

Statement of Charlton Allen
to be General Counsel of the Federal Labor Relations Authority
Before the Committee on Homeland Security and Governmental Affairs
United States Senate
June 17, 2026

Chairman Paul, Ranking Member Peters, and distinguished Members of the Committee:

Thank you for the opportunity to appear before you today. I am honored, grateful, and deeply humbled that President Trump has nominated me to serve as General Counsel of the Federal Labor Relations Authority.

Before I begin, I would like to recognize my wife and daughter, as well as other family members who may be with us today. Public service is never undertaken alone, and I am deeply grateful for their support, encouragement, and sacrifice.

If confirmed, I look forward to providing stable leadership to the Office of General Counsel and supporting the important work entrusted to it by law.

I served on the North Carolina Industrial Commission from 2014 to 2021 and was Chairman of the Commission for approximately three years.

As a Commissioner, I served alongside my colleagues in a quasi-judicial capacity, adjudicating workers' compensation claims, state tort claims, and the deeply sensitive eugenics compensation cases. The eugenics claims were among the most difficult matters we encountered, involving victims who had been subjected to forced sterilization by the government because of their race, disability, perceived intellect, or other unjust criteria.

During my service on the Commission, I participated in the resolution of hundreds of cases. Some involved straightforward legal questions. Others involved conflicting evidence, difficult factual disputes, or novel issues arising under North Carolina law. Regardless of the case's complexity, my responsibility remained the same: to apply the law fairly and explain the decision clearly.

My responsibilities expanded when I became Chairman. Under North Carolina law, the Chairman serves as both the Commission's Chief Executive Officer and Chief Judicial Officer. In that capacity, I oversaw a statewide agency with regional offices, deputy commissioners, compliance personnel, fraud investigators, and administrative staff.

The Commission's work extended well beyond adjudication. We were responsible for enforcing statutory requirements, addressing employers who failed to maintain required workers' compensation coverage, assessing penalties authorized by law, investigating fraud, and referring appropriate matters for criminal prosecution.

During my tenure as Chairman, the Commission continued to expand its compliance and enforcement efforts. We also worked to modernize agency operations and improve administration of the Workers' Compensation Act across the state.

The opioid epidemic also presented a significant challenge for the workers' compensation system. In response, the Commission worked with employers, insurers, physicians, attorneys, and other stakeholders to develop reforms intended to promote responsible prescribing practices while ensuring that injured workers continued to receive appropriate care.

These responsibilities required the administration of a statutory framework, supervision of compliance and enforcement functions, management of a statewide public institution, and decision-making that affected the rights and obligations of others.

Those experiences have prepared me for the responsibilities of the Office of General Counsel. If confirmed, I will strive to enforce the law faithfully, administer the office fairly, and carry out the responsibilities assigned by law.

As I sit here today, I am mindful of the opportunities I have been given. I am the grandson of a mill worker, an electrician, a woman who worked as an electric welder building Liberty ships during World War II, and a soldier who helped liberate Nazi concentration camps and whose oral history is preserved by the United States Holocaust Memorial Museum.

Because of their sacrifices, and the sacrifices of countless other Americans, I had the opportunity to serve the people of North Carolina and now to appear before you as a nominee for this important office.

If confirmed, I will faithfully execute the duties assigned to me by law and work every day to justify the confidence placed in me by the President, the Senate, and the American people.

Thank you. I look forward to your questions.