



## **Resolution on the Right of Federal Workers to Organize**

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In Executive Order "Exclusions from Federal Labor-Management Relations Programs (Exclusions)" signed in March 2025, the Trump administration directly targeted and threatened federal workers' rights to organize and collectively bargain. The Office of Personnel Management (OPM) is using this EO as justification to terminate collective bargaining agreements and unrecognize federal unions. This historic overstep will disenfranchise federal employees setting back decades of labor rights progress, thereby putting all labor organizations at risk. We in Alexandria condemn this glaring overreach of power.

While there are some federal workers who are exempt from labor protections in the Civil Service Reform Act of 1978 (CSRA) - Senior Executive Service members, elected officials and political appointees, military personnel, certain Intelligence and National Security positions - as of now, all protected workers and labor rights are being threatened. These are unprecedented times and the Trump Administration has used matters of national security in Executive Orders as justification to strip all federal workers of their civil liberties. On April 9th, Defense Secretary Pete Hegseth sent a memo to leaders to terminate most of the department's collective bargaining agreements. This would directly violate the clear language in the CSRA, which contains substantial protections for federal employees' labor rights to organize and bargain collectively. Specifically it dictates federal employees the explicit right to: form, join, or assist any labor organization freely and without fear of penalty or reprisal; act as union representatives and present the views of labor organizations to agency heads, government officials, Congress, and other authorities; engage in collective bargaining regarding conditions of employment through representatives of their choosing and engage in union activity without retaliation.

Multiple organizations have been actively opposing these measures; the AFL-CIO in particular has published their official positions on c on public employees, namely: Trump's Schedule F proposal which politicizes civil service positions, denouncing Trump's executive order in March 2025, the impact on black workers (of which there are some 14,000 federal workers living in Alexandria), and active lawsuits being brought by unions against the Trump administration to stop the efforts Executive Orders. Postal unions have also been fighting Trump's proposal to privatize postal services. The ADC wants to join these organizations and protect these rights as they are enshrined in the law and stand together with federal workers who are threatened.

Precedent has determined that the hard-fought rights of workers must be protected. This includes rights such as the weekend, workers' compensation, the elimination of child labor, and much more. All workers benefit from these rights, not just those belonging to a union, and when these rights are stripped away, we all suffer. Currently, these time-honored rights are being threatened by a Federal government that aims to divide us. Federal workers are the backbone of this country that keep our government functioning across administrations. Therefore, a threat to the labor rights of federal workers is a threat to all American citizens. The Alexandria Democratic Committee intends to advocate for those affected by this attack on the American worker.

The ADC should be proactive about our position. Labor rights are not to be tested, let alone reversed or undone. The Trump Administration has made it clear they intend to keep testing the boundaries of all our rights. If we, in this country, are to preserve the progress we have fought and earned, then we must take a stand now.

Should any federal union member be threatened or unable to exert their right to organize, collectively bargain, and/or negotiate in their best interests, then, on May 4th of 2026, the members of the Alexandria Democratic Committee resolve to do the following:

- Publicly voice our support
- Organize volunteers to stand in solidarity, as needed
- Help fundraise, if necessary
- Call on our representatives to support the rights of all workers in Virginia