

# 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.”<sup>1</sup> However, this Administration has made

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<sup>1</sup> 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.

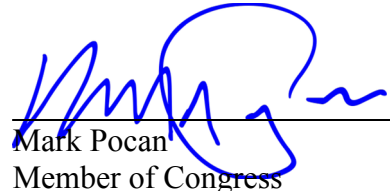
We urge you to immediately rescind this harmful, unlawful EO and to reaffirm the rights of federal workers to unionize and collectively bargain. The American people deserve a federal workforce that is protected, respected, and empowered to carry out its duties effectively.

Sincerely,



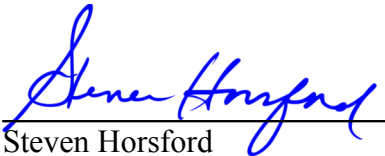
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Donald Norcross  
Member of Congress  
Co-Chair, Congressional  
Labor Caucus



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



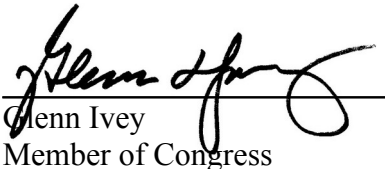
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Steven Horsford  
Member of Congress  
Co-Chair, Congressional  
Labor Caucus



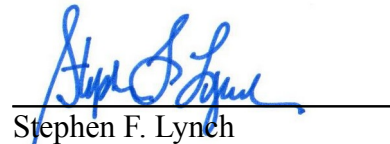
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Debbie Dingell  
Member of Congress  
Co-Chair, Congressional  
Labor Caucus



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Glenn Ivey  
Member of Congress



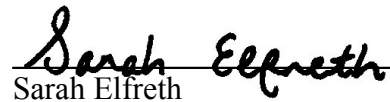
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Stephen F. Lynch  
Member of Congress



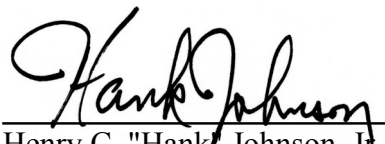
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Delia C. Ramirez  
Member of Congress



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Sarah Elfreth  
Member of Congress



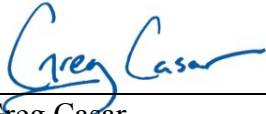
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Henry C. "Hank" Johnson, Jr.  
Member of Congress



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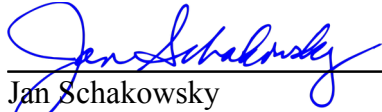
Val Hoyle  
Member of Congress



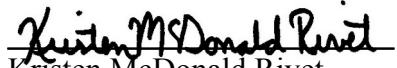
Greg Casar  
Member of Congress



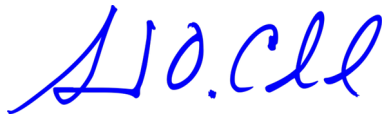
Joseph D. Morelle  
Member of Congress



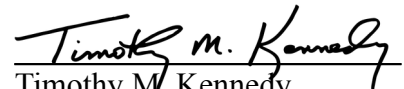
Jan Schakowsky  
Member of Congress



Kristen McDonald Rivet  
Member of Congress



Salud Carbajal  
Member of Congress



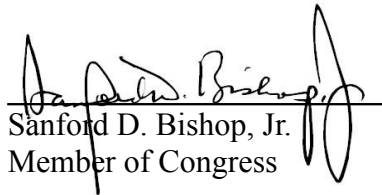
Timothy M. Kennedy  
Member of Congress



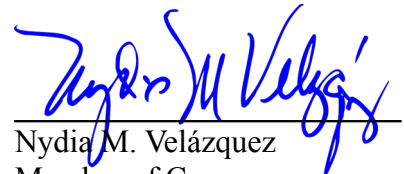
Herbert C. Conaway, Jr.  
Member of Congress



Emanuel Cleaver, II  
Member of Congress



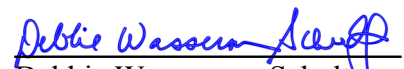
Sanford D. Bishop, Jr.  
Member of Congress



Nydia M. Velázquez  
Member of Congress



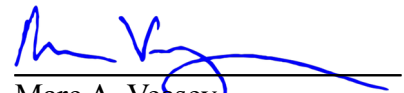
Yvette D. Clarke  
Member of Congress



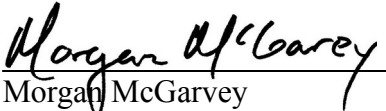
Debbie Wasserman Schultz  
Member of Congress





Ro Khanna  
Member of Congress

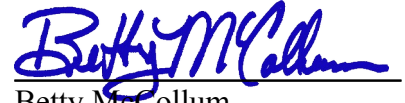


Marc A. Veasey  
Member of Congress

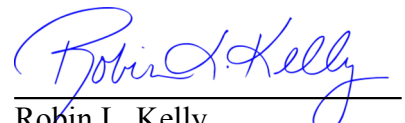
  
Morgan McGarvey  
Member of Congress

  
John W. Mannion  
Member of Congress

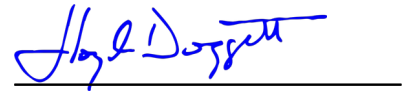
  
Terri A. Sewell  
Member of Congress

  
Betty McCollum  
Member of Congress


  
Angie Craig  
Member of Congress

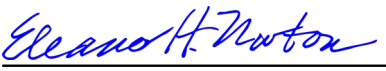
  
Robin L. Kelly  
Member of Congress

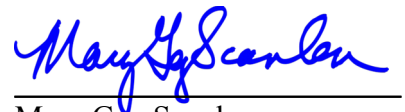
  
Sydney Kamlager-Dove  
Member of Congress


  
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



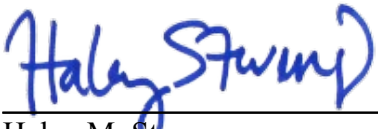
Frank Pallone, Jr.  
Member of Congress



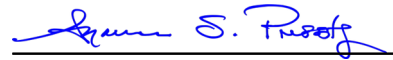
Frederica S. Wilson  
Member of Congress



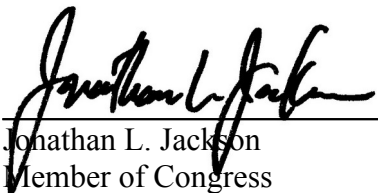
Rashida Tlaib  
Member of Congress



Haley M. Stevens  
Member of Congress



Ayanna Pressley  
Member of Congress



Jonathan L. Jackson  
Member of Congress



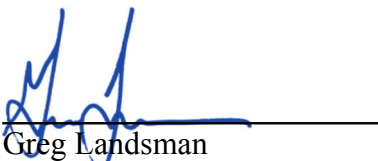
Shontel M. Brown  
Member of Congress



Seth Magaziner  
Member of Congress



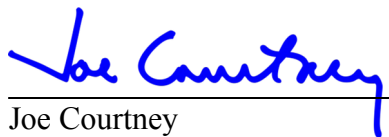
Dan Goldman  
Member of Congress



Greg Landsman  
Member of Congress



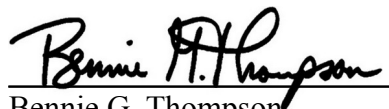
Marilyn Strickland  
Member of Congress



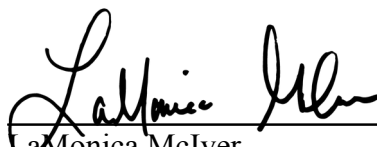
Joe Courtney  
Member of Congress



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



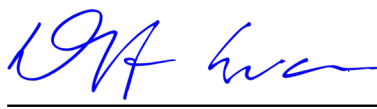
Veronica Escobar  
Member of Congress



Danny K. Davis  
Member of Congress



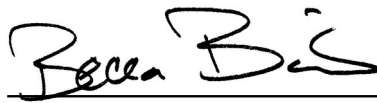
Jason Crow  
Member of Congress



Dwight Evans  
Member of Congress



Lois Frankel  
Member of Congress



Becca Balint  
Member of Congress



Shri Thanedar  
Member of Congress



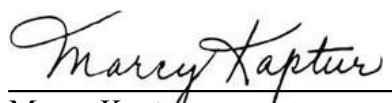
George Launer  
Member of Congress



Gwen S. Moore  
Member of Congress



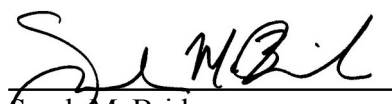
Thomas R. Suozzi  
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Marcy Kaptur  
Member of Congress



Emilia Strong Sykes  
Member of Congress



Sarah McBride  
Member of Congress



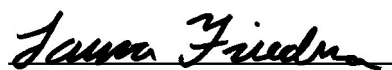
Nellie Pou  
Member of Congress



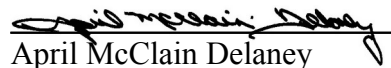
Joyce Beatty  
Member of Congress



Chris Deluzio  
Member of Congress



Laura Friedman  
Member of Congress



April McClain Delaney  
Member of Congress



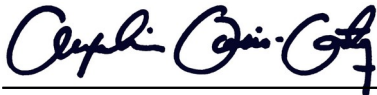
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Al Green  
Member of Congress  
Scion of the Enslaved  
Africans -  
Sacrificed to Make America  
Great



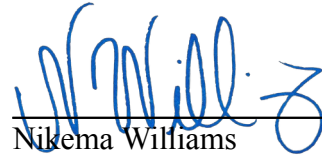
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Pramila Jayapal  
Member of Congress



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Alexandria Ocasio-Cortez  
Member of Congress



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Nikema Williams  
Member of Congress



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Dina Titus  
Member of Congress



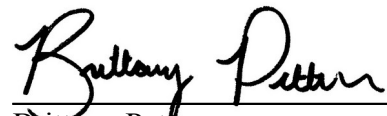
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Mike Quigley  
Member of Congress



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Emily Randall  
Member of Congress



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Brittany Pettersen  
Member of Congress



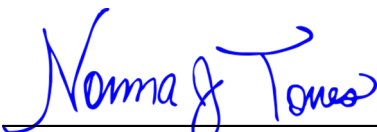
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Lucy McBath  
Member of Congress



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Valerie P. Foushee  
Member of Congress



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Norma J. Torres  
Member of Congress



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Frank J. Mrvan  
Member of Congress






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Joe Neguse  
Member of Congress



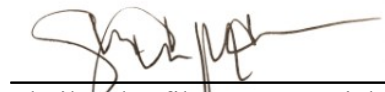
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Mike Thompson  
Member of Congress



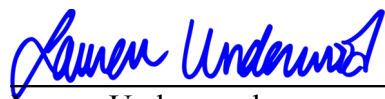
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Jamie Raskin  
Member of Congress



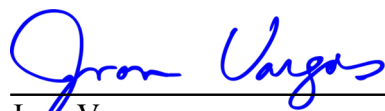
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Sheila Cherfilus-McCormick  
Member of Congress




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Lauren Underwood  
Member of Congress




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Juan Vargas  
Member of Congress



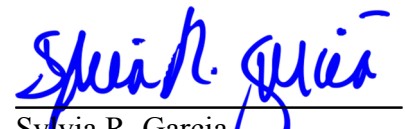
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Ilhan Omar  
Member of Congress



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Lori Trahan  
Member of Congress



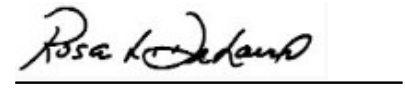
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Sylvia R. Garcia  
Member of Congress



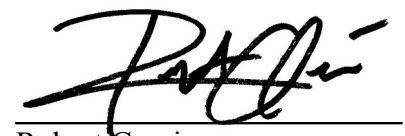
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Bradley Scott Schneider  
Member of Congress



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Rosa L. DeLauro  
Member of Congress




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Robert Garcia  
Member of Congress



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Nikki Budzinski  
Member of Congress



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Froy A. Carter, Sr.  
Member of Congress



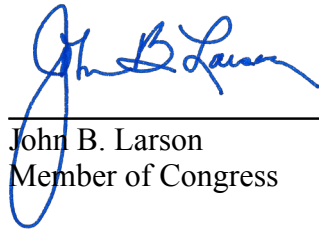
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Diana DeGette  
Member of Congress



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Chrissy Houlahan  
Member of Congress



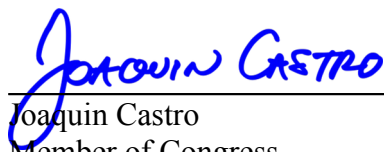
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John B. Larson  
Member of Congress



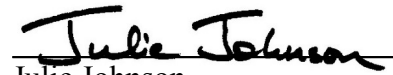
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Steve Cohen  
Member of Congress



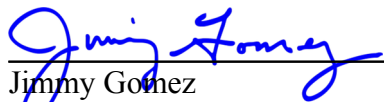
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Joaquin Castro  
Member of Congress



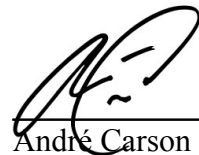
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Julie Johnson  
Member of Congress



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Jimmy Gomez  
Member of Congress



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André Carson  
Member of Congress



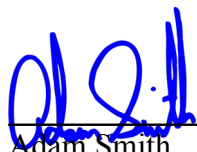
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Derek T. Tran  
Member of Congress



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Ed Case  
Member of Congress



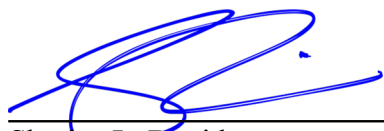
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Adam Smith  
Member of Congress



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Brad Sherman  
Member of Congress



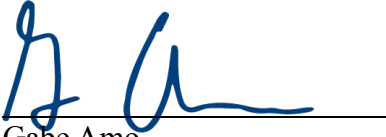
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Sharice L. Davids  
Member of Congress

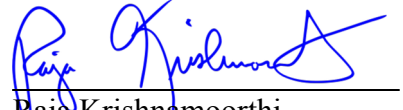


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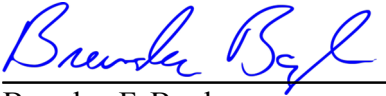
Maxine Waters  
Member of Congress



Gabe Amo  
Member of Congress



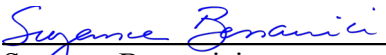
Raja Krishnamoorthi  
Member of Congress



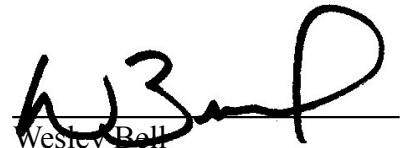
Brendan F. Boyle  
Member of Congress



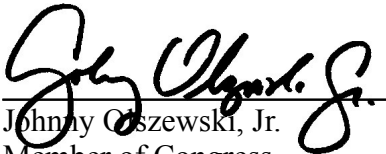
Bonnie Watson Coleman  
Member of Congress



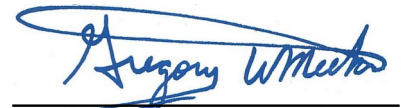
Suzanne Bonamici  
Member of Congress



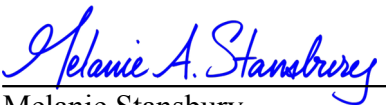
Wesley Bell  
Member of Congress



Johnny Oszewski, Jr.  
Member of Congress



Gregory W. Meeks  
Member of Congress



Melanie Stansbury  
Member of Congress



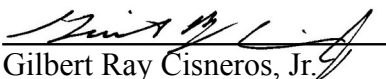
Eric Swalwell  
Member of Congress



Kathy Castor  
Member of Congress



Seth Moulton  
Member of Congress



Gilbert Ray Cisneros, Jr.  
Member of Congress



Kevin Mullin  
Member of Congress



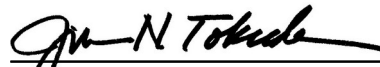
Josh Riley  
Member of Congress



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



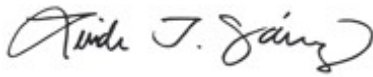
Madeleine Dean  
Member of Congress



Jesús G. "Chuy" García  
Member of Congress



Robert C. "Bobby" Scott  
Member of Congress



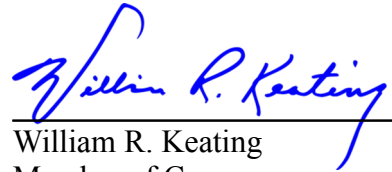
Linda T. Sánchez  
Member of Congress



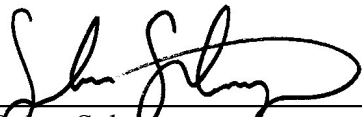
Patrick Ryan  
Member of Congress



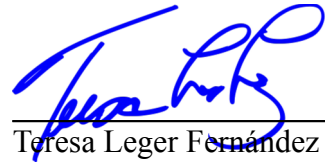
Doris Matsui  
Member of Congress



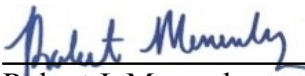
William R. Keating  
Member of Congress



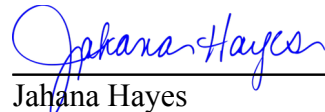
Sunas Subramanyam  
Member of Congress



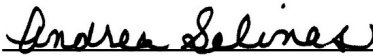
Teresa Leger Fernández  
Member of Congress




Robert J. Menendez  
Member of Congress



Jahana Hayes  
Member of Congress



Andrea Salinas  
Member of Congress



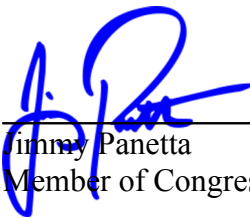
Dave Min  
Member of Congress



Ritchie Torres  
Member of Congress



Kim Schrier, M.D.  
Member of Congress



Jimmy Panetta  
Member of Congress



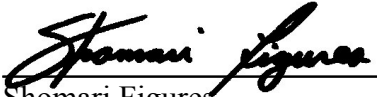
Maxine Dexter  
Member of Congress




Scott H. Peters  
Member of Congress



Mark DeSaulnier  
Member of Congress



Shomari Figures  
Member of Congress



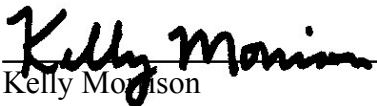
Summer L. Lee  
Member of Congress



Jared Golden  
Member of Congress



Rick Larsen  
Member of Congress



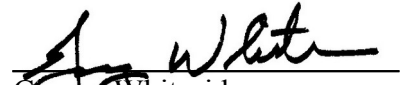
Kelly Morrison  
Member of Congress



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

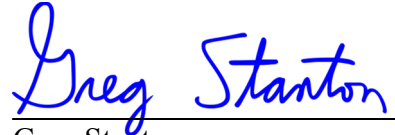


James P. McGovern  
Member of Congress



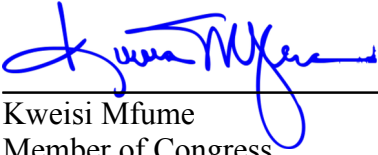
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Jim Costa  
Member of Congress



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Greg Stanton  
Member of Congress



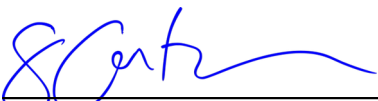
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Kweisi Mfume  
Member of Congress



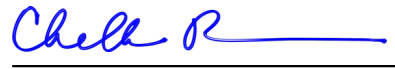
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Richard E. Neal  
Member of Congress



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Sean Casten  
Member of Congress



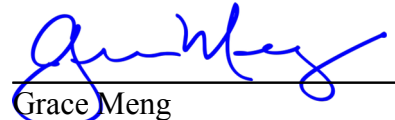
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Chellie Pingree  
Member of Congress



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Vicente Gonzalez  
Member of Congress



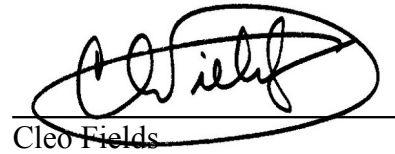
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Grace Meng  
Member of Congress



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Luz M. Rivas  
Member of Congress



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Cleo Fields  
Member of Congress



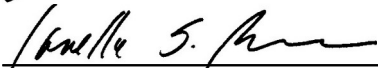
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Jared Moskowitz  
Member of Congress



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Donald G. Davis  
Member of Congress




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Janelle S. Bynum  
Member of Congress

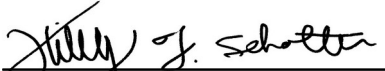



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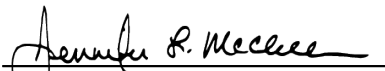
Josh Harder  
Member of Congress

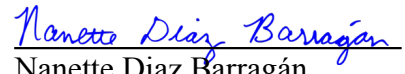
  
Eugene Simon Vindman  
Member of Congress

  
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

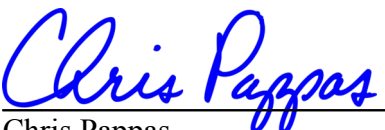
  
Lizzie Fletcher  
Member of Congress


  
J. Luis Correa  
Member of Congress

  
Hakeem Jeffries  
Member of Congress

  
Raul Ruiz, M.D.  
Member of Congress

  
MARK TAKANO  
Member of Congress

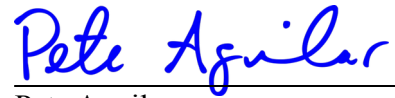
  
Chris Pappas  
Member of Congress

  
Bill Foster  
Member of Congress

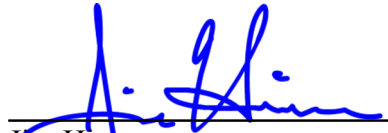




Henry Cuellar  
Member of Congress



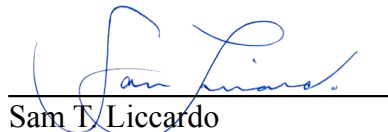
Pete Aguilar  
Member of Congress



Jim Himes  
Member of Congress



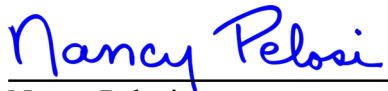
Deborah K. Ross  
Member of Congress



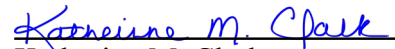
Sam T. Liccardo  
Member of Congress



Stacey E. Plaskett  
Member of Congress



Nancy Pelosi  
Member of Congress



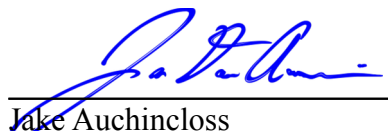
Katherine M. Clark  
Member of Congress



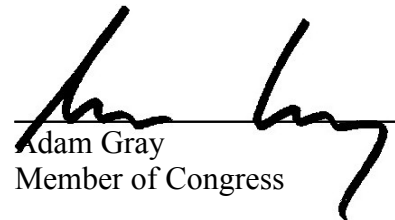
Marie Gluesenkamp Perez  
Member of Congress



Mike Levin  
Member of Congress



Jake Auchincloss  
Member of Congress



Adam Gray  
Member of Congress



James E. Clyburn  
Member of Congress