



# Pennsylvania Conference of Teamsters

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## LEGISLATIVE ACTION ALERT

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According to an article from (Reuters) Trump said that any collective bargaining agreements reached with federal workers within 30 days of his inauguration will not be approved. The move comes as President Trump embarks on a massive makeover of the U.S. government, firing and sidelining hundreds of civil servants and installing more loyalists.

#### In other news: The president's moves against federal employees and programs so far

##### Federal employee buyouts

The White House abruptly began offering buyouts to all federal employees who opt to leave their jobs by next week, according to a memo from the Office of Personnel Management, the government's human resources agency.

The memo, which noted that employees who leave their posts voluntarily will receive about seven months of salary — but must chose to do so by Feb. 6 — listed four directives it said Trump is mandating for the federal workforce, including that most workers return to their offices full-time.

The potential large-scale reduction in the federal workforce could have wide-ranging — and as yet unknowable — implications for impacting the delivery, timeliness and effectiveness of federal services across the nation.

##### Equal Employment Opportunity Commission

The federal agency that enforces laws against workplace discrimination, the EEOC describes itself as a bipartisan commission comprised of five members. On Tuesday, a law firm posted on social media that it was representing Charlotte Burrows, a commissioner who had been fired on Monday by the Trump administration.

In a statement issued through the firm, Burrows said that she had been appointed in 2015, serving under Democratic Presidents Barack Obama and Joe Biden, as well as during Trump's first term. According to Burrows, her third term was set to expire in July 2028.

Burrows also noted that Jocelyn Samuels, another commission member had also been fired as Trump took office, saying their removals were "unprecedented and will undermine the efforts of this independent agency to do the important work of protecting employees from discrimination, supporting employers' compliance efforts, and expanding public awareness and understanding of federal employment laws."

## Diversity, equity and inclusion

On his second day back at the White House, Trump moved to end affirmative action in federal contracting and directed that all federal diversity, equity and inclusion staff be put on paid leave and eventually be laid off.

## National Labor Relations Board

A federal agency, the National Labor Relations Board is tasked with preventing unfair labor practices by employers and unions, and protecting the rights of private sector employees. On Tuesday, Trump fired its acting chair, Gwynne Wilcox, the first Black woman to serve as an NLRB member, according to Josh Boxerman, of the National Employment Law Project.

Wilcox's term as a board member was set to run through August 2028. According to national labor law, board members can only be fired for neglect of duty or malfeasance.

## **Union Popularity Hits 70%, But Trump's NLRB Move Threatens Labor**

On January 27, President Donald Trump neutralized the National Labor Relations Board, which is an independent federal agency designed to function without direct political interference. The law explicitly states the president of the United States cannot fire a sitting board member without cause, due process, and a hearing. She did not get a hearing.

But the salient impact is that without Member Gwynne Wilcox, the board won't have a quorum and can't issue decisions to settle disputes of unfair labor practices and other actions that promote the collective bargaining process and labor rights and union functioning.

Trump rendered the NLRB ineffective on the day before the Department of Labor issued its 2024 report that union membership is declining — from 10% of the workforce to 9.9% in 2024.

The decline in union density — even without the effective halt of federal enforcement of union and employer obligations — indicate less union power in the United States. **Employers are gaining ground.** Yet, public attitudes toward unions have become more significantly more positive, perhaps indicating a growing suspicion of corporations, and sympathy for the working class. And, not surprisingly support for unions is especially high among workers who reported problems at work — underpayment, scheduling instability and harassment.

## **As of today, the National Labor Relations Board (NLRB) is currently unable to function effectively due to recent developments.**

President Trump fired NLRB Member Gwynne A. Wilcox, leaving the board with only two remaining members. This means the board lacks the necessary quorum to rule on matters, as it requires at least three members to function<sup>1</sup>. The situation has created a standstill at the board, impacting its ability to address cases and make decisions.

**The future of the NLRB remains uncertain, and it will depend on how quickly new members are appointed and confirmed by the Senate. This situation has significant implications for labor relations and the enforcement of workers' rights.**