

Congress of the United States
Washington, DC 20515

April 1, 2025

President Donald J. Trump
The White House
1600 Pennsylvania Avenue NW
Washington D.C. 20500

Dear President Trump,

We respectfully write regarding the Executive Order issued on March 27, 2025, related to exclusions from federal labor-management relations programs.

We understand and support your administration's commitment to improving efficiency and accountability within the federal government. However, we have concerns regarding the broad application of national security exemptions outlined in this order. Historically, such exemptions have been narrowly tailored and applied only to agencies similar to the CIA whose primary functions are directly tied to national security and where collective bargaining is plainly incompatible with "national security requirements and considerations" [5 U.S.C. 7103 (b)(1)(B)]

Applying this exemption widely across agencies such as the General Services Administration, the Federal Communications Commission, the Social Security Administration, and the Department of Health and Human Services could unintentionally affect government efficiency and employee morale. Collective bargaining in these agencies has traditionally played a positive role by providing a structured channel for communication and addressing employee concerns, which ultimately supports a more productive and stable workforce and thereby promotes national security.

We share your goal of streamlining federal operations and ensuring agencies function effectively. However, we respectfully suggest a more targeted and deliberate approach. Overly broad actions risk inadvertently undermining this objective by creating instability and resistance rather than enhancing performance.

In a similar vein, DHS Secretary Noem's action on Feb. 27, 2025, to end collective bargaining at the Transportation Security Administration may destabilize the TSA workforce without any

offsetting benefits to national security. TSA had collective bargaining from 2011 onward, and during that time agency performance, morale, and retention improved substantially.

We respectfully request that you reconsider these Executive Orders and restore collective bargaining rights to federal agencies where bargaining would not genuinely impair national security interests. We further request the opportunity to meet with you to discuss how we can work together to improve government efficiency and reduce waste while preserving fundamental rights to collective bargaining.

Thank you for your attention to this important matter.

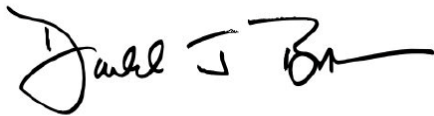
Sincerely,



Brian K. Fitzpatrick
Member of Congress



Michael V. Lawler
Member of Congress



Don Bacon
Member of Congress



Michael Turner
Member of Congress



Nick LaLota
Member of Congress



Andrew R. Garbarino
Member of Congress



Rob Bresnahan Jr.
Member of Congress



Chris Smith
Member of Congress