



NATIONAL FEDERATION OF FEDERAL EMPLOYEES

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

NFFE Guidance: Trump Executive Order to End Collective Bargaining

NFFE-IAM Members and Leaders,

As you know, last evening President Trump issued an Executive Order (EO) instructing 18 federal agencies to unilaterally end collective bargaining with federal unions. This is the biggest attack on collective bargaining rights in the history of our country. It is also an assault on your constitutionally protected freedom to form and join a union.

Federal unions, including NFFE, are protected by law. Your collective bargaining rights are protected by law. We are confident the rule of law will be upheld. Please know that NFFE and our allies are doing everything we can to push back against this unlawful action and we will fight tooth and nail for the rights of our members. We are carefully planning at least one lawsuit to challenge the Trump administration's illegal executive order. We are coordinating with our labor allies to ensure we have the strongest legal arguments and avenues possible.

Regardless of the developments in the coming weeks and months, **NFFE will continue to be your union.** We will continue to be your voice on Capitol Hill and in the media. NFFE was established over 100 years ago before federal employees won collective bargaining rights. For decades, our organization proved we can effectively advocate for federal workers without legal procedures or protections. We are committed to continuing our work despite the EO's attempt to bust our union.

We prefer our negotiated grievance procedures, but all your statutory rights to utilize the MSPB, OSC and EEOC are still in place. Our right to represent you in challenges to adverse actions remains. There are many options available to file complaints regarding your employment. If you receive a RIF notice, or other employment action, please inform us. We will connect you with the Federal Employees Legal Defense Network so every one of our members has the opportunity to consult with an attorney.

Here are several actions you can take to stand up for your rights:

1. If you work for the VA or DoD, the Secretary of your agency may still protect your collective bargaining rights. Section 4 of the EO permits the Secretaries of Defense and Veterans Affairs to issue orders suspending the EO's application to your unit and continuing to recognize NFFE as your union. Contact your management and tell them you would like your Secretary to order that NFFE continue to be recognized as your union because your primary function is not national security work.
2. If you are in any of the 18 impacted agencies, or you are not directly impacted but want to stand in solidarity, you can ask your Congressional representatives to do their jobs and advocate for federal employees' right to a union. Call the Capitol switchboard at **(202) 224-3121** and ask to speak with your representatives on this issue. Call your local district office and ask for a meeting with your representative to discuss this matter. [Use our action network to write to your representatives](#) and Senators to tell them to stop Trump's attempt to gut federal employee rights.

3. Attend the IAM and NFFE Legislative Conference. The conference will take place from Tuesday, April 29, 2025, to Thursday, May 1, 2025, at the Hyatt Regency Washington, 400 New Jersey Ave. NW, Washington, DC 20001.

You will have the opportunity to meet with your representatives in Congress and have your voice heard. It is imperative that you take advantage of this face-to-face time with your lawmakers so they understand their constituents are being harmed by these policies.

[Click here for the official call letter, an important message, registration form/information, and hotel booking details.](#)

4. Make sure your contact information is up to date with NFFE so we can stay in touch. Enter your current information at: <http://www.nffe.org/connect/>
5. Contact your Business Representative to pick up your own “Federal Workers Matter” t-shirt and sign.
6. Join your local grassroots group of federal employees, such as the Federal Unionists Network (FUN) at www.federalunionists.net.
7. Make plans for upcoming days of action.
 - Saturday, April 5th – all-in mobilization of federal workers across the country. <https://handsoff2025.com/>
 - Saturday, May 3rd – NFFE’s “Save Public Service, Save America” Rally at Freedom Plaza in Washington, D.C.
 - Friday, June 6th – National Day of Protest. On the anniversary of D-Day, all veterans organizations and labor groups will join together in mass mobilizations in Washington, DC and at every state capitol, city hall, and town hall across the nation.
8. Encourage your coworkers to join the union and support our fight for our rights as federal employees. Sign up at www.nffe1187.org. Members will continue to receive union member benefits like short-term disability insurance, and other savings found here: <https://nffe.org/benefits/>
9. Talk with the media and spread the word on your social media accounts. Share how this attack on federal workers and our unions will impact you, your family, and your community.
10. Watch for NFFE announcements about the Federal Employees Legal Defense Network. Lawyers can sign up to help federal employees here: <https://wetheaction.org/>
11. Watch for NFFE announcements about e-dues. When federal dues deductions are stopped, be sure to sign up for direct dues. We will be rolling out NFFE’s e-dues platform next week. Be sure to [connect with us](#) so we can contact you when the platform is available.

In the weeks ahead, NFFE will focus on working with members of Congress from both parties to reverse this EO, as their constituents across the country will be harmed by these attacks directly or indirectly. Federal labor unions are the best advocates to educate Congress about your work, our union's work, and how every American will suffer the consequences of public services being diminished because of this executive order.

Please forward this message to your colleagues and [sign up for emails](#) from NFFE if you have not done so already.

Your union is here for you. Together, we will ensure you are able to uphold your oath to the constitution and deliver on your mission of serving the American people. Our country is worth fighting for and the fight is at your doorstep. We will fight with you to protect, preserve, and reclaim your rights as a federal employee and we will never give up.

In Solidarity,

A handwritten signature in black ink, appearing to read 'Rf1f', with a stylized, cursive-like script.

Randy Erwin
National President
National Federation of Federal Employees, IAMAW, AFL-CIO