

United States Senate

WASHINGTON, DC 20510

April 2, 2025

The Honorable Donald J. Trump
President
The White House
1600 Pennsylvania Avenue N.W.
Washington D.C. 20500

Dear President Trump:

We write today in outrage over your recent executive order entitled *Exclusions from Federal Labor-Management Relations Programs*, a gross overreach of the authority granted in the Civil Service Reform Act of 1978 (CSRA).

This order is an insult to the hardworking public servants who go to work on behalf of the American people. They care for our veterans, deliver disaster assistance, prevent wildfires, help farmers improve crop yields, manage health benefits for 9/11 first responders, research treatments and cures for diseases, keep air travel safe, process tax returns, staff our national parks and much, much more. Nearly one third of these dedicated civil servants are veterans seeking to continue their service to our country out of uniform.

The executive order effectively classifies two thirds of the federal workforce as having national security missions, a blatant misuse of a limited authority intended to provide operational flexibility to address legitimate security needs. The national security exemption has existed for nearly 50 years and has been used only sparingly by Republican and Democratic Administrations—including during your first term—to exclude federal offices with an unquestionable core function in intelligence, counterintelligence, or national security. There is no evidence that the long-standing collective bargaining agreements at these agencies have jeopardized our nation's security in any way; to the contrary, the protection collective bargaining has provided for employees allows them to conduct their work on behalf of the American people—including blowing the whistle on fraud or abuse—without political interference.

Federal employees' collective bargaining agreements are critical to ensuring they continue to serve the American people with the peace of mind that comes with being protected from unfair labor practices. Unlike in the private sector, federal employee unions in most cases cannot negotiate pay or benefits, which are set by Congress, and they are legally prohibited from striking. The federal collective bargaining agreements do, however, protect federal employees from illegal firings, retaliation, and discrimination. They also promote resources for whistleblowers and veterans. These federal union contracts give employees in the civil service protections from retaliation so they can serve the American people fairly and effectively without partisan political interference.

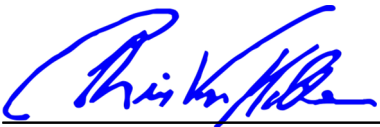
This executive order, which ruthlessly strips collective bargaining agreements for over one million federal workers, is the most recent attack your Administration has levied against our merit-based civil service in the effort to cut the workforce and replace them with political cronies. While the CSRA does give the president the authority to limit collective bargaining

agreements due to national security concerns, the executive order's direction to terminate mass swaths of federal employee collective bargaining agreements is clearly intended to broadly dismantle the CSRA, which is specifically designed to grant federal employees the right to collective bargaining as a means to resolve workplace issues while maintaining the smooth functioning of government operations.

When the Secretary of Labor testified in February in front of the Senate Health, Education, Labor and Pensions Committee, Members of Congress asked her both in-person and through questions for the record whether she and the Administration would commit to honoring all legally binding collective bargaining agreements signed by federal agencies and labor unions, and whether federal employees have the right to organize and collectively bargain without fear of retaliation. The Secretary answered, "if confirmed, I will follow the law and work with the experts at the Department to understand the collective bargaining process at the Department and the terms and conditions of the collective bargaining agreements in place." This Administration clearly does not have even a basic understanding of the legally binding nature of federal collective bargaining agreements and is actively trying to bend the law to undermine protections for federal civil servants.

We urge you to immediately rescind this illegal executive order so that our dedicated public servants can continue to work on behalf of the American public without fear for their job or political retribution.

Sincerely,



Chris Van Hollen
United States Senator



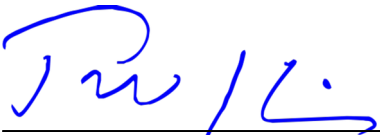
Angela Alsobrooks
United States Senator



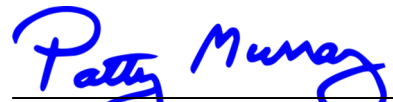
Charles E. Schumer
United States Senator



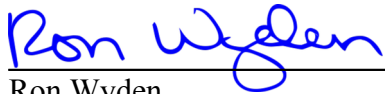
Mark R. Warner
United States Senator



Tim Kaine
United States Senator



Patty Murray
United States Senator



Ron Wyden
United States Senator



Richard J. Durbin
United States Senator



Jack Reed
United States Senator



Maria Cantwell
United States Senator



Bernard Sanders
United States Senator



Amy Klobuchar
United States Senator



Sheldon Whitehouse
United States Senator



Jeanne Shaheen
United States Senator



Jeffrey A. Merkley
United States Senator



Michael F. Bennet
United States Senator



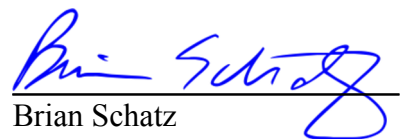
Kirsten Gillibrand
United States Senator



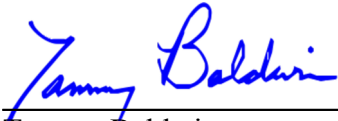
Christopher A. Coons
United States Senator



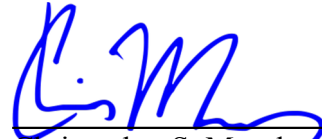
Richard Blumenthal
United States Senator




Brian Schatz
United States Senator



Tammy Baldwin
United States Senator



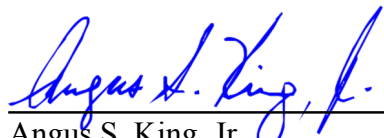
Christopher S. Murphy
United States Senator



Mazie K. Hirono
United States Senator



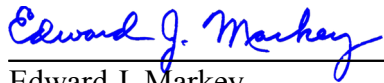
Martin Heinrich
United States Senator



Angus S. King, Jr.
United States Senator



Elizabeth Warren
United States Senator



Edward J. Markey
United States Senator



Cory A. Booker
United States Senator



Gary C. Peters
United States Senator



Tammy Duckworth
United States Senator



Margaret Wood Hassan
United States Senator



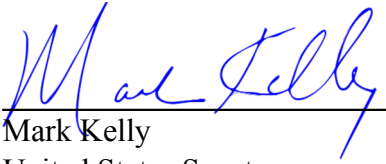
Catherine Cortez Masto
United States Senator



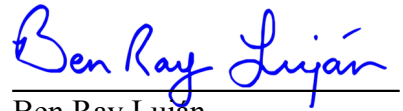
Tina Smith
United States Senator



Jacky Rosen
United States Senator



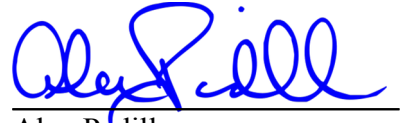
Mark Kelly
United States Senator



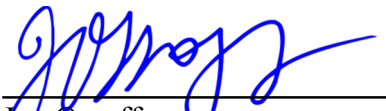
Ben Ray Lujan
United States Senator



John Hickenlooper
United States Senator



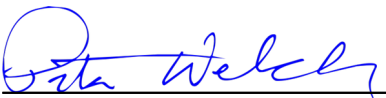
Alex Padilla
United States Senator



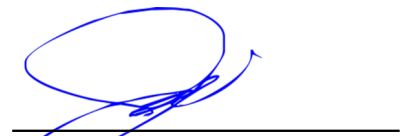
Jon Ossoff
United States Senator



Raphael Warnock
United States Senator




Peter Welch
United States Senator



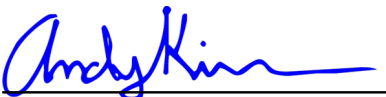
John Fetterman
United States Senator



Adam B. Schiff
United States Senator



Ruben Gallego
United States Senator



Andy Kim
United States Senator



Lisa Blunt Rochester
United States Senator



Elissa Slotkin
United States Senator

