



# UAW ACTION GUIDE

## STAND UP FOR OUR FUTURE: END THE TRUMP ADMINISTRATION'S ATTACKS ON WORKERS' RIGHT TO COLLECTIVELY BARGAIN

*“Collective Bargaining Agreements Save the Middle Class”*

### UAW VALUES

Collective bargaining is the legal act of workers coming together to negotiate with their employers the terms and conditions of employment. This important right recognizes that a worker alone might not have power, but together we are a force to be reckoned with. Through collective bargaining, union workers can receive higher wages, better benefits, and safer worksites when compared to nonunion workers.

Inflation, supply chain issues, worker shortages, and worker retention are all real concerns facing businesses and workers. While the causes of these pressures are extraordinary, the role collective bargaining plays in protecting the interests of workers (and often their worksites) is not often understood.

It is no surprise that anti-union forces often characterize collective bargaining as a process that makes companies unprofitable. When the price of utilities or raw materials go up, these same groups do not cry out that the utilities are anti-company. Workers have no incentive for making their employers uncompetitive — they are interested in longevity with the job.

### THE FACTS

**FACT: A Trump administration executive order ended collective bargaining for over 1 million federal workers represented by unions.**

Federal unions today represent more than 1.3 million workers, this executive order titled “Exclusions from Federal Labor-Management Relations Programs”, along with a previous Trump administration action ending collective bargaining for TSA workers, ends collective bargaining for 81.8 percent of workers represented by federal labor unions. Most of these workers lost their collective bargaining rights immediately after the order was issued. Although more than 39,000 U.S. Department of Transportation workers still have their rights as of now, they could lose them at any time since the order directed the secretary of transportation to end collective bargaining at the agency.

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**FACT: Judge Marsha Pechman puts a stop to Homeland Security Secretary Kristi Noem ending collective bargaining agreements.**

Judge Pechman acknowledged that not all unions are banned by the administration, only the ones that oppose the administration. “While the loss of money alone does not show irreparable harm, the total harms here are more than monetary,” Pechman said. “They include the loss of substantive employment protections, avenues of grievance and arbitration, and the right to have a workforce that can unite to demand benefits that might not be obtainable through individual negotiation.”

**FACT: Trump continues to dismantle the National Labor Relations Board causing unfair labor practices to go unchecked.**

NLRB General Counsel Jennifer Abruzzo and Board Chairperson Gwynne Wilcox have been fired by President Trump, Abruzzo has been replaced by William Cowen. On February 14, 2025, Cowen issued his first General Counsel Memorandum, GC 25-05 rescinding nearly all of the Biden administration General Counsel’s prosecutorial guidance memos, which were put in place to protect unions and workers.

The firing of Wilcox for her pro-worker stance resulted in her suing Trump and being reinstated by Judge Berly A. Howell on March 6, though since then, the US Supreme Court has put a stay on that decision. No president has previously removed an NLRB board member, and a board member cannot be removed for any reasons other than neglect of duty or malfeasance.

## TAKE ACTION: STAND UP FOR COLLECTIVE BARGAINING

**UAW members say: STOP THE ATTACKS ON COLLECTIVE BARGAINING AGREEMENTS**

**Contact your representative today to let them know that we stand with our union siblings, and they must take action to stop the attacks on federal workers’ collective bargaining rights.**

