

# NFFE News



## President Trump's Union Busting Executive Orders: What You Need To Know

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Last week, President Donald Trump issued three Executive Orders aimed at degrading the rights of federal sector employees. At NFFE-IAM, we understand that the existence of unions in the federal sector is to promote the efficiency of the civil service. When NFFE-IAM members use official time to fight discrimination, we are upholding that principle. When NFFE-IAM members engage in negotiations to improve working conditions, we are upholding that principle. Organized civil service employees are a check on the worst impulses of the executive branch agencies and these Executive Orders threaten to open the flood gates for abuse on the job.



**The recent Executive Orders signed by the President attempt to undermine the public interest by interfering with union representation.**

NFFE-IAM and allied unions are mustering our forces to fight back. Below are some of the major take-aways from the Executive Orders. Please read them and share because the more informed you and your coworkers are, the more prepared we will be for the struggle ahead.

### **Executive Order #13836: Re-open collective bargaining agreements and then rush negotiations**

- Directs agencies to renegotiate collective bargaining agreements as soon as possible;
- Sets arbitrary timelines for the negotiation process which, when exceeded, will result in the unilateral imposition of terms by the agencies;
- Establishes a new bureaucracy called “The Labor Relations Group” that will dictate “one-size-fits-all” proposals to agencies engaged in bargaining; and
- Encourages agencies to engage in “take-it-or-leave-it” bargaining tactics inconsistent with agencies’ good-faith bargaining obligations.

### **Executive Order #13837: Hamstring unions’ ability to represent workers**

- Attempts to prevent union stewards from using official time to aid employees in preparing or pursuing grievances;
- Directs agencies to drastically reduce official time authorizations to 1 hour per bargaining unit employee per year, an attack designed to make it harder for your union to help you; and
- Cuts off access to agency office space for union officials carrying out their representational duties making it harder to help workers.

### **Executive Order #13839: Fire first, ask questions never**

- Encourages agencies to abandon fairness concepts such as progressive discipline process;

- Encourages agencies to tailor different penalties for the same or similar offenses, ignoring established law;
- Directs the Office of Personnel Management to give performance appraisal more weight than seniority when an agency faces a reduction in force, creating great potential for unfairness; and
- Instructs agencies to take away our ability to grieve unfair removals from service or to challenge performance appraisals or awards at all.

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