

Congress of the United States

Washington, DC 20510

April 4, 2025

The Honorable Donald J. Trump
President
The White House
1600 Pennsylvania Ave NW
Washington, D.C. 20500

Dear President Trump:

We are writing to call on you to rescind the Executive Order (EO) *Exclusions from Federal Labor-Management Relations Programs* issued on March 27, 2025. This order, which will strip away collective bargaining rights for 75 percent of the federal workforce, is an unprecedented assault on the fundamental rights of 1.5 million American federal workers as well as the broader labor movement. Additionally, the EO violates the narrow authorities granted to the President by Congress and is therefore unlawful.

Collective bargaining is the strongest tool that workers have available to create a fair workplace. This action strips away those hard-earned rights – which have been upheld by presidents from both parties for decades – from federal workers who keep our country running, including nurses who care for veterans, inspectors who keep our food safe to eat, teachers who educate our children, and so many more. Additionally, the EO’s exclusion of entire departments and agencies from collective bargaining opens the door to potential abuse, retaliation, and political interference. Without union representation, federal employees – including whistleblowers and veterans – will lose vital protections that ensure their ability to serve the American people without fear of unjust reprisal.

Furthermore, this EO not only undermines the principles of fair labor practices but also threatens the efficiency and effectiveness of the federal government, jeopardizing the delivery of critical services to the American people. As a direct result of this assault on federal workers, we anticipate delays in Americans receiving their tax refunds and veterans’ benefits. This will cause unnecessary hardship for millions of Americans who depend on these services.

The freedom to join a union and collectively bargain is central to achieving the American dream for millions of American workers. This action is the single most anti-worker and anti-union presidential action since Ronald Reagan fired striking air traffic controllers in 1981, and it must be reversed immediately.

Finally, this EO is in clear violation of the President’s narrow and rarely used authorities under the Federal Service Labor-Management Relations Statute. While Congress granted the President narrow authority to exclude some agencies from collective bargaining, those exclusions can only be made if that agency has a primary function in intelligence, counterintelligence, investigative, or national security work, and only if the statute cannot be applied “in a manner consistent with national security requirements and considerations.”¹ However, this Administration has made

¹ 5 U.S.C. § 7103(b)(1)

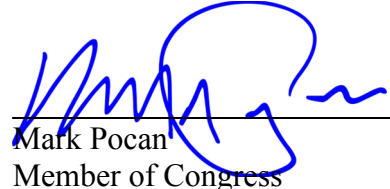
clear that the EO's exclusions are not based on national security concerns, but instead as retaliation for labor unions defending their members' rights and making it easier to fire federal employees. This EO is clearly inconsistent with the President's authorities and is illegal.

We urge you to immediately rescind this harmful, unlawful EO and to reaffirm the rights of federal workers to unionize and collectively bargain. The American people deserve a federal workforce that is protected, respected, and empowered to carry out its duties effectively.

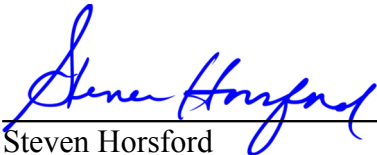
Sincerely,



Donald Norcross
Member of Congress
Co-Chair, Congressional
Labor Caucus



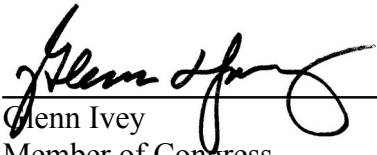
Mark Pocan
Member of Congress
Co-Chair, Congressional
Labor Caucus



Steven Horsford
Member of Congress
Co-Chair, Congressional
Labor Caucus



Debbie Dingell
Member of Congress
Co-Chair, Congressional
Labor Caucus



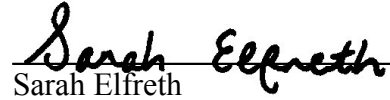
Glenn Ivey
Member of Congress



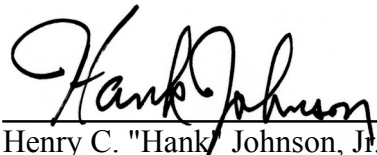
Stephen F. Lynch
Member of Congress



Delia C. Ramirez
Member of Congress



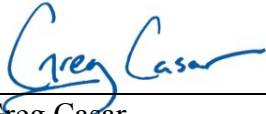
Sarah Elfreth
Member of Congress



Henry C. "Hank" Johnson, Jr.
Member of Congress



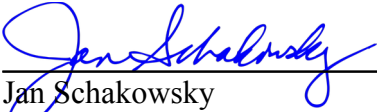
Val Hoyle
Member of Congress



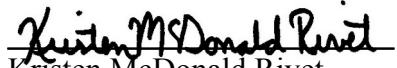
Greg Casar
Member of Congress



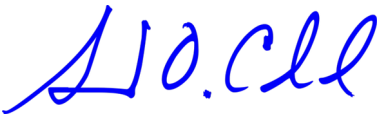
Joseph D. Morelle
Member of Congress



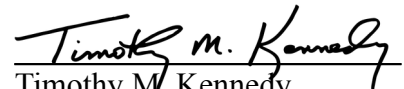
Jan Schakowsky
Member of Congress



Kristen McDonald Rivet
Member of Congress



Salud Carbajal
Member of Congress



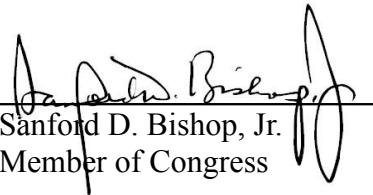
Timothy M. Kennedy
Member of Congress



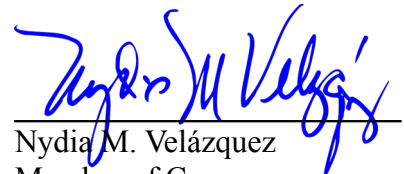
Herbert C. Conaway, Jr.
Member of Congress



Emanuel Cleaver, II
Member of Congress



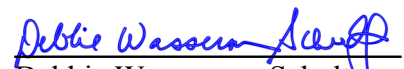
Sanford D. Bishop, Jr.
Member of Congress



Nydia M. Velázquez
Member of Congress



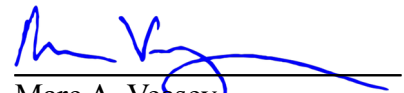
Yvette D. Clarke
Member of Congress




Debbie Wasserman Schultz
Member of Congress





Ro Khanna
Member of Congress

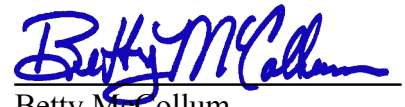


Marc A. Veasey
Member of Congress

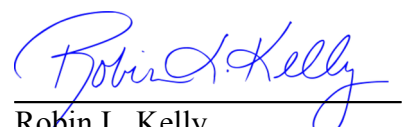

Morgan McGarvey
Member of Congress



John W. Mannion
Member of Congress

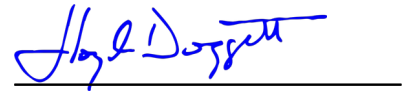

Terri A. Sewell
Member of Congress


Betty McCollum
Member of Congress



Angie Craig
Member of Congress



Robin L. Kelly
Member of Congress

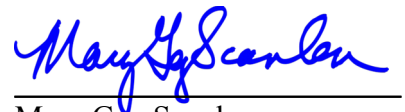

Sydney Kamlager-Dove
Member of Congress

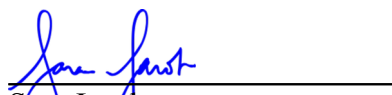

Lloyd Doggett
Member of Congress


Eric Sorensen
Member of Congress

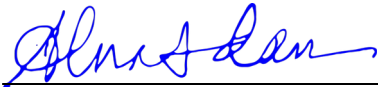

Lateefah Simon
Member of Congress


Eleanor Holmes Norton
Member of Congress

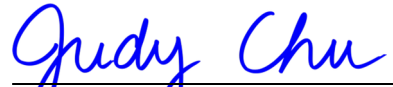

Mary Gay Scanlon
Member of Congress


Sara Jacobs
Member of Congress


Steny H. Hoyer
Member of Congress



Alma S. Adams, Ph.D.
Member of Congress



Judy Chu
Member of Congress



Paul D. Tonko
Member of Congress



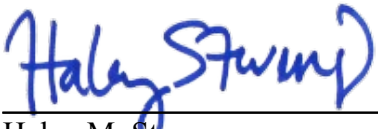
Frank Pallone, Jr.
Member of Congress



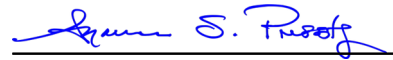
Frederica S. Wilson
Member of Congress



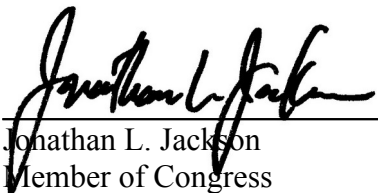
Rashida Tlaib
Member of Congress



Haley M. Stevens
Member of Congress



Ayanna Pressley
Member of Congress



Jonathan L. Jackson
Member of Congress



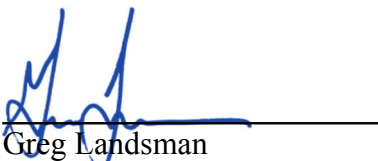
Shontel M. Brown
Member of Congress



Seth Magaziner
Member of Congress



Dan Goldman
Member of Congress



Greg Landsman
Member of Congress



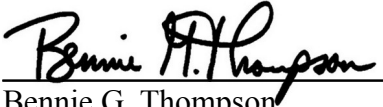
Marilyn Strickland
Member of Congress



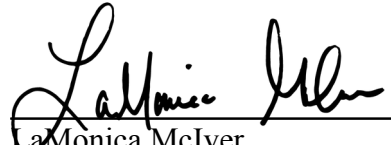
Joe Courtney
Member of Congress



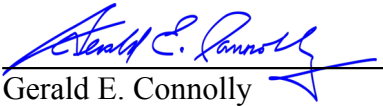
John Garamendi
Member of Congress




Bennie G. Thompson
Member of Congress



LaMonica McIver
Member of Congress



Gerald E. Connolly
Member of Congress



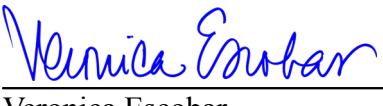
Adriano Espaillat
Member of Congress



Jared Huffman
Member of Congress



Suzan K. DelBene
Member of Congress



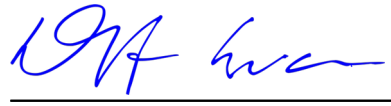
Veronica Escobar
Member of Congress



Danny K. Davis
Member of Congress



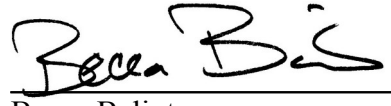
Jason Crow
Member of Congress



Dwight Evans
Member of Congress



Lois Frankel
Member of Congress



Becca Balint
Member of Congress



Shri Thanedar
Member of Congress



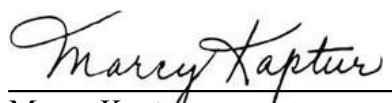
George Launer
Member of Congress



Gwen S. Moore
Member of Congress



Thomas R. Suozzi
Member of Congress



Marcy Kaptur
Member of Congress



Emilia Strong Sykes
Member of Congress



Sarah McBride
Member of Congress



Nellie Pou
Member of Congress



Joyce Beatty
Member of Congress



Chris Deluzio
Member of Congress



Laura Friedman
Member of Congress



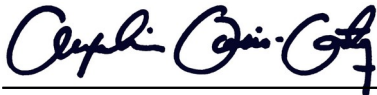
April McClain Delaney
Member of Congress



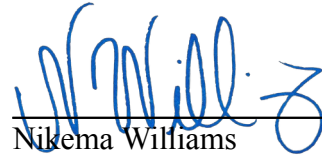
Al Green
Member of Congress
Scion of the Enslaved
Africans -
Sacrificed to Make America
Great



Pramila Jayapal
Member of Congress



Alexandria Ocasio-Cortez
Member of Congress



Nikema Williams
Member of Congress



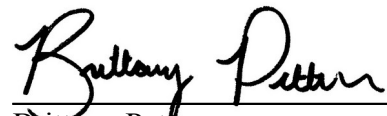
Dina Titus
Member of Congress



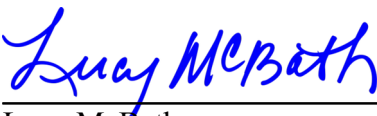
Mike Quigley
Member of Congress



Emily Randall
Member of Congress



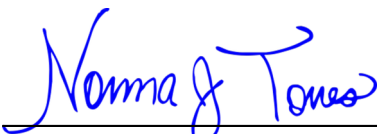
Brittany Pettersen
Member of Congress



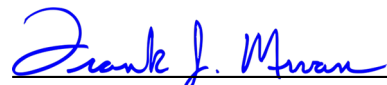
Lucy McBath
Member of Congress




Valerie P. Foushee
Member of Congress




Norma J. Torres
Member of Congress




Frank J. Mrvan
Member of Congress



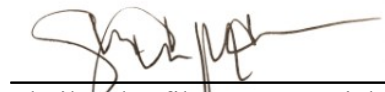
Joe Neguse
Member of Congress



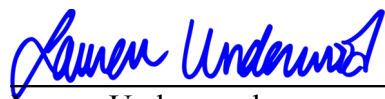
Mike Thompson
Member of Congress



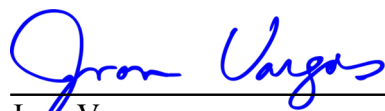
Jamie Raskin
Member of Congress




Sheila Cherfilus-McCormick
Member of Congress




Lauren Underwood
Member of Congress



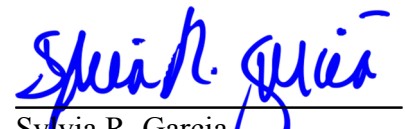
Juan Vargas
Member of Congress



Ilhan Omar
Member of Congress



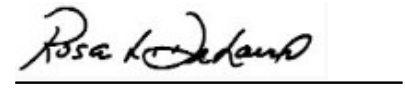
Lori Trahan
Member of Congress



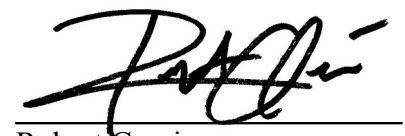
Sylvia R. Garcia
Member of Congress



Bradley Scott Schneider
Member of Congress




Rosa L. DeLauro
Member of Congress



Robert Garcia
Member of Congress



Nikki Budzinski
Member of Congress



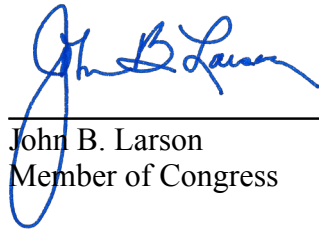
Froy A. Carter, Sr.
Member of Congress



Diana DeGette
Member of Congress



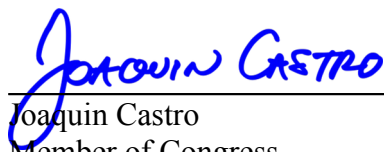
Chrissy Houlahan
Member of Congress



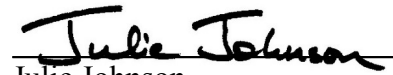
John B. Larson
Member of Congress



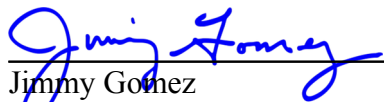
Steve Cohen
Member of Congress



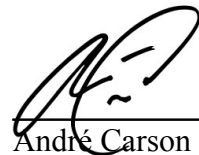
Joaquin Castro
Member of Congress



Julie Johnson
Member of Congress



Jimmy Gomez
Member of Congress



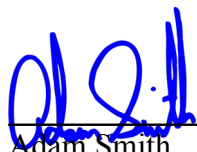
André Carson
Member of Congress



Derek T. Tran
Member of Congress



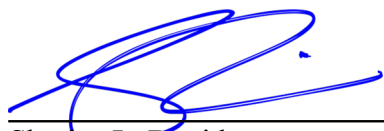
Ed Case
Member of Congress



Adam Smith
Member of Congress



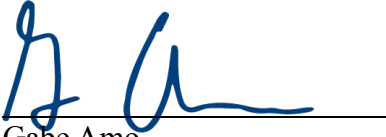
Brad Sherman
Member of Congress



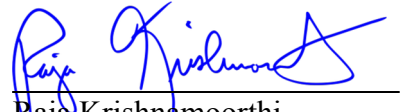
Sharice L. Davids
Member of Congress



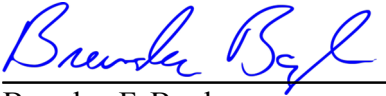
Maxine Waters
Member of Congress



Gabe Amo
Member of Congress



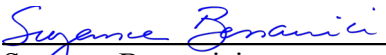
Raja Krishnamoorthi
Member of Congress



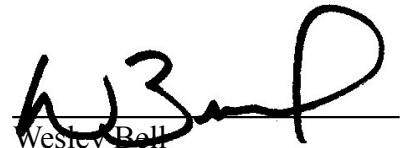
Brendan F. Boyle
Member of Congress



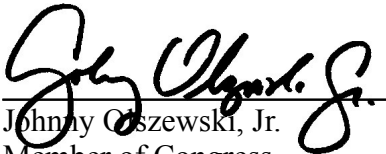
Bonnie Watson Coleman
Member of Congress



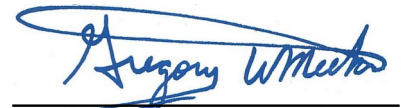
Suzanne Bonamici
Member of Congress



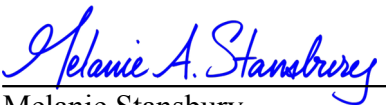
Wesley Bell
Member of Congress



Johnny Oszewski, Jr.
Member of Congress



Gregory W. Meeks
Member of Congress



Melanie Stansbury
Member of Congress



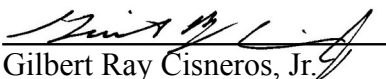
Eric Swalwell
Member of Congress



Kathy Castor
Member of Congress



Seth Moulton
Member of Congress



Gilbert Ray Cisneros, Jr.
Member of Congress



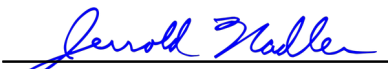
Kevin Mullin
Member of Congress



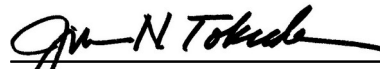
Josh Riley
Member of Congress



Ted W. Lieu
Member of Congress



Jerrold Nadler
Member of Congress



Jim Tokuda
Member of Congress



David Scott
Member of Congress



Laura A. Gillen
Member of Congress



Darren Soto
Member of Congress



Mikie Sherrill
Member of Congress



Jasmine Crockett
Member of Congress



Yasamin Ansari
Member of Congress



Julia Brownley
Member of Congress



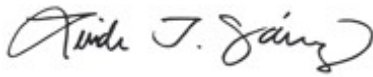
Madeleine Dean
Member of Congress



Jesús G. "Chuy" García
Member of Congress



Robert C. "Bobby" Scott
Member of Congress



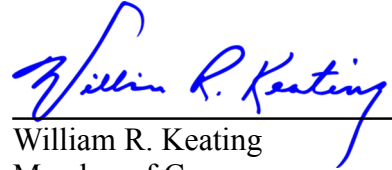
Linda T. Sánchez
Member of Congress



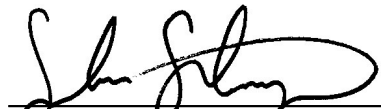
Patrick Ryan
Member of Congress



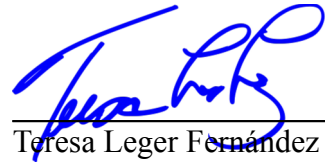
Doris Matsui
Member of Congress



William R. Keating
Member of Congress



Sunas Subramanyam
Member of Congress



Teresa Leger Fernández
Member of Congress




Robert J. Menendez
Member of Congress



Jahana Hayes
Member of Congress



Andrea Salinas
Member of Congress



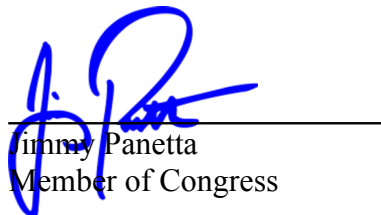
Dave Min
Member of Congress



Ritchie Torres
Member of Congress



Kim Schrier, M.D.
Member of Congress



Jimmy Panetta
Member of Congress



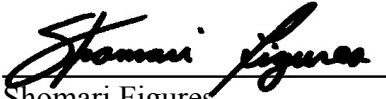
Maxine Dexter
Member of Congress



Scott H. Peters
Member of Congress



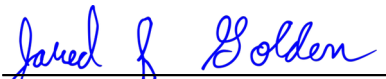
Mark DeSaulnier
Member of Congress



Shomari Figures
Member of Congress



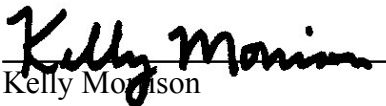
Summer L. Lee
Member of Congress



Jared Golden
Member of Congress



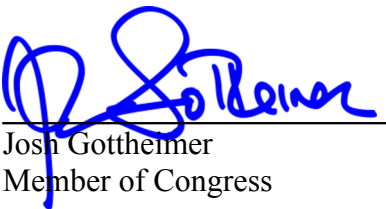
Rick Larsen
Member of Congress



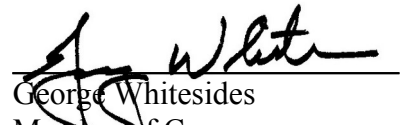
Kelly Morrison
Member of Congress



Donald S. Beyer Jr.
Member of Congress



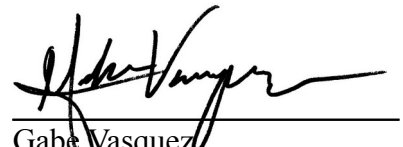
Josh Gottheimer
Member of Congress



George Whitesides
Member of Congress



Susie Lee
Member of Congress



Gabe Vasquez
Member of Congress



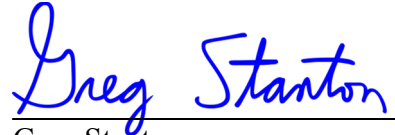
Ami Bera, M.D.
Member of Congress



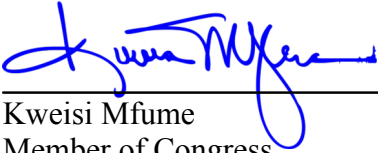
James P. McGovern
Member of Congress



Jim Costa
Member of Congress



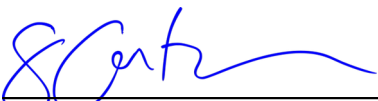
Greg Stanton
Member of Congress



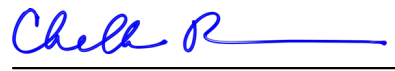
Kweisi Mfume
Member of Congress



Richard E. Neal
Member of Congress



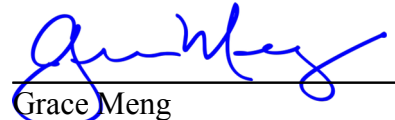
Sean Casten
Member of Congress



Chellie Pingree
Member of Congress



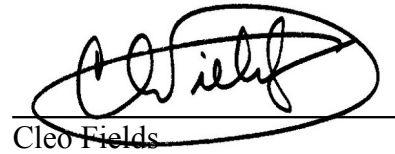
Vicente Gonzalez
Member of Congress



Grace Meng
Member of Congress



Luz M. Rivas
Member of Congress



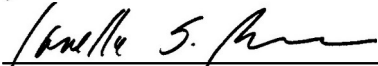
Cleo Fields
Member of Congress



Jared Moskowitz
Member of Congress




Donald G. Davis
Member of Congress



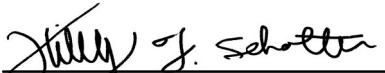
Janelle S. Bynum
Member of Congress




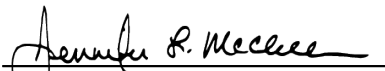
Josh Harder
Member of Congress

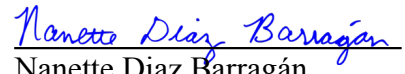

Eugene Simon Vindman
Member of Congress


Maggie Goodlander
Member of Congress


Hillary F. Scholten
Member of Congress


Zoe Lofgren
Member of Congress



Jennifer L. McClellan
Member of Congress


Nanette Diaz Barragán
Member of Congress


Maxwell Alejandro Frost
Member of Congress

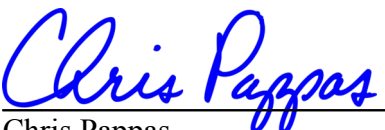

Lizzie Fletcher
Member of Congress



J. Luis Correa
Member of Congress



Hakeem Jeffries
Member of Congress



Raul Ruiz, M.D.
Member of Congress



MARK TAKANO
Member of Congress



Chris Pappas
Member of Congress

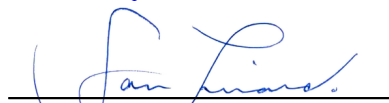

Bill Foster
Member of Congress



Henry Cuellar
Member of Congress

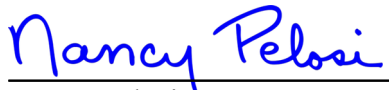

Pete Aguilar
Member of Congress

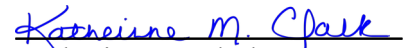

Jim Himes
Member of Congress


Deborah K. Ross
Member of Congress



Sam T. Liccardo
Member of Congress

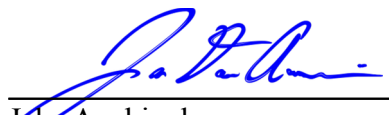

Stacey E. Plaskett
Member of Congress

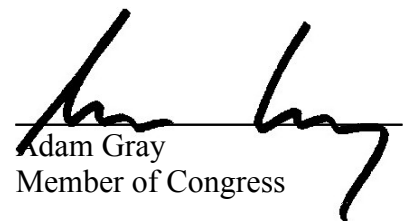

Nancy Pelosi
Member of Congress



Katherine M. Clark
Member of Congress


Marie Gluesenkamp Perez
Member of Congress


Mike Levin
Member of Congress


Jake Auchincloss
Member of Congress


Adam Gray
Member of Congress


James E. Clyburn
Member of Congress