



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

Office of the  
General Counsel

MEMORANDUM FOR: THE FILE

FROM: LYNN EISENBERG, GENERAL COUNSEL & DESIGNATED  
AGENCY ETHICS OFFICIAL, OFFICE OF PERSONNEL  
MANAGEMENT Lynn  
Eisenberg

SUBJECT: Limited Waiver of Executive Order 13989 for Ms. Alethea  
Predeoux

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Eisenberg  
Date: 2021.03.15  
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Pursuant to Section 3 of Executive Order 13989 (January 20, 2021) (“Executive Order”), and for the reasons stated below, I hereby grant a limited waiver of the requirements of Paragraph 3 of the Executive Order for Ms. Alethea Predeoux. I have determined this waiver is necessary and it is in the public interest to grant this waiver to enable Ms. Predeoux to effectively carry out her duties as Director, Congressional, Legislative & Intergovernmental Affairs at the Office of Personnel Management (OPM).

**Background**

As the Director of the Legislation, Political and Grassroots Mobilization Department of the American Federation of Government Employees (AFGE), Ms. Predeoux develops strategies that advance legislation to protect and support federal employees. She also oversees the development of the AFGE political program in Washington, DC and within AFGE regional districts across the country. Much of her work involves the activities with the staffs of the same committees that have oversight over OPM, so she personally knows the members and staffs of those committees and has a thorough, comprehensive understanding of federal workforce issues. In addition, she understands the need to continually educate congressional members and their staffs about OPM and the issues important to the agency.

Ms. Predeoux has spent most of her career outside of federal government, but she does have early-career experience conducting governmental affairs from an agency perspective (in a junior-level role at the Transportation Security Agency).

Ms. Predeoux has been a registered lobbyist for AFGE for six years. Prior to joining AFGE, she served for approximately five years as a registered lobbyist for Paralyzed Veterans of America. While she has lobbied the Hill on OPM-related issues, she has not directly lobbied OPM.

Among the relevant issues she has worked on are federal workforce-related issues, stop the merger (regarding the proposal to merge OPM and GSA) and protecting OPM more generally,

and federal pay and benefits. She has also lobbied the Hill on behalf of many agencies' workforces, including the Department of Education, Department of Housing and Urban Development, United States Citizenship & Immigration Services, Transportation Security Agency and Department of Homeland Security.

## **Analysis**

In accordance with Section 3 of the Executive Order, it is in the public interest to grant Ms. Predeoux a limited waiver of the of the requirements of Paragraph 3 of the Executive Order to enable her to effectively carry out her duties as Director, Congressional, Legislative & Intergovernmental Affairs at OPM.

In making this assessment, I have considered the factors set forth in Section 3 of the Executive Order, which include: (i) the government's need for the individual's services, including the existence of special circumstances related to national security, the economy, public health, or the environment; (ii) the uniqueness of the individual's qualifications to meet the government's needs; (iii) the scope and nature of the individual's prior lobbying activities, including whether such activities were de minimis or rendered on behalf of a nonprofit organization; and (iv) the extent to which the purposes of the restriction may be satisfied through other limitations on the individual's services.

Ms. Predeoux's experience is unique in that she has significant subject-matter expertise in federal employment, civil service, and workforce issues critical for her proposed senior OPM leadership position. In addition, and importantly, she also has very strong working relationships with key members of Congress and their staffs.

While Ms. Predeoux is a registered lobbyist, since 2014, she has done so solely for AFGE, which represents 70 federal agencies. The mission of AFGE is consistent with the Administration's values. In addition, she lobbies Congress, not federal agencies.

## **Conclusion**

Ms. Predeoux has substantial, important experience and critical knowledge of federal workforce and OPM-related issues and a personal working relationship with key members of Congress and their staffs, attributes crucial to her proposed leadership role as Director of Congressional, Legislative and Intergovernmental Affairs and consequently to OPM. While she has been a registered lobbyist for over ten years, her lobbying efforts were directed at Congress, and she has never lobbied federal agencies.

For the foregoing reasons, I grant Ms. Alethea Predeoux a limited waiver of the restrictions in Paragraph 3 of the Executive Order to enable her to effectively carry out her duties as Director, Congressional, Legislative and Intergovernmental Affairs at OPM.

Pursuant to this waiver, Ms. Predeoux, beginning on the date of her OPM appointment, may participate in particular matters on which she lobbied within 2 years of her appointment and she may also participate in the specific issue area in which that particular matter falls.

This waiver does not otherwise affect Ms. Predeoux's obligation to comply with all other applicable government ethics rules and provisions of the Executive Order.

CC: Dana A. Remus, Counsel to the President, Office of the White House Counsel  
Alethea Predeoux