



January 22, 2025

Today, on behalf of the National Association of Government Employees (NAGE) and the thousands of federal employees NAGE represents, I write to address President Trump's Day One executive actions. These changes are more than policies—they are direct threats to the integrity of our civil service and the rights of those who work tirelessly to serve the American public.

President Trump's administration has reintroduced a series of controversial measures, including the reinstatement of Schedule F and executive orders targeting federal workforce protections. These actions represent an unprecedented attack on the principles of a merit-based, nonpartisan civil service and the rights of federal employees.

A Developing Situation

As the situation evolves, NAGE is thoroughly evaluating the impact of these changes and is prepared to leverage every available tool—including litigation, legislative advocacy, and collective action—to safeguard our members' rights.

What We Know Thus Far

While several executive orders or memoranda impacting federal employees were issued, and NAGE believes there are more to come, I will address a few matters here:

Schedule F: A Threat to Merit-Based Government

The reintroduction of Schedule F, renamed Schedule P/C, is a blatant effort to undermine the foundational principles of the civil service system. By reclassifying thousands of career federal positions connected to policy, the administration seeks to strip these employees of due process rights, making them vulnerable to politically motivated terminations. This change risks replacing nonpartisan professionals with individuals beholden to political interests, jeopardizing the integrity of government decision-making and the public's trust. For instance, under Schedule P/C, a career public servant with decades of expertise could be fired and replaced by a political appointee overnight. This is unacceptable.

Workforce Flexibility Under Fire

The administration's directive to limit or eliminate remote work reverses years of progress that improved operational efficiency, recruitment, and disaster preparedness. Reversing these policies creates workforce instability, reduces agency effectiveness, and increases taxpayer costs.

Executive Orders: Weakening Workplace Rights

While President Biden's Executive Order 14003, Protecting the Federal Workforce, has been revoked, President Trump's 2018 Executive Orders 13836, 13837, and 13839 have yet to be

specifically reinstated. NAGE expects President Trump to act on these issues soon and possibly include amendments in line with his anti-union, anti-employee agenda.

As a reminder:

- **EO 13836** forced agencies into rushed and one-sided renegotiations of collective bargaining agreements, limiting unions' ability to advocate effectively for employees.
- **EO 13837** severely restricted union officials' ability to use negotiated official time to represent employees, hampering their ability to address workplace concerns before they escalate.
- **EO 13839** accelerated disciplinary actions, removed progressive discipline requirements, and replaced long-standing protections with an "at-will" system that subjects employees to inconsistent and arbitrary treatment.

NAGE strongly asserts that these measures do not override existing collective bargaining agreements (CBAs). The administration has a legal obligation to bargain over changes impacting federal employees, and any attempt to unilaterally abrogate CBAs will be met with swift action.

Call to Action

To our members on the front lines: we see you, and we're fighting for you. NAGE remains steadfast in our commitment to protecting the rights of federal employees and ensuring the government serves the public interest, not political agendas. These are challenging times, but together, we will defend democracy, safeguard collective bargaining, and uphold the values that make our government a beacon of integrity and fairness.



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National President

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