

**From:** [Frederick, James S. - OSHA](#)  
**To:** [Ford, Leah - OSHA](#)  
**Subject:** RE: EXPEDITED CLEARANCE: CTS 31039 - Strategic Plan for the Implementation of EO 14019, Promoting Access to Voting - Due 12:00 TODAY  
**Date:** Thursday, September 23, 2021 10:19:00 AM

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thanks

James (Jim) Frederick  
Acting Assistant Secretary  
US Department of Labor  
Occupational Safety and Health Administration  
[www.osha.gov](http://www.osha.gov)

Pronouns – he, him, his



---

**From:** Ford, Leah - OSHA <[Ford.Leah@dol.gov](mailto:Ford.Leah@dol.gov)>  
**Sent:** Thursday, September 23, 2021 10:04 AM  
**To:** Tracy, Natalicia R - OSHA <[Tracy.Natalicia.R@dol.gov](mailto:Tracy.Natalicia.R@dol.gov)>; Frederick, James S. - OSHA <[Frederick.James.S@dol.gov](mailto:Frederick.James.S@dol.gov)>  
**Cc:** Edens, Mandy - OSHA <[Edens.Mandy@dol.gov](mailto:Edens.Mandy@dol.gov)>  
**Subject:** RE: EXPEDITED CLEARANCE: CTS 31039 - Strategic Plan for the Implementation of EO 14019, Promoting Access to Voting - Due 12:00 TODAY  
I already cleared it – (b) (5)

---

**From:** Tracy, Natalicia R - OSHA <[Tracy.Natalicia.R@dol.gov](mailto:Tracy.Natalicia.R@dol.gov)>  
**Sent:** Thursday, September 23, 2021 10:02 AM  
**To:** Frederick, James S. - OSHA <[Frederick.James.S@dol.gov](mailto:Frederick.James.S@dol.gov)>  
**Cc:** Ford, Leah - OSHA <[Ford.Leah@dol.gov](mailto:Ford.Leah@dol.gov)>; Edens, Mandy - OSHA <[Edens.Mandy@dol.gov](mailto:Edens.Mandy@dol.gov)>  
**Subject:** RE: EXPEDITED CLEARANCE: CTS 31039 - Strategic Plan for the Implementation of EO 14019, Promoting Access to Voting - Due 12:00 TODAY  
Sure!  
Natalicia

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Senior Policy Advisor  
U.S.DOL, OSHA  
Washington, DC  
Office: 202-693-2014  
Mobile: (b) (6)

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**From:** Frederick, James S. - OSHA <[Frederick.James.S@dol.gov](mailto:Frederick.James.S@dol.gov)>  
**Sent:** Thursday, September 23, 2021 10:01 AM  
**To:** Tracy, Natalicia R - OSHA <[Tracy.Natalicia.R@dol.gov](mailto:Tracy.Natalicia.R@dol.gov)>  
**Cc:** Ford, Leah - OSHA <[Ford.Leah@dol.gov](mailto:Ford.Leah@dol.gov)>; Edens, Mandy - OSHA <[Edens.Mandy@dol.gov](mailto:Edens.Mandy@dol.gov)>  
**Subject:** FW: EXPEDITED CLEARANCE: CTS 31039 - Strategic Plan for the Implementation of EO 14019, Promoting Access to Voting - Due 12:00 TODAY

**Importance:** High

Natalicia –

Would you please review and let us know if you see any concerns on this.

See NOON deadline.

Thank you.

---

James (Jim) Frederick

Acting Assistant Secretary

US Department of Labor

Occupational Safety and Health Administration

[www.osha.gov](http://www.osha.gov)

Pronouns – he, him, his



---

**From:** Waterloo, Anthony D - EXECSEC <[Waterloo.Anthony.D@dol.gov](mailto:Waterloo.Anthony.D@dol.gov)>

**Sent:** Thursday, September 23, 2021 9:41 AM

**To:** McKinney, Nikki - OSEC <[McKinney.Julia.N@dol.gov](mailto:McKinney.Julia.N@dol.gov)>; Zelman, Allison L - OSEC <[Zelman.Allison.L@dol.gov](mailto:Zelman.Allison.L@dol.gov)>; Keen, Stanley - SOL <[Keen.Stanley@DOL.GOV](mailto:Keen.Stanley@DOL.GOV)>; Goldstein, Elena - SOL <[Goldstein.Elena@dol.gov](mailto:Goldstein.Elena@dol.gov)>; Goldman, Tanya L - ASP <[Goldman.Tanya.L@dol.gov](mailto:Goldman.Tanya.L@dol.gov)>; Dawkins, Laura M - ASP <[Dawkins.Laura.M@dol.gov](mailto:Dawkins.Laura.M@dol.gov)>; Rose, Michelle D. - OCIA <[Rose.Michelle.D@dol.gov](mailto:Rose.Michelle.D@dol.gov)>; Cesar, Richard - OCIA <[Cesar.Richard@dol.gov](mailto:Cesar.Richard@dol.gov)>; Trupo, Michael - OPA <[trupo.michael@dol.gov](mailto:trupo.michael@dol.gov)>; Alexander, Elizabeth - OPA <[Alexander.Elizabeth@dol.gov](mailto:Alexander.Elizabeth@dol.gov)>; Hanks, Angela - OSEC <[Hanks.Angela@dol.gov](mailto:Hanks.Angela@dol.gov)>; Jacobs-Simmons, L - ETA <[jacobs-simmons.l@dol.gov](mailto:jacobs-simmons.l@dol.gov)>; Desai Martin, Rachana - ASAM <[DesaiMartin.Rachana@dol.gov](mailto:DesaiMartin.Rachana@dol.gov)>; Stewart, Milton AI - ASAM <[Stewart.Milton@dol.gov](mailto:Stewart.Milton@dol.gov)>; Yerxa, Christopher W - OASAM <[Yerxa.Christopher@dol.gov](mailto:Yerxa.Christopher@dol.gov)>; Treves, Valeria - OSEC <[Treves.Valeria@dol.gov](mailto:Treves.Valeria@dol.gov)>; Rodriguez, James D. - VETS <[Rodriguez.James.D@dol.gov](mailto:Rodriguez.James.D@dol.gov)>; Devlin, Juana Margarita - VETS <[Devlin.Juana.M@dol.gov](mailto:Devlin.Juana.M@dol.gov)>; Purdy, Julian A - VETS <[Purdy.Julian.A@dol.gov](mailto:Purdy.Julian.A@dol.gov)>; Harrigan-Farrelly, Joan - WB <[Farrelly.Joan@dol.gov](mailto:Farrelly.Joan@dol.gov)>; Chun-Hoon, Wendy - WB <[ChunHoon.Wendy@dol.gov](mailto:ChunHoon.Wendy@dol.gov)>; Sheehy, Jennifer C - ODEP <[Sheehy.Jennifer.C@dol.gov](mailto:Sheehy.Jennifer.C@dol.gov)>; Williams, Taryn M. - ODEP <[Williams.Taryn.M@dol.gov](mailto:Williams.Taryn.M@dol.gov)>; Looman, Jessica - WHD <[Looman.Jessica@dol.gov](mailto:Looman.Jessica@dol.gov)>; Garcia, Kristin M - WHD <[Garcia.Kristin.M@dol.gov](mailto:Garcia.Kristin.M@dol.gov)>; Frederick, James S. - OSHA <[Frederick.James.S@dol.gov](mailto:Frederick.James.S@dol.gov)>; Edens, Mandy - OSHA <[Edens.Mandy@dol.gov](mailto:Edens.Mandy@dol.gov)>; Ford, Leah - OSHA <[Ford.Leah@dol.gov](mailto:Ford.Leah@dol.gov)>; Rodriguez, Dariely - OFCCP <[Rodriguez.Dariely@dol.gov](mailto:Rodriguez.Dariely@dol.gov)>; Raghu, Maya - OFCCP <[Raghu.Maya@dol.gov](mailto:Raghu.Maya@dol.gov)>; Smith, Traci - ASAM <[Smith.Traci@dol.gov](mailto:Smith.Traci@dol.gov)>; Shantz, Joseph J - OSEC <[Shantz.Joseph.J@dol.gov](mailto:Shantz.Joseph.J@dol.gov)>; Walker Mooney, Katelyn - OSEC <[WalkerMooney.Katelyn@dol.gov](mailto:WalkerMooney.Katelyn@dol.gov)>; Soltis, Momoko (Peach) - OSEC <[Soltis.Momoko@dol.gov](mailto:Soltis.Momoko@dol.gov)>; Yang, Jenny R. - OFCCP <[Yang.Jenny.R@dol.gov](mailto:Yang.Jenny.R@dol.gov)>

**Cc:** Towle, John P. - OSEC <[Towle.John.P@dol.gov](mailto:Towle.John.P@dol.gov)>; Swain-Smith, Katherine A - OSEC <[SwainSmith.Katherine@dol.gov](mailto:SwainSmith.Katherine@dol.gov)>; Hanks, Angela - OSEC <[Hanks.Angela@dol.gov](mailto:Hanks.Angela@dol.gov)>

**Subject:** EXPEDITED CLEARANCE: CTS 31039 - Strategic Plan for the Implementation of EO 14019, Promoting Access to Voting - Due 12:00 TODAY

**Importance:** High

Good morning,

**Expedited Clearance:** CTS 31039 – *Strategic Plan for the Implementation of EO14019, Promoting Access to Voting* has been assigned to your agency to review and clear with an absolute hard **due date of 12:00 today**.

DOL's Strategic Plan to Implement [Executive Order 14019](#) – *Promoting Access to Voting*, which is a required deliverable from all Federal agencies under Section 3(b).

The Final Draft (attached) is due to DPC/White House Counsel's Office by EOD today **Thursday, September 23<sup>rd</sup>**. For context, the Final Plan is not intended to be a public document, except for our "Flagship Action" (Section 1), which will be added to compiled fact sheet of the big actions being taken across all agencies in an "all of government" approach.

Complete your agency clearance within CTS 31039 or return to me via this email.

Thank you.

*v/r*

***Tony Waterloo***

Director

Office of the Executive Secretariat

U.S. Department of Labor

[Waterloo.anthony.d@dol.gov](mailto:Waterloo.anthony.d@dol.gov)

Office (202) 693-6182

Cell (b) (6)

***USCG-Ret***

**From:** [Sydney Rose - Public](#)  
**Subject:** Reminder – Administrative Leave for Voting and for Volunteering as Non-Partisan Poll Workers or Non-Partisan Election Observers  
**Date:** Wednesday, October 19, 2022 10:12:25 AM  
**Attachments:** [image001.png](#)

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***This message is intended for all Department of Labor Federal employees.***

Dear Colleagues,

With mid-term elections approaching on November 8th, this is a reminder that, in accordance with [Executive Order 14019](#) – Promoting Access to Voting, Federal employees may be granted up to four hours of administrative leave to vote in elections at the Federal, State, local, Tribal, and territorial levels **per election**. Additionally, employees may be granted up to four hours of administrative leave **per leave year** to volunteer (unpaid) as non-partisan poll workers or non-partisan observers for those elections.

Employees who wish to use administrative leave for this purpose must coordinate their schedule in advance with their supervisor.

Please visit [LaborNet](#) for complete guidance, including timekeeping procedures. Questions about this leave policy may be sent to [flexibilities@dol.gov](mailto:flexibilities@dol.gov).

Sincerely,

*Sydney*

**Sydney T. Rose** | Chief Human Capital Officer



Office of the Assistant Secretary for Administration and Management  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, D.C. 20210

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**From:** [Sydney Rose - Public](#)  
**Subject:** Administrative Leave for Voting & Volunteering as Non-Partisan Poll Workers or Non-Partisan Election Observers  
**Date:** Friday, April 8, 2022 9:51:31 AM  
**Attachments:** [image001.png](#)

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***This message is intended for all Department of Labor Federal employees.***

Dear Colleagues,

In accordance with Executive Order 14019 - Promoting Access to Voting, the Office of Personnel Management issued guidance expanding the availability of administrative leave for voting. Under the new guidance, Federal employees may be granted up to four hours of administrative leave to vote in elections at the Federal, State, local, Tribal, and territorial levels **per election**. Additionally, employees may be granted up to four hours of administrative leave **per leave year** to volunteer (unpaid) as non-partisan poll workers or non-partisan observers for those elections.

Please visit [LaborNet](#) for additional information.

Questions may be sent to [flexibilities@dol.gov](mailto:flexibilities@dol.gov).

Sincerely,

**Sydney T. Rose** | Chief Human Capital Officer



Office of the Assistant Secretary for Administration and Management  
U.S. Department of Labor | [www.dol.gov](http://www.dol.gov) |  
200 Constitution Avenue, N.W. Suite C5526  
Washington, D.C. 20210

**From:** [Tracy, Natalicia R - OSHA](#)  
**To:** [Ford, Leah - OSHA](#); [Frederick, James S. - OSHA](#)  
**Cc:** [Edens, Mandy - OSHA](#)  
**Subject:** RE: EXPEDITED CLEARANCE: CTS 31039 - Strategic Plan for the Implementation of EO 14019, Promoting Access to Voting - Due 12:00 TODAY  
**Date:** Thursday, September 23, 2021 12:36:13 PM

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No need -- thank you very much Leah!  
NT

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Senior Policy Advisor  
U.S.DOL, OSHA  
Washington, DC  
Office: 202-693-2014

(b) (6)

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**From:** Ford, Leah - OSHA <[Ford.Leah@dol.gov](mailto:Ford.Leah@dol.gov)>  
**Sent:** Thursday, September 23, 2021 12:31 PM  
**To:** Tracy, Natalicia R - OSHA <[Tracy.Natalicia.R@dol.gov](mailto:Tracy.Natalicia.R@dol.gov)>; Frederick, James S. - OSHA <[Frederick.James.S@dol.gov](mailto:Frederick.James.S@dol.gov)>  
**Cc:** Edens, Mandy - OSHA <[Edens.Mandy@dol.gov](mailto:Edens.Mandy@dol.gov)>  
**Subject:** Re: EXPEDITED CLEARANCE: CTS 31039 - Strategic Plan for the Implementation of EO 14019, Promoting Access to Voting - Due 12:00 TODAY

(b) (5)

(b) (6), (b) (5)

I am sure she would be happy to talk to you about it if you want to get the details. (b) (6)

Leah Ford  
Chief of Staff  
Occupational Safety and Health Administration  
202-897-6211

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**From:** Tracy, Natalicia R - OSHA <[Tracy.Natalicia.R@dol.gov](mailto:Tracy.Natalicia.R@dol.gov)>  
**Sent:** Thursday, September 23, 2021 12:13:31 PM  
**To:** Ford, Leah - OSHA <[Ford.Leah@dol.gov](mailto:Ford.Leah@dol.gov)>; Frederick, James S. - OSHA <[Frederick.James.S@dol.gov](mailto:Frederick.James.S@dol.gov)>  
**Cc:** Edens, Mandy - OSHA <[Edens.Mandy@dol.gov](mailto:Edens.Mandy@dol.gov)>  
**Subject:** RE: EXPEDITED CLEARANCE: CTS 31039 - Strategic Plan for the Implementation of EO 14019, Promoting Access to Voting - Due 12:00 TODAY

(b) (5)

I was just curious. Thanks! (b) (6)

Thank you,  
Natalicia

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Senior Policy Advisor  
U.S.DOL, OSHA  
Washington, DC  
Office: 202-693-2014

(b) (6)

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**From:** Ford, Leah - OSHA <[Ford.Leah@dol.gov](mailto:Ford.Leah@dol.gov)>  
**Sent:** Thursday, September 23, 2021 12:07 PM

**To:** Tracy, Naticia R - OSHA <[Tracy.Naticia.R@dol.gov](mailto:Tracy.Naticia.R@dol.gov)>; Frederick, James S. - OSHA <[Frederick.James.S@dol.gov](mailto:Frederick.James.S@dol.gov)>

**Cc:** Edens, Mandy - OSHA <[Edens.Mandy@dol.gov](mailto:Edens.Mandy@dol.gov)>

**Subject:** RE: EXPEDITED CLEARANCE: CTS 31039 - Strategic Plan for the Implementation of EO 14019, Promoting Access to Voting - Due 12:00 TODAY

(b) (5)

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**From:** Tracy, Naticia R - OSHA <[Tracy.Naticia.R@dol.gov](mailto:Tracy.Naticia.R@dol.gov)>

**Sent:** Thursday, September 23, 2021 12:03 PM

**To:** Frederick, James S. - OSHA <[Frederick.James.S@dol.gov](mailto:Frederick.James.S@dol.gov)>

**Cc:** Ford, Leah - OSHA <[Ford.Leah@dol.gov](mailto:Ford.Leah@dol.gov)>; Edens, Mandy - OSHA <[Edens.Mandy@dol.gov](mailto:Edens.Mandy@dol.gov)>

**Subject:** RE: EXPEDITED CLEARANCE: CTS 31039 - Strategic Plan for the Implementation of EO 14019, Promoting Access to Voting - Due 12:00 TODAY

James,

(b) (6). There is a typo on p. 6.

(b) (5)

Naticia

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Senior Policy Advisor  
U.S.DOL, OSHA  
Washington, DC  
Office: 202-693-2014

(b) (6)

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**From:** Frederick, James S. - OSHA <[Frederick.James.S@dol.gov](mailto:Frederick.James.S@dol.gov)>

**Sent:** Thursday, September 23, 2021 10:01 AM

**To:** Tracy, Naticia R - OSHA <[Tracy.Naticia.R@dol.gov](mailto:Tracy.Naticia.R@dol.gov)>

**Cc:** Ford, Leah - OSHA <[Ford.Leah@dol.gov](mailto:Ford.Leah@dol.gov)>; Edens, Mandy - OSHA <[Edens.Mandy@dol.gov](mailto:Edens.Mandy@dol.gov)>

**Subject:** FW: EXPEDITED CLEARANCE: CTS 31039 - Strategic Plan for the Implementation of EO 14019, Promoting Access to Voting - Due 12:00 TODAY

**Importance:** High

Naticia –

Would you please review and let us know if you see any concerns on this.

See NOON deadline.

Thank you.

---

James (Jim) Frederick  
Acting Assistant Secretary  
US Department of Labor  
Occupational Safety and Health Administration  
[www.osha.gov](http://www.osha.gov)

Pronouns – he, him, his



**From:** Waterloo, Anthony D - EXECSEC <[Waterloo.Anthony.D@dol.gov](mailto:Waterloo.Anthony.D@dol.gov)>

**Sent:** Thursday, September 23, 2021 9:41 AM

**To:** McKinney, Nikki - OSEC <[McKinney.Julia.N@dol.gov](mailto:McKinney.Julia.N@dol.gov)>; Zelman, Allison L - OSEC <[Zelman.Allison.L@dol.gov](mailto:Zelman.Allison.L@dol.gov)>; Keen, Stanley - SOL <[Keen.Stanley@DOL.GOV](mailto:Keen.Stanley@DOL.GOV)>; Goldstein, Elena - SOL <[Goldstein.Elena@dol.gov](mailto:Goldstein.Elena@dol.gov)>; Goldman, Tanya L - ASP <[Goldman.Tanya.L@dol.gov](mailto:Goldman.Tanya.L@dol.gov)>; Dawkins, Laura M - ASP <[Dawkins.Laura.M@dol.gov](mailto:Dawkins.Laura.M@dol.gov)>; Rose, Michelle D. - OCIA <[Rose.Michelle.D@dol.gov](mailto:Rose.Michelle.D@dol.gov)>; Cesar, Richard - OCIA <[Cesar.Richard@dol.gov](mailto:Cesar.Richard@dol.gov)>; Trupo, Michael - OPA <[trupo.michael@dol.gov](mailto:trupo.michael@dol.gov)>; Alexander, Elizabeth - OPA <[Alexander.Elizabeth@dol.gov](mailto:Alexander.Elizabeth@dol.gov)>; Hanks, Angela - OSEC <[Hanks.Angela@dol.gov](mailto:Hanks.Angela@dol.gov)>; Jacobs-Simmons, L - ETA <[jacobs-simmons.l@dol.gov](mailto:jacobs-simmons.l@dol.gov)>; Desai Martin, Rachana - ASAM <[DesaiMartin.Rachana@dol.gov](mailto:DesaiMartin.Rachana@dol.gov)>; Stewart, Milton AI - ASAM <[Stewart.Milton@dol.gov](mailto:Stewart.Milton@dol.gov)>; Yerxa, Christopher W - OASAM <[Yerxa.Christopher@dol.gov](mailto:Yerxa.Christopher@dol.gov)>; Treves, Valeria - OSEC <[Treves.Valeria@dol.gov](mailto:Treves.Valeria@dol.gov)>; Rodriguez, James D. - VETS <[Rodriguez.James.D@dol.gov](mailto:Rodriguez.James.D@dol.gov)>; Devlin, Juana Margarita - VETS <[Devlin.Juana.M@dol.gov](mailto:Devlin.Juana.M@dol.gov)>; Purdy, Julian A - VETS <[Purdy.Julian.A@dol.gov](mailto:Purdy.Julian.A@dol.gov)>; Harrigan-Farrelly, Joan - WB <[Farrelly.Joan@dol.gov](mailto:Farrelly.Joan@dol.gov)>; Chun-Hoon, Wendy - WB <[ChunHoon.Wendy@dol.gov](mailto:ChunHoon.Wendy@dol.gov)>; Sheehy, Jennifer C - ODEP <[Sheehy.Jennifer.C@dol.gov](mailto:Sheehy.Jennifer.C@dol.gov)>; Williams, Taryn M. - ODEP <[Williams.Taryn.M@dol.gov](mailto:Williams.Taryn.M@dol.gov)>; Looman, Jessica - WHD <[Looman.Jessica@dol.gov](mailto:Looman.Jessica@dol.gov)>; Garcia, Kristin M - WHD <[Garcia.Kristin.M@dol.gov](mailto:Garcia.Kristin.M@dol.gov)>; Frederick, James S. - OSHA <[Frederick.James.S@dol.gov](mailto:Frederick.James.S@dol.gov)>; Edens, Mandy - OSHA <[Edens.Mandy@dol.gov](mailto:Edens.Mandy@dol.gov)>; Ford, Leah - OSHA <[Ford.Leah@dol.gov](mailto:Ford.Leah@dol.gov)>; Rodriguez, Dariely - OFCCP <[Rodriguez.Dariely@dol.gov](mailto:Rodriguez.Dariely@dol.gov)>; Raghu, Maya - OFCCP <[Raghu.Maya@dol.gov](mailto:Raghu.Maya@dol.gov)>; Smith, Traci - ASAM <[Smith.Traci@dol.gov](mailto:Smith.Traci@dol.gov)>; Shantz, Joseph J - OSEC <[Shantz.Joseph.J@dol.gov](mailto:Shantz.Joseph.J@dol.gov)>; Walker Mooney, Katelyn - OSEC <[WalkerMooney.Katelyn@dol.gov](mailto:WalkerMooney.Katelyn@dol.gov)>; Soltis, Momoko (Peach) - OSEC <[Soltis.Momoko@dol.gov](mailto:Soltis.Momoko@dol.gov)>; Yang, Jenny R. - OFCCP <[Yang.Jenny.R@dol.gov](mailto:Yang.Jenny.R@dol.gov)>

**Cc:** Towle, John P. - OSEC <[Towle.John.P@dol.gov](mailto:Towle.John.P@dol.gov)>; Swain-Smith, Katherine A - OSEC <[SwainSmith.Katherine@dol.gov](mailto:SwainSmith.Katherine@dol.gov)>; Hanks, Angela - OSEC <[Hanks.Angela@dol.gov](mailto:Hanks.Angela@dol.gov)>

**Subject:** EXPEDITED CLEARANCE: CTS 31039 - Strategic Plan for the Implementation of EO 14019, Promoting Access to Voting - Due 12:00 TODAY

**Importance:** High

Good morning,

**Expedited Clearance:** CTS 31039 – *Strategic Plan for the Implementation of EO14019, Promoting Access to Voting* has been assigned to your agency to review and clear with an absolute hard **due date of 12:00 today**.

DOL's Strategic Plan to Implement [Executive Order 14019](#) – *Promoting Access to Voting*, which is a required deliverable from all Federal agencies under Section 3(b).

The Final Draft (attached) is due to DPC/White House Counsel's Office by EOD today **Thursday, September 23<sup>rd</sup>**. For context, the Final Plan is not intended to be a public document, except for our "Flagship Action" (Section 1), which will be added to compiled fact sheet of the big actions being taken across all agencies in an "all of government" approach.

Complete your agency clearance within CTS 31039 or return to me via this email.

Thank you.

*v/r*

***Tony Waterloo***

Director

Office of the Executive Secretariat

U.S. Department of Labor

[Waterloo.anthony.d@dol.gov](mailto:Waterloo.anthony.d@dol.gov)

Office (202) 693-6182

**(b) (6)**

***USCG-Ret***

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