



NATIONAL FEDERATION OF FEDERAL EMPLOYEES

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

NFFE Guidance for Officers, Stewards, and Local Leaders: Trump Executive Order to End Collective Bargaining

NFFE-IAM Officers, Stewards, and Local Leaders,

On March 27th, 2025, President Trump issued an Executive Order instructing 18 federal agencies to unilaterally end collective bargaining with federal unions. Here is a summary of **WHAT YOU CAN EXPECT** in the days and weeks ahead as a union steward or elected officer of a NFFE local.

1. NFFE National will be filing a lawsuit challenging the Executive Order.
2. NFFE National has provided guidance to NFFE members and specifically identified ten actions each federal employee can take to stand up for their rights.
3. The Executive Order means the 18 agencies named are no longer required to collectively bargain with NFFE. Trump invoked the “national security” exemption in our Statute to terminate our collective bargaining status and relationship. The OPM Guidance made clear that police and firefighters are excluded from the Executive Order. See page 3, footnote 2.
4. Watch for communications from management concerning terminations of your collective bargaining agreement. Share those communications with your Business Representative.
5. Official time will no longer be authorized and employees will be performing only agency business, no representational activities. Employees may be reassigned to new duties in place of official time spent on representational activities.
6. Union office space will be taken back from locals. Any negotiated agreements that permitted union use of government equipment, reimbursement or payment of costs in connection with representation work, will no longer be honored. Expect that you may be asked to return equipment provided to the union such as computers, phones, printers, etc.
7. Grievances will no longer be processed by the Agency. Agencies will not participate in FLRA investigations into ULPs or conduct hearings. Agencies will not participate in arbitration hearings or devote resources to pursuing arbitral award exceptions.
8. The OPM Guidance makes clear how agencies should implement the Executive Order.
9. Covered agencies will terminate CBAs that require PIPs of more than 30 days and then will take prompt action to limit PIPs to 30 days.
10. Covered agencies are encouraged to separate employees for unacceptable performance as a disciplinary action under Chapter 75 without PIPs, although Chapter 43 procedures are still available

‘in appropriate cases.’

11. VA employees may be removed for poor performance without a PIP under section 714 authority.
12. Agencies will conduct RIFs without regard to terminated CBA provisions.
13. Agencies will terminate CBAs and swiftly implement the Return to In-Person Work without regard to any CBA provisions.
14. Agencies will terminate dues deductions except where required by statute. The OPM Guidance suggests agency resources should not be expended to facilitate payment of union dues.

Here are **SEVERAL ACTIONS YOU CAN TAKE** as leaders and officials to stand up for union rights:

1. VA or DoD: Section 4 of the Executive Order permits the Secretaries of Defense and Veterans Affairs to issue orders suspending the Executive Order’s application to your unit and continuing to recognize NFFE as your union. Contact your Labor Relations and management and tell them you would like your Secretary to order that NFFE continue to be recognized because your primary function is not national security work.
2. If you represent firefighters or police, contact your Labor Relations and management to make sure their union status remains intact, the CBA is not terminated with respect to police and firefighters, and dues deductions are not stopped. Cite to Footnote 2 of the OPM guidance to support your position.
3. Remove all union-related documents, both physical files and electronic, from government equipment and spaces. Move communications from government equipment and email addresses to personal ones.
4. Make sure you have personal and home contact information for every member of your local.
5. 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.
6. We will be providing additional guidance on other matters of internal governance, such as obligations to the Department of Labor, proper handling and maintenance of dues monies in your bank account, and other internal business. Do not make any changes to your local’s banking practices until you have received the future guidance and discussed with your Business Representative.
7. Be sure to keep records and a log of all time you spend doing union work that would have ordinarily been performed on official time, if you choose to continue to perform union work on your own time. If one day in the future we are able to get our rights restored, such records and tracking will help us negotiate for backpay or compensation for your time spent. There is no guarantee we would get this, but we may be able to try. If you fail to maintain records and keep track of your time, you limit your potential claim.

See also the list of 10 Action Items sent to all NFFE members on Friday to take action.

NFFE intends to provide you with any additional needed guidance and support through these trying times. Contact your Business Representative with questions, special requests and/or updates about how this Executive Order is

being implemented in your agency.

A PERSONAL THANK YOU FOR ALL YOU DO

It is because of you that NFFE has achieved so much good for federal workers over the decades. We will not give up and we are not done with our work. NFFE will survive this and come out stronger.

On behalf of all of NFFE, we appreciate your commitment, your deep care and concern, your tireless efforts and hard work, and your kindness to your coworkers you have demonstrated time and time again. I truly hope that you will stand with me and continue to fight for our rights because we in the union are needed now more than ever. We cannot stop now.

I hope to see you at our Legislative Conference or another event soon. I stand with you and so does all of NFFE. Thank you for being a proud NFFE leader.

Please share this message with other officers and stewards within your local and agency to ensure the message is received by NFFE leaders.

In Solidarity,

A handwritten signature in black ink, appearing to read 'R. Erwin', with a stylized flourish at the end.

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