INFO ALERT

April 3, 2025

Executive Order Strips Collective Bargaining from Federal Workers

On Thursday, March 27, President Trump issued an executive order (usw.to/5bn) that would eliminate the right to collectively bargain for nearly a million federal workers. While the Administration claims this action is necessary for national security, the order fails to address actual security concerns.

Background

- The Civil Service Reform Act (CSRA), passed in 1978, was designed to ensure fair treatment for federal employees.
- The CSRA guarantees that government jobs are filled based on merit and provides protections against unfair treatment, unsafe working conditions, and political interference.
- It also ensures that federal employees have the right to form unions and engage in collective bargaining to address workplace issues.
- The CSRA includes national security exemptions, but these were specifically intended for agencies directly involved in national security work, such as defense and intelligence.

Summary of Executive Order

- The executive order eliminates collective bargaining for federal unions in agencies deemed to have national security missions, expanding this exemption to non-national security agencies like those in public health, veterans' care, and food safety.
- Unions will no longer be able to challenge unfair workplace policies through legal or administrative channels, further limiting workers' ability to address grievances.

Potential Consequences

- This executive order sets an extremely dangerous precedent that could be applied to other sectors, weakening labor protections nationwide.
- By stripping federal employees of their ability to participate in decision-making, this order weakens oversight, hurts efficiency, and opens the door to mismanagement.

Solution

- Federal sector unions are opposing the order through legal avenues.
- Representatives Jared Golden (ME) and Brian Fitzpatrick (PA) introduced a bipartisan bill, the Protect America's Workforce Act, which aims to reverse the anti-worker, anti-union executive order.

Steelworkers, get ready for a day of action on Wednesday, April 9. An injury to one is an injury to all – we need to stand up with our union siblings in the federal workforce and fight back against this unjust attack on their rights!