



National Federation of Federal Employees

Affiliated with The International Association of Machinist & Aerospace Workers, AFL-CIO

~We Work for America Everyday~

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NFFE Fights On – Your Rights Are Not Gone

Countering VA's August 7, 2025, Notice on EO 14251

The Truth:

On August 7, 2025, VA told thousands of employees they are “no longer represented” and that CBAs are “terminated.” This is misleading and legally inaccurate.

“Anyone who says ‘the union is gone’ does not understand what we are and how we win. We have just begun the fight.” – Randy Erwin, NFFE National President

- **You are still represented** by NFFE until and unless the Federal Labor Relations Authority (FLRA) says otherwise. VA cannot unilaterally erase your union or bargaining unit status.
- **Your rights under federal law remain** – including the right to join the union, file grievances for actions taken before the EO, and have a union representative in qualifying meetings.
- **VA's claims that CBAs “restricted” hiring and accountability are rhetoric** – not supported by evidence or the law. In fact, NFFE continues to advocate against Agency hiring freezes and promotes growing the number of professionals available to ensure veterans are properly & promptly cared for.

What's Really Happening:

The August 7 letter is part of the **Trump Administration's union-busting** campaign under Executive Order 14251. NFFE believes VA's move is harmful, premature, risky, and more than likely, highly illegal. The EO's legality is still being fought in court.

Where NFFE Is Fighting for You

“This is not over, and there is much left to do. And we will do it together.” – Randy Erwin

- **In Court:**
 - NFFE and allied unions are litigating in the 9th Circuit, challenging EO 14251 as exceeding presidential authority and violating 5 U.S.C. Chapter 71.
- **At FLRA:**
 - Multiple **Unfair Labor Practice charges** are being filed for misrepresenting representation status, refusing to bargain, cancelling arbitrations, and illegally ending dues deductions.
- **In Congress:**
 - NFFE is briefing the House and Senate Veterans' Affairs Committees and labor allies on the EO's harm to veterans' care and employee rights.
- **On the Ground:**
 - Stewards and representatives are documenting violations, maintaining contact with bargaining unit employees, and preparing for eventual restoration of rights.

Fighting for VA Employees is Fighting for Veterans

WWW.NFFE.ORG

Know Your Rights (Right Now):

- You can **still join the union** and pay dues – this helps us to fight the legal battles and advocate in congress and can be done by signing up at <https://nffe.org/e-dues/>
- Grievances filed before August 6, 2025, **must** be processed to completion.
- You have statutory rights in EEO complaints, OSC matters, and certain investigatory meetings.
- You can talk to your union – management cannot restrict lawful communication. **To protect yourself, please use non-VA devices for union communications and ensure such contact occurs on personal time.**

Bottom Line:

“This is a fight to save democracy in the workplace, and our union will not go down without a fight.”
–Randy Erwin

The union is not gone. Your voice is not gone. We are fighting this on **every front** – courts, Congress, FLRA, and in every workplace – until your rights and agreements are restored.

Contact Your NFFE Representative to report violations, get representation, or join the fight.

**Join NFFE
Today**



nffe.org/edues

**NFFE-VA
Updates**



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