



NATIONAL FEDERATION OF FEDERAL EMPLOYEES

Affiliated with the International Association of Machinists & Aerospace Workers, AFL-CIO

Talking Points on White House Executive Orders

EO #13836: Re-opens collective bargaining agreements and rushes negotiations

- Establishes a "Labor Management Group" that dictates broad "one-size-fits-all" proposals.
- Directs federal agencies to negotiate new collective bargaining agreements as soon as possible.
- Encourages "take-it-or-leave-it" bargaining tactics, and direct agencies not to bargain over subjects that the law allows them to.
- Sets arbitrary timelines for negotiations, rushing the process to reduce employees' bargaining power.

EO #13837: Hinders unions' ability to represent workers

- Drastically reduces official time for union officials, an attack designed specifically to make it harder for your union to represent you.
- Cuts off access to office space and supplies for union officials carrying out their legal requirement to represent workers.

EO #13839: Directs agencies to ignore federal employee workplace rights

- Encourages agencies to abandon fairness concepts such as progressive discipline process.
- Encourages agencies to tailor different penalties for the same or similar offenses, ignoring established law.
- Instructs agencies to take away our ability to grieve unfair removals from service or to challenge performance appraisals or awards at all.

What do these EO's mean for federal employees?

- The Trump Administration is intentionally attempting to weaken unions so they can get rid of employee pensions.
- Potential elimination of workers' rights, such as fair promotions and appraisals, union representation, and mutually beneficial collective bargaining agreements.
- Reduction of due process protections that ensure the government operates on a merit system, rather than patronage.
- Creation of a culture of fear in within the government, order to silence whistleblowers exposing how agencies fail to serve the public.

What has NFFE done so far and how members can help?

- On June 13, NFFE filed a joint lawsuit against President Trump and OPM, in response to the EOs. We have also been working with members of Congress to fight these attacks legislatively and through the media.
- Members should contact their congressional representative and let them know how these EOs negatively impact federal employees.
- Urge your representatives to co-sponsor legislation, S. 2340 and H.R. 4878, which reinstates the labor-management forums that President Trump abolished last year.
- Simply maintain NFFE membership. Your membership supports our lobbying efforts on the Hill, at the negotiating table and in the courts.
- Encourage others to become NFFE members and join the fight!