



# NATIONAL FEDERATION OF FEDERAL EMPLOYEES

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

June 1, 2018

Dear NFFE-IAM Members:

Last Friday, the White House released three executive orders attacking collective bargaining, official time, and due process rights of federal employees.

Collectively, these orders seek to undermine federal sector collective bargaining, provide agencies with the authority to fire federal employees at-will, and limit the union's legal obligation to represent each bargaining unit employee fairly. The effect of these EOs, if fully implemented, would be to create a culture of fear and intimidation within the federal government, a change that will have an extremely corrosive effect on the federal workforce and the agencies in which federal employees work. This will be bad for the federal employees and the American people.

Make no mistake: NFFE is going to fight the implementation of these cruel, mean-spirited EOs tooth-and-nail, utilizing every tool at our disposal to do so. Since the minute these EOs were released, NFFE has actively engaging in meetings on Capitol Hill and are developing a legal and legislative strategies to fight these EOs and other attacks on federal employees and the unions that represent them. We know we have a big fight on our hands, but NFFE is prepared to engage in this fight and win, as long as you, and the rest of the members of your Local, and Locals across the country, are in this fight with us. This is a righteous struggle for hardworking NFFE-IAM members, their families, their communities, and federal employees across the country.

Attached you will find an annotated version of each EO which includes a detailed analysis from the NFFE legal team. You will also find a document with frequently asked questions about the EOs and answers to those questions. Please feel free to circulate these documents freely.

As we move forward, we will need your support and the support of the NFFE-IAM members in your Local to take on these attacks on federal employees and their unions. Please take action now, to the extent possible, to grow your Local and to assign a committee of members within your Local to monitor developments regarding these EOs and to help mobilize members of your Local to resist these harmful changes.

I thank you for your continued hard work and dedication to the union. I will continue to provide additional information on NFFE's efforts against these executive orders as it becomes available.

Fraternally,

Randy Erwin  
National President  
National Federation of Federal Employees