

# NTEU Bulletin

SPECIAL EDITION

## A Special Message from Your National President Doreen Greenwald

### Resilience is Resistance: An Unprecedented Crisis for the Federal Workforce

Never have we seen such a hostile, coordinated, and unfounded attack on the federal workforce.

The onslaught of disinformation and disrespect is being weaponized in pursuit of policies that are bad for federal employees and for the American people you serve.

I feel your pain. No one who swore an oath to uphold the Constitution and signed up for a career in public service should have to endure this barrage of ominous threats about your job security.

It is also now crystal clear to me that anyone who doubts the integrity, work ethic, and value of federal employees has never met one.

Even in this chaotic environment, you show up and do the job you were hired to do because you know something they don't: **Your work matters to the American people.** The services you provide keep them safe and secure, and they need you on the job.

Hold on to that truth.

This union is built on 87 years of representing the hard-working, dedicated civil servants who keep the entire country afloat. And that is the foundation that we will stand on as we fight to protect you.

I will not sugarcoat this. Our challenges are steep, the obstacles are many. Civil service is a career, a commitment, and a calling. It is not a "job" to be attacked by this administration. To denigrate your work, dismiss your contributions, and deny you the respect and dignity you deserve demonstrates a level of disdain and disrespect that I'm sure none of us have seen in our careers.

You may have already noticed some of the actions your union has taken, like the multiple lawsuits we have filed. We have aligned with respected allies in Congress to augment our efforts. And we are waging a strategic public campaign—in coalition with other federal unions—to remind Americans that downsizing the federal workforce is a recipe for economic disaster.

What you may not have seen yet is the work being done behind the scenes in worksites large and small by NTEU chapter leaders and members to prepare grievances, enforce contracts and make sure we put our strongest foot forward against whatever management throws our way.

It has been an especially toxic brew of orders and memos, absurdly claiming to be done in the name of efficiency and cost-cutting. No. The true goal is to divide and conquer, to create a weaker government, and that is why they are intent on "traumatizing"—their word, not mine—the qualified professional civil servants who work there. And while they're at it, they'd like to roll back the progress we've made on diversity in the federal workplace and take a bite out of collective bargaining rights and federal sector unions, too.

NTEU didn't get this far—representing 150,000 employees across the country (and growing by the day)—without knowing how to fight and how to win. The law is still on our side. The enduring dignity of public service is on our side. The American people, as they realize the government services they depend upon are in jeopardy, are on our side.

Remember, solidarity is our superpower. Resilience is resistance. You matter. Your work matters. We are union strong and we will not let buyouts, bullying, or blatant attempts to manipulate the media keep us from getting up every day, going to work, and serving as the voice of reason this country needs. A voice that consistently calls attention to a core truth about the federal workforce: We are needed, necessary, and not going anywhere.

I'm honored to stand with you as we wage the fight to preserve our jobs, our rights, and government's positive role in the lives of all Americans

In Solidarity,



**NTEU**  
National Treasury Employees Union

# 2025

## Priority

## Legislative

## Issues

While NTEU is using every possible tool to protect our members against an overtly aggressive and hostile administration, we are also fighting for you on Capitol Hill. That's because Congress makes a long list of decisions each year that affect your paychecks, your families and your workplaces. This year's fight is shaping up to be difficult, but NTEU has more than 85 years of experience being tough. And we won't stop now.

Here is our 2025 legislative agenda as recommended by NTEU's Legislative Advisory Committee, a group of NTEU members from diverse backgrounds, agencies and workplaces:

### Agency Funding

- ▶ Agency Funding
- ▶ Ensuring sufficient funding to properly staff agencies to meet their missions
- ▶ Preventing shutdowns

### Protecting the Nonpartisan Civil Service

- ▶ Defending and preserving collective bargaining
- ▶ Ensuring employee rights and protections

### Pay and Benefits

- ▶ Providing fair pay increases
- ▶ Protecting employee healthcare and retirement benefits

### Here's Where You Come In...

We have already seen bills that would harm federal employees, impair the ability of agencies to carry out their missions and reduce services to the American public (see page 4). We need to change that: we must educate these lawmakers about your work and how

you keep our country moving. We need to move them past the false picture painted by the anti-federal employee rhetoric.

Make no mistake, this is an enormous task, but these lawmakers need to know who federal employees are and what you do. They

need to hear directly from you about your impact on your community and this country.

Register at [NTEU.org/TakeAction](https://NTEU.org/TakeAction) then watch your personal email address for action alerts and other opportunities to make your voice heard.

# OUR GRASSROOTS IS LOCAL

### Make Your Voice Heard in Three Steps

1. Make sure we have your personal email address and cell number
2. Watch your email for legislative updates and action alerts
3. Take action from your phone, computer or tablet

Every NTEU member can be a legislative advocate. Visit [action.nteu.org](https://action.nteu.org).

# FIXING THE RECORD ON THE FEDERAL WORKFORCE

Disinformation about federal employees is being used to justify policies attacking the workforce, weakening agencies and harming unions. Behind every one of these disruptive policy ideas is a misleading or outright false claim about federal employees and their essential work on behalf of the American public. Here are just a few of the most damaging myths about the federal workforce and the bad policy ideas they inspire:



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## THE TRUTH ABOUT COLLECTIVE BARGAINING

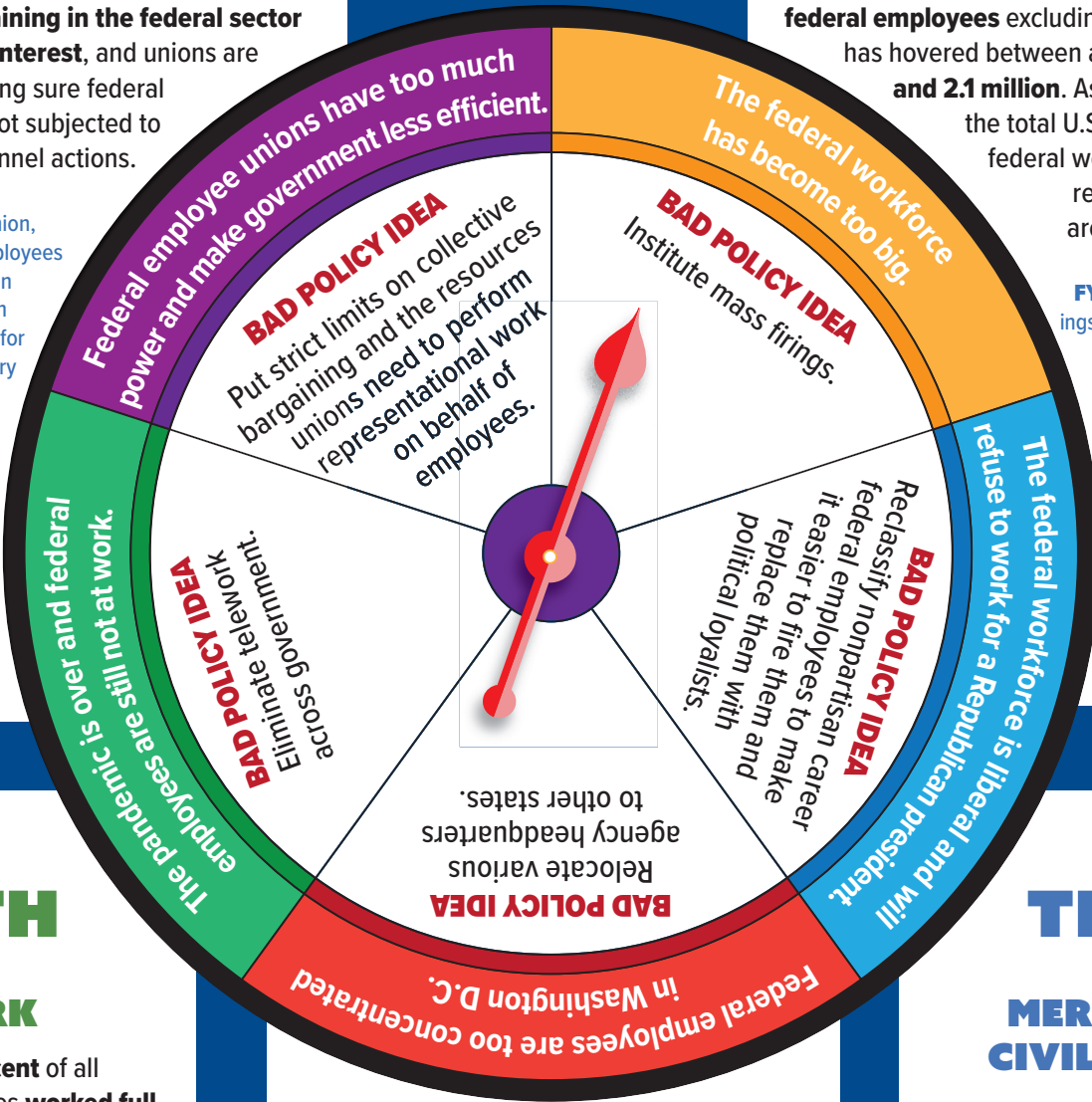
The Civil Service Reform Act of 1978 says that **collective bargaining in the federal sector is in the public interest**, and unions are essential in making sure federal employees are not subjected to prohibited personnel actions.

**FYI** Through their union, frontline federal employees have a strong voice in the workplace, which often includes ideas for improving the delivery of government services. Contracts are negotiated agreements between the employees and agency management without impeding the agency's ability to meet its mission.

## THE TRUTH ABOUT THE SIZE OF GOVERNMENT

For the last 30 years, the number of **civilian federal employees** excluding postal workers has hovered between about **1.8 million and 2.1 million**. As a percentage of the total U.S. population, the federal workforce has also remained constant, around .59 percent.

**FYI** Before the mass firings, many agencies had severe staffing shortages and large numbers of employees who were eligible for retirement, so a hiring freeze will make it harder for agencies to meet their missions and deliver the government services that taxpayers expect.



## THE TRUTH ABOUT TELEWORK

In 2024, **54 percent** of all federal employees **worked full time in-person**. For those who teleworked part of each week, about **61 percent of their work hours were done in person**.

**FYI** Telework dates back to the 1990s as a way to save taxpayer money by allowing agencies to downsize and reduce their real estate costs. Congress expressly encouraged its expansion to more job descriptions as technology has improved, and it has become a key factor in recruiting new hires.

## THE TRUTH ABOUT THE FEDERAL WORKPLACE

About **85 percent** of the federal workforce currently **lives and works outside of the Washington D.C. region**.

**FYI** Previous attempts to move agencies to another part of the country failed, forcing employees to either uproot their families or lose their job, and costing taxpayers even more money. Move-or-lose ultimatums negatively impact government services.

## THE TRUTH ABOUT MERIT-BASED CIVIL SERVICE

Frontline federal employees are **hired based on skill and merit** and their government work is strictly nonpartisan. They **work across multiple presidential administrations** of both parties.

**FYI** NTEU filed a lawsuit to block the executive order creating Schedule Policy/Career, which could strip employee rights and politicize the civil service.

## Can We Reach You?

Make sure we have your personal email address and cellphone number on file.

Log in using your Member ID and click on Manage Account.

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## What We're Up Against on Capitol Hill

While the focus has rightfully remained on the executive branch attacks on federal employees, NTEU has not lost sight of the threats emanating from Capitol Hill as well. Some of the anti-employee, anti-union bills now pending are ones we've defeated before by making sure the voice of employee opposition is heard. Some are new and similar to the executive actions taken by the White House to shrink the workforce, abolish entire agencies and weaken federal sector labor unions.

It's a long list, so here are a few that you can be sure NTEU members will be speaking out against throughout the legislative session:

**H.R. 25**, by Rep. Buddy Carter (R-GA) to **abolish the IRS**.

**H.R. 200**, by Rep. Claudia Tenney (R-NY) to **freeze federal employee pay increases** for one year and direct agencies to **cap the size of the workforce** for three years.

**H.R. 202**, by Rep. Claudia Tenney (R-NY) to establish a commission to **study the relocation of federal agencies** outside of the Washington D.C. metro area.

**H.R. 643**, by Rep. Troy Downing (R-MT) to **eliminate the Federal Deposit Insurance Corporation**.

**H.R. 697**, by Rep. Andy Ogles (R-TN) to **establish Schedule F in law**, which would make it easier to fire thousands of federal employees for any reason.

**H.R. 814**, by Rep. Keith Self (R-TX) to **defund the Consumer Financial Protection Bureau**.

**S. 23**, by Sen. Joni Ernst (R-IA) to require all federal agencies

**relocate 30 percent of their headquarters employees** to duty stations outside of the Washington D.C. metro area.

**S. 511**, by Sen. Ernst to **require unions to pay for use of agency resources and official time** to represent employees.

The overall hostile environment could also hasten efforts by those in Congress who have been trying for years to cut federal retirement benefits for those still in the workforce. When giant tax cuts are on the agenda, certain segments of Congress start to look for ways to pay the bill, and federal employee retirement is a prime target. How do we know this? They've done it before, and they're talking about doing it again.

Here are some of the threats on their list:

- **Raise the employee contribution to FERS** to 4.4 percent for everyone hired before 2014, matching the rate in place for those hired since 2014.
- **Eliminate the FERS supplement** for those who retire before they are eligible for Social Security.
- **Base FERS benefits on highest five years** of salary instead of three, which would lower benefits.
- **Force employees to accept classification as an at-will employee** with no due process rights unless they accept higher employee contribution rate toward FERS.

NTEU will provide opportunities for union members to contact their members of Congress to voice opposition to these and other harmful proposals through the NTEU Legislative Action Center.

## VICTORY! Unfair Retirement Rules Eliminated

After decades of NTEU advocacy, the Social Security Fairness Act was signed into law in January, eliminating two rules that have caused federal employees to lose two-thirds or even the entire amount of their Social Security benefits.

Now that the Government Pension Offset (GPO) and Windfall Elimination Provision (WEP) rules are eliminated, here is what impacted retirees under the Civil Service Retirement System can expect according to the Congressional Budget Office:

- ▶ Eliminating the GPO will increase monthly benefits by an average of \$700 for 380,000 spouses and by an average of \$1,190 for 390,000 surviving spouses.
- ▶ Eliminating the WEP will increase monthly benefits by \$360, on average, for 2.1 million Social Security beneficiaries.

What's more, impacted individuals will receive a lump sum payment for benefits lost in 2024.

While it will take time for the new law to

be implemented, you can visit this website for a tool that estimates how much your Social Security benefits have been or would be reduced because of the WEP and GPO: [ssa.gov/prepare/government-and-foreign-pensions](https://ssa.gov/prepare/government-and-foreign-pensions).

Additionally, the Social Security Administration advises those impacted to verify their current mailing address and direct deposit information if it has recently changed by visiting [ssa.gov/myaccount](https://ssa.gov/myaccount) and signing in or creating an account.

**NTEU Strong**

Retirement News and Information

**Want more news on federal retiree issues?**

Subscribe to NTEU Strong, our members' only e-newsletter at [NTEU.org/retiree](https://NTEU.org/retiree).