

Talking Points: Refuting Trump's Anti-Union Executive Order & OPM Memo

Message: AFGE is not going anywhere.

1. National Security is a Pretext, Not a Justification

- This Executive Order uses “national security” as a political weapon to silence federal workers—AFGE members who have protected this country with integrity for decades.
- From VA nurses to EPA scientists to cybersecurity experts at CISA, these workers have always operated under collective bargaining without compromising national security. This move is not about protection—it’s about power.

2. This Is Retaliation—Plain and Simple

- This is a direct attack on AFGE for doing our job—**fighting for our members** and pushing back against Schedule F, privatization schemes, and other harmful policies.
- It’s also a **warning to the labor movement**: Speak out, and you’re next. But AFGE will never back down—and we will never apologize for standing up for working people.

3. Silencing Workers Undermines Government Effectiveness

- Collective bargaining leads to better outcomes, not worse. It improves morale, retention, and mission success.
- Taking away workers' voices makes it harder to serve veterans, secure the border, and protect public health. That’s not reform—that’s sabotage.

4. Performance Issues Are a Management Problem, Not a Union One

- Agencies already have the tools to deal with poor performers. What this memo really wants is **unchecked authority**—the ability to fire people without cause, due process, or oversight.
- Stripping rights does nothing to improve performance. It just opens the door to abuse.

5. Eliminating Grievances Removes Accountability

- Without grievance procedures, retaliation becomes the norm, not the exception. Workers who speak out will have no protection.
- Arbitration isn’t red tape—it’s how justice happens when management crosses the line. Ending it silences whistleblowers and weakens agencies.

7. “Taxpayer-Funded Union Time” Is a Lie

- Official time prevents costly lawsuits, ensures representation, and protects the rights of veterans, whistleblowers, and frontline employees.
- The administration is spreading misinformation to dismantle protections that keep federal agencies fair and functional.

8. Dues Deductions Are Under Attack—E-Dues Is Our Response

- Eliminating payroll dues deduction is a deliberate attempt to starve the union of resources.

- Our answer? **E-Dues**—a direct, secure, member-powered system they **can't shut down**.
- If you believe in your union, now is the time: **sign up for E-Dues and stand with us**.

9. We're Taking Legal Action

- AFGE is already **preparing legal challenges** to this Executive Order and OPM's memo.
- We will not let this unconstitutional overreach go unchallenged. We're fighting back in the courts, in Congress, and in every agency across the country.
- **This fight isn't over—it's just beginning.**

AFGE Is Not Going Anywhere

- We've been here through every administration. We're still here because federal workers know their union is worth fighting for.
- They can try to silence us. They can try to starve us. But they **will not stop us**.
- We are 750,000 members strong—and growing. We're organizing. We're mobilizing. And **we are not going anywhere**.

Fast Facts: Federal Sector Collective Bargaining

1. **Federal unions cannot negotiate over pay, benefits, or hiring/firing decisions.**
 - Unlike private-sector unions, federal unions are limited to bargaining over conditions of employment—not wages, benefits, or classifications, which are set by law and Congress.
2. ****Federal employees are prohibited by law from striking.**
 - Under 5 U.S.C. § 7311, federal workers are legally barred from striking, and doing so can result in termination and a ban from federal employment.
3. **Nearly one-third of federal employees are veterans.**
 - Many federal workers are former service members who bring leadership, discipline, and mission commitment to their civilian roles. Stripping their bargaining rights is a betrayal of that service.
4. **Collective bargaining is governed by the Civil Service Reform Act of 1978.**
 - This bipartisan law created a structured process for federal workers to address workplace issues without disrupting government operations.
5. **Unions improve agency performance—not hinder it.**
 - Collective bargaining helps resolve conflicts early, reduces costly litigation, improves retention, and boosts morale—all of which support better public service.
6. **Removing bargaining rights opens the door to abuse.**
 - Without union representation, employees—especially whistleblowers and veterans—lose vital protections from retaliation and political interference.
7. **Federal unionism has broad historical support.**

- Presidents from both parties—Reagan, Clinton, Bush, Obama—have upheld the right of federal workers to union representation.