure of documents and the creation of editorial content include the posting of records related to

³ 29 C.F.R. § 70.41(a)(1)(i).

⁴ See 29 C.F.R. §§ 70.41(a)(1)(ii), 70.41(a)(3)(i)–(ii).

⁵ American Oversight currently has approximately 12,200 page likes on Facebook and 54,500 followers on Twitter. American Oversight, FACEBOOK, <https://www.facebook.com/weareoversight/> (last visited Sept. 25, 2019); American Oversight (@weareoversight), TWITTER, <https://twitter.com/weareoversight> (last visited Sept. 25, 2019).

⁶ News, AMERICAN OVERSIGHT, <https://www.americanoversight.org/blog>.

an ethics waiver received by a senior Department of Justice attorney and an analysis of what those records demonstrated regarding the Department’s process for issuing such waivers;⁷ posting records received as part of American Oversight’s “Audit the Wall” project to gather and analyze information related to the administration’s proposed construction of a barrier along the U.S.-Mexico border, and analyses of what those records reveal;⁸ posting records regarding potential self-dealing at the Department of Housing & Urban Development and related analysis;⁹ posting records and analysis relating to the federal government’s efforts to sell nuclear technology to Saudi Arabia;¹⁰ and posting records and analysis regarding the Department of Justice’s decision in response to demands from Congress to direct a U.S. Attorney to undertake a wide-ranging review and make recommendations regarding criminal investigations relating to the President’s political opponents and allegations of misconduct by the Department of Justice itself and the Federal Bureau of Investigation.¹¹

Accordingly, American Oversight qualifies for a fee waiver.

Guidance Regarding the Search & Processing of Requested Records

In connection with its request for records, American Oversight provides the following guidance regarding the scope of the records sought and the search and processing of records:

- Please search all locations and systems likely to have responsive records, regardless of format, medium, or physical characteristics. For instance, because the request seeks “email communications,” please search all locations likely to contain email

⁷ *DOJ Records Relating to Solicitor General Noel Francisco’s Recusal*, AMERICAN OVERSIGHT, <https://www.americanoversight.org/document/doj-civil-division-response-noel-francisco-compliance>; *Francisco & the Travel Ban: What We Learned from the DOJ Documents*, AMERICAN OVERSIGHT, <https://www.americanoversight.org/francisco-the-travel-ban-what-we-learned-from-the-doj-documents>.

⁸ *See generally Audit the Wall*, AMERICAN OVERSIGHT, <https://www.americanoversight.org/investigation/audit-the-wall>; *see, e.g., Border Wall Investigation Report: No Plans, No Funding, No Timeline, No Wall*, AMERICAN OVERSIGHT, <https://www.americanoversight.org/border-wall-investigation-report-no-plans-no-funding-no-timeline-no-wall>.

⁹ *Documents Reveal Ben Carson Jr.’s Attempts to Use His Influence at HUD to Help His Business*, AMERICAN OVERSIGHT, <https://www.americanoversight.org/documents-reveal-ben-carson-jr-s-attempts-to-use-his-influence-at-hud-to-help-his-business>.

¹⁰ *Investigating the Trump Administration’s Efforts to Sell Nuclear Technology to Saudi Arabia*, AMERICAN OVERSIGHT, <https://www.americanoversight.org/investigating-the-trump-administrations-efforts-to-sell-nuclear-technology-to-saudi-arabia>.

¹¹ *Sessions’ Letter Shows DOJ Acted on Trump’s Authoritarian Demand to Investigate Clinton*, AMERICAN OVERSIGHT, <https://www.americanoversight.org/sessions-letter>.

communications, including relevant hard-copy files, correspondence files, appropriate locations on hard drives and shared drives, and email applications.

- Please search all relevant records or systems containing records regarding agency business. Do not exclude records regarding agency business contained in files, email accounts, or devices in the personal custody of your officials, such as personal email accounts or text messages. Records of official business conducted using unofficial systems or stored outside of official files are subject to the Federal Records Act and FOIA.¹² It is not adequate to rely on policies and procedures that require officials to move such information to official systems within a certain period of time; American Oversight has a right to records contained in those files even if material has not yet been moved to official systems or if officials have, by intent or through negligence, failed to meet their obligations.¹³
- Please use all tools available to your agency to conduct a complete and efficient search for potentially responsive records. Agencies are subject to government-wide requirements to manage agency information electronically,¹⁴ and many agencies have adopted the National Archives and Records Administration (NARA) Capstone program, or similar policies. These systems provide options for searching emails and other electronic records in a manner that is reasonably likely to be more complete than just searching individual custodian files. For example, a custodian may have deleted a responsive email from his or her email program, but your agency’s archiving tools may capture that email under Capstone. At the same time, custodian searches are still necessary; agencies may not have direct access to files stored in .PST files, outside of network drives, in paper format, or in personal email accounts.
- In the event some portions of the requested records are properly exempt from disclosure, please disclose any reasonably segregable non-exempt portions of the requested records. If a request is denied in whole, please state specifically why it is not reasonable to segregate portions of the record for release.
- Please take appropriate steps to ensure that records responsive to this request are not deleted by the agency before the completion of processing for this request. If

¹² See *Competitive Enter. Inst. v. Office of Sci. & Tech. Policy*, 827 F.3d 145, 149–50 (D.C. Cir. 2016); cf. *Judicial Watch, Inc. v. Kerry*, 844 F.3d 952, 955–56 (D.C. Cir. 2016).

¹³ See *Competitive Enter. Inst. v. Office of Sci. & Tech. Policy*, No. 14-cv-765, slip op. at 8 (D.D.C. Dec. 12, 2016).

¹⁴ Presidential Memorandum—Managing Government Records, 76 Fed. Reg. 75,423 (Nov. 28, 2011), <https://obamawhitehouse.archives.gov/the-press-office/2011/11/28/presidential-memorandum-managing-government-records>; Office of Mgmt. & Budget, Exec. Office of the President, Memorandum for the Heads of Executive Departments & Independent Agencies, “Managing Government Records Directive,” M-12-18 (Aug. 24, 2012), <https://www.archives.gov/files/records-mgmt/m-12-18.pdf>.

records potentially responsive to this request are likely to be located on systems where they are subject to potential deletion, including on a scheduled basis, please take steps to prevent that deletion, including, as appropriate, by instituting a litigation hold on those records.

Conclusion

If you have any questions regarding how to construe this request for records or believe that further discussions regarding search and processing would facilitate a more efficient production of records of interest to American Oversight, please do not hesitate to contact American Oversight to discuss this request. American Oversight welcomes an opportunity to discuss its request with you before you undertake your search or incur search or duplication costs. By working together at the outset, American Oversight and your agency can decrease the likelihood of costly and time-consuming litigation in the future.

Where possible, please provide responsive material in an electronic format by email. Alternatively, please provide responsive material in native format or in PDF format on a USB drive. Please send any responsive material being sent by mail to American Oversight, 1030 15th Street NW, Suite B255, Washington, DC 20005. If it will accelerate release of responsive records to American Oversight, please also provide responsive material on a rolling basis.

We share a common mission to promote transparency in government. American Oversight looks forward to working with your agency on this request. If you do not understand any part of this request, please contact Khahilia Shaw at foia@americanoversight.org or at (202) 539-6507. Also, if American Oversight's request for a fee waiver is not granted in full, please contact us immediately upon making such a determination.

Sincerely,



Austin R. Evers
Executive Director
American Oversight