

# United States Senate

March 12, 2025

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

Dear Secretary Collins:

I write to express my profound concern and outrage regarding the recent termination of numerous high-performing Department of Veterans Affairs (VA) employees in Nevada and across the country who have been dismissed under the false justification of "poor performance." This claim is in direct contradiction to their performance evaluations, which consistently highlight their exceptional work and critical contributions. What is even more troubling is that these employees—key staff members who provide essential support to our nation's veterans—are now left without any recourse or any means of providing for their families, as their separation due to alleged "poor performance" may make them ineligible for unemployment benefits. I therefore strongly urge you to immediately reinstate these employees and ensure that no further high-performing employees are fired under false pretenses.

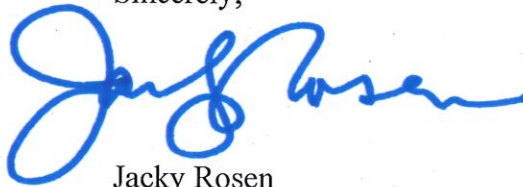
The recent actions taken by the VA are not only unjust, but could also undermine the morale and effectiveness of the Department at a time when the men and women who have served in our armed forces are relying more than ever on timely and efficient support. These employees are vital to the ongoing mission of the VA, and their departure threatens to disrupt the essential services that veterans depend on for their healthcare, benefits, and well-being. Nevada relies on these dedicated employees to serve its nearly 220,000 veterans who depend on VA facilities in Las Vegas, Reno, and rural communities across the state for the critical care and benefits they have earned through their service. The unjust termination of these employees could further strain an already overburdened VA system, resulting in longer wait times for medical care, delays in processing disability claims, and disruptions in the delivery of essential support services.

Therefore, I strongly urge you to immediately reverse these unjust terminations and reinstate these dedicated VA employees serving veterans in Nevada and throughout the United States. These individuals deserve to be treated with the respect and fairness they have earned, both through their hard work and their dedication to our nation's veterans. Furthermore, I request full transparency regarding the names and positions of those who have been fired, as well as a detailed explanation for their termination despite their exemplary performance records. I also request your commitment to ensuring that no further high-performing VA employees are terminated under the false justification that they are poor performers.

It is imperative that the VA operate with integrity and accountability, particularly when it comes to the treatment of employees who serve veterans so selflessly. We must ensure that no further actions are taken that would jeopardize the vital services our veterans depend on.

Thank you for your immediate attention to this matter. I look forward to your swift response and the timely reinstatement of unjustly fired employees, along with transparency on the process that led to their wrongful termination.

Sincerely,

A handwritten signature in blue ink, appearing to read "Jacky Rosen". The signature is fluid and cursive, with the first name "Jacky" being more prominent and stylized than the last name "Rosen".

Jacky Rosen  
United States Senator