

How the President chooses to wield his or her considerable influence over the federal workforce has a significant impact on the day-to-day lives of our members and their families. That’s why when considering an endorsement for President of the United States, NTEU evaluates the candidates solely on their support for our members on federal employee issues.

Below is a side by side of the candidates’ records and positions on many of the issues that are important to NTEU, federal employees and their families.



Donald Trump



Kamala Harris

WORKPLACE RIGHTS

- In May 2018, **President Trump issued three executive orders that significantly impacted federal collective bargaining.** These orders drastically reduced and limited the use of official time, allowing no time to assist or represent employees in the grievance process. They also **limited union access to agency facilities, the ability of unions to negotiate fair contracts and made it easier to fire federal employees.**
- Former President Trump has vowed to reissue his October 2020 executive order creating **Schedule F** which would eliminate due process and collective bargaining rights for at least tens of thousands of federal employees. He has said the President should have this power to remove federal employees and that he will “wield that power very aggressively.”
- The Project 2025 playbook, crafted for former President Trump by the Heritage Foundation and others, including 31 former Trump administration high ranking officials, is the result of work that former President Trump said would “lay the groundwork and detail

- Vice President Harris served in the White House during the most pro-labor administration in recent history.
- Shortly after taking office, the administration **repealed the anti-worker, anti-union and Schedule F executive orders** issued by the last administration and **reestablished labor-management forums** at agencies to promote better relationships between management and frontline workers.
- The administration issued regulations, at NTEU’s request, to **strengthen protections for the civil service to ensure you can carry out your duties without fear of being fired for political reasons.**
- They nominated fair-minded individuals to the Federal Labor Relations Authority (FLRA), Federal Service Impasses Panel (FSIP) and Merit Systems Protection Board (MSPB).

plans for exactly what our movement will do.” Notably, this 920-page anti-union, anti-government transition plan recommends **reissuing the May 2018 and Schedule F executive orders** (see above), issuing an executive order **immediately to eliminate all unions at the Department of Homeland Security, including CBP**, (pages 135 and 160) and eventually **eliminating all unions in the federal sector** (page 82).

- On Sept. 29, 2017, President Trump issued an executive order **eliminating the National Council on Federal Labor-Management Relations** and instructed agencies to remove any internal policies, programs, or guidelines related to existing labor-management forums.
- President Trump appointed members to the Federal Service Impasses Panel (FSIP) who **sided with management in 90 percent of the cases** and attempted to impose collective bargaining agreements when there was no attempt to bargain in good faith.
- President Trump nominated members to the Federal Labor Relations Authority (FLRA) who **sided with management over 70 percent of the time**, issuing decisions that limited bargaining, expanded exclusions from grievance procedures, excluded more employees from bargaining units, undermined the financial stability of unions, threatened automatic dues withholding and weakened the authority of arbitrators to rule on and resolve issues in the workplace.
- In his January 2018 State of the Union address, President Trump called on Congress to **make it easier to fire federal employees** and several of his budget proposals included provisions to **severely limit due process rights for federal employees**.

- **Vice President Harris led the administration’s efforts to expand workers’ rights** as Chair of the White House Task Force on Worker Organizing and Empowerment which recommended ways to reduce barriers for workers to organize or join a union and resulted in a 20 percent increase in union membership in the federal government.
- As Senator, **Vice President Harris fought against the anti-union efforts of the last administration** by urging HHS to bargain in good faith with NTEU. She also supported legislation to restore federal employee union rights and fought efforts by the last administration to impose contracts that the unions did not agree to.

FEDERAL EMPLOYEE PAY

- President Trump proposed below market pay increases or pay freezes for federal civilian employees each year in office, including implementing a **pay freeze in 2019 during the 35-day government shutdown**.
- President Trump initially proposed a pay freeze for 2020. After pressure from NTEU and Congress, he proposed a 2.6 percent increase with no increase in locality pay, which was overruled when Congress passed an average 3.1 percent increase, including an increase to locality pay.
- President Trump proposed a 1 percent pay increase with no increase in locality pay for 2021.
- President Trump proposed limiting performance awards to employees with critical skill sets in each of his budget proposals.
- President Trump proposed **reducing the frequency of step increases and removing the ability to appeal a denial** of a step increase in several of his budget proposals.

- During her years as Vice President, federal employees received **an average 5.2 percent pay increase for 2024, the largest in over 40 years**, as well as significant increases in 2022 and 2023. In addition, the administration **raised the minimum wage for federal employees** to \$15 per hour and fought for higher pay for federal wildland firefighters, including those NTEU represents at the Bureau of Land Management.
- As Vice President, Harris has **pushed for policies to address the gender pay gap**, including by playing a significant role in developing new regulations that prevent agencies from using a job applicant's salary history to set their pay, which helps avoid extending any pay discrimination from past employers.
- As a Senator, Vice President Harris **cosponsored the FAIR Act** to provide federal employees with a fair pay increase.

SECURING AGENCY FUNDING/MISSIONS

- In each of his budget proposals to Congress, **President Trump proposed deep budget cuts to many NTEU-represented agencies**. Some of these proposed cuts were so significant that they would make RIFs and furloughs unavoidable, while others were still far below the funding needed to meet verified staffing needs.
- **President Trump proposed the elimination of OPM** in his FY 2020 and FY 2021 budget proposals, including moving the policy office responsible for the non-partisan civil service to a non-Senate confirmed political appointee in the Executive Office of the President, which could lead to the politicization of the federal workforce.

- As Senator and during her time in the White House, **Vice President Harris has pushed for increases in agency funding and staffing** for NTEU-represented agencies.
- As Senator, Vice President Harris supported the role of OPM in ensuring civil servants are hired based on merit and that **federal jobs are not politicized**.
- **Vice President Harris cast the tie-breaking vote to pass the Inflation Reduction Act**, which invested in the economy to create jobs, drove down costs and provided a historic \$80 billion to the IRS, allowing it to hire additional staff, upgrade its antiquated IT system and provide improved services for the American people.

SECURING AGENCY FUNDING/MISSIONS, continued

- Fearing a political win for Democrats, former President **Trump opposed and urged Congress to reject the bipartisan border bill that would have provided an additional 1,000 CBP Officers**, made other reforms that addressed increases in migration at the southwest border and would have allowed CBP to stop the flow of fentanyl and other contraband through our ports of entry.
- President Trump has vowed to again **force employees to relocate or lose their jobs**. He said, “As many as 100,000 government positions could be moved out.” President Trump’s acting White House chief of staff last time he did this said that the move was a good way to cut the federal workforce since many employees would decline to move and quit their jobs.
- President Trump initiated and, at least initially, claimed credit for the 35-day partial government shutdown in 2018-2019, the longest in US history.

- Vice President Harris supported and has promised, if elected, **to sign the bipartisan Senate proposal to boost staffing at DHS, including an additional 1,000 CBP Officers**, make other reforms to address the unprecedented increase in migration at the southwest border and ensure CBP can stop the flow of fentanyl and other contraband through our ports of entry.
- Vice President Harris has always worked to avoid a shutdown and **keep the government open**.

FEDERAL EMPLOYEE BENEFITS

- **President Trump proposed requiring federal employees to pay more for their retirement benefits while getting less in each of his budget proposals**, including proposals to increase employee contributions to FERS, eliminate the FERS supplement, move from a high-3 to a high-5 formula, eliminate COLAs, and reduce the interest rate of the Thrift Savings Plan’s G Fund.
- President Trump proposed changes to the FEHBP in each of his budget proposals that would result in **federal employees paying a larger share of their health insurance premiums**.
- The Trump Administration refused to do anything to address the issues with the Public Service Loan Forgiveness (PSLF) program when 98 percent of eligible public servants who applied were rejected and thousands more were deemed ineligible to even apply, leaving hundreds of thousands without the promised relief.

- Vice President Harris continues to fight to provide all Americans, including federal employees, with **paid family leave**.
- Vice President Harris championed the administration’s efforts to address longstanding issues with the Public Service Loan Forgiveness (PSLF) program and keep the promise of this program for thousands who dedicated years to public service. As a result, \$69.2 billion in student loan forgiveness for more than 946,000 borrowers has been approved through PSLF as of July 2024.

ENGAGEMENT WITH NTEU

- The Trump administration did not seek NTEU's input on policies impacting the federal workforce as a whole and was often unresponsive or even hostile to NTEU and other unions.

- **Vice President Harris has a 99 percent NTEU lifetime score** for her time in the White House and on Capitol Hill for her support of issues of importance to NTEU members and their families.
- As Senator, **Vice President Harris spoke at an NTEU event** during the 2020 Legislative Conference.
- **Vice President Harris sent a letter of support to NTEU members** during NTEU's 2023 Convention in Detroit.
- As part of the Biden-Harris administration, **Vice President Harris sought NTEU's council and advice** on federal workforce policies and cabinet member nominations and political appointments during the presidential transition and throughout the term.
- NTEU National President Doreen Greenwald and NTEU Chapter Presidents were invited by the Biden-Harris White House to attend a policy meeting at the White House during the 2024 Legislative Conference.



J.D. Vance



Tim Walz

VICE PRESIDENTIAL RUNNING MATE

- Former President Trump picked Ohio Senator J.D. Vance as his vice-presidential running mate. Senator Vance has a 29 percent NTEU Lifetime Score, consistently voted for reduce funding for agencies, including rescinding the significant funding for the IRS in the Inflation Reduction Act, and has said President Trump should fire “every civil servant in the administrative state, replace them with our people.”

- Vice President Harris picked Minnesota Governor Tim Walz as her vice-presidential running mate. Governor Walz is a veteran of the Army National Guard, **a former teacher and union member who has a 98 percent NTEU Lifetime Score** from his years as a member of Congress. He has continued his support for labor and workers as governor, including signing laws to expand public sector collective bargaining and to provide paid family leave.