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NREU Bulletin



SOLIDARITY

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Doreen Greenwald
National President

A Call to Action

At a time when it feels like everything is under attack all at once, it is easy to be intimidated into inaction. That is the point of creating chaos. Those who are waging these attacks want you to feel helpless, hopeless and simply give up. That is how they plan to win. NTEU will not let this assault on federal workers go unchecked. We will not back down. I have faith in NTEU members. I know what you are made of. I know that you believe in standing up for what is right. You see these attacks for what they are and understand and see the damage being done to our country. You are not helpless and you know that when we fight back together, we win.

What we are witnessing is NOT OK. It is not OK that this administration is illegally disregarding the law, or firing probationary employees without cause. It is not OK that this administration is ignoring your legally negotiated contracts, disregarding long-standing personnel practices and removing the flexibilities you and your family have counted on for years. These attacks are designed to dismantle the government and dishonor you—the civil servants dedicated to serving the American people. Ask yourself, why would they attack the federal workforce and our union? The answer is simple: They know we represent TRUTH. We are the true patriots of this country who have dedicated our lives to serving the American people. They wouldn't be working so hard to silence us if they didn't understand how important our voices are. Now more than ever we must use our voices to fight back. NTEU is working hard on your behalf to fight each attack they bring. But this fight will take all of us. Absolutely everyone must be engaged to take on these challenges.

Since when has collecting taxes, ensuring the financial wellbeing of millions of Americans, managing our park systems, printing official documents, or guaranteeing the safety and efficacy of prescription drugs been a national security concern? We are front-and-center in the increasingly robust movement to protect the interests of working families and safeguard the government services we all depend upon. We are using every legal tool available to shut this attack down—we are in it for the long haul. We've filed a lawsuit alleging the manipulation of "national security" to undermine the right of federal employees to have a voice on the job. We are filing grievances every time they violate our contracts and the law and we are in the streets, sharing our stories and telling the truth to the American people. This fight is not about efficiency. If they wanted efficiency, they would work with you to identify where cost saving measures could be made that would better serve the public. Instead, they are violating the law, our contracts and abandoning agency missions to destroy the federal workforce and replace them with for-profit contractors who are not held to the same high standards of the federal workforce.

Public sentiment was shifting even before Trump's executive order attacking collective bargaining rights. A recent poll found 60 percent of Americans believe most federal employees are essential to the functioning of the United States; 55 percent believe staff and funding cuts to federal agencies were doing more harm than good. Our members bravely shared personal stories about their valuable work as well as anxiety about their jobs. The result is that Americans are learning exactly how their lives are impacted when federal agencies are gutted, and they know now that this administration is making government worse, not better. They see the **commitment** of federal workers to the oath they swore to the Constitution—and they are **honoring** that oath by showing deep concern for this administration's reckless disregard for the services and resources civil servants provide. Judging by the outpouring in the streets and in the halls of Congress these last few weeks, those numbers have only improved, thanks to you.

IT IS UP TO ALL OF US to keep the pressure on and show this administration that we will never give up. This is **OUR** moment where we need to walk the NTEU talk about solidarity. Please encourage your family and friends to join us in this fight, because our success will benefit everyone.

TOGETHER, we will stand up for what is right and fight back. **This is your call to action.** So, when you receive an email from NTEU asking for your help—prioritize it, simply **DO IT**. That is how we fight back. Everything you care about is on the line. The time is now to stand up and fight. Remember, you get what you fight for, not what you wish for.

In Solidarity,



NTEU MISSION

To organize federal employees to work together to ensure that every federal employee is treated with dignity and respect.

NTEU Bulletin

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Nationally, NTEU Members Rally Against Mass Firings



The nationwide movement supporting federal employees continues to gain momentum.

NTEU members have been among the tens of thousands of Americans hitting the streets to declare their opposition to the gutting of vital public services happening under the guise of “waste and efficiency.” At many of these rallies, located in cities of all sizes and led by labor leaders and federal employees themselves, members of Congress are joining the action.

These protests are an expression of anger and a reminder that NTEU members are not alone in this fight. They also educate the public on the vast array of work federal employees perform. Work not only improving the lives of every single American, but in many cases, keeps us safe and healthy. Work that matters and is worth defending with everything we have.

Sixtieth NTEU National Convention: Notice of Election

The 60th NTEU National Convention will be conducted August 4-7, 2025, in Atlantic City, New Jersey.

At the Convention, elections will be conducted by each of the 15 NTEU Districts for the office of National Vice President, a position that has a two-year term of office.

This election notice outlines the nomination procedure for the office of National Vice President. It also spells out applicable sections of the NTEU National Bylaws concerning election of delegates to the National Convention.

Nomination Procedure

Under Part III, Section 4, of the NTEU National Bylaws, nominations of candidates for National Vice President must be received in writing by the NTEU Administrative Controller, 800 K Street NW, Suite 1000, Washington, DC 20001, or via email to Steve Peterson, Administrative Controller, at steve.peterson@nteu.org no less than 60 days prior to the first day of the National Convention, or no later than June 5, 2025.

A candidate or any other member of NTEU may submit a nomination for National Vice President. Any member (other than an NTEU staff member) who has continuing membership in NTEU for at least two years immediately prior to the election is eligible to run for the office of National Vice President. A nominee for National Vice President must be a member of one of the chapters within the NTEU District for which they seek the national vice presidency. (Part III, Section 2, NTEU National Bylaws)

Nominees, other than self-nominees, must accept their nominations in writing within 15 days of receipt of notice of the nomination from the Administrative Controller. If there are not two or more bona fide candidates for National Vice President on the date of election, nominations may be made from the floor. (Part III, Section 4, NTEU National Bylaws)

Election of Delegates to the Convention

Part IV, Section 4, of the NTEU National Bylaws describes the procedures to follow for the election of chapter delegates to the National Convention. The following is only a summary. Contact your National Field Representative if your chapter has questions about election procedures.

A chapter president and all chapter vice presidents who have been elected by the chapter at large qualify as ex officio delegates to a National Convention which occurs during their term of office. Chapter presidents

and chapter vice presidents are the only chapter officers who may qualify as delegates because of their office.

Area or functional vice presidents who are elected by the chapter as a whole qualify as ex officio delegates only if their status as ex officio delegates is specified in the chapter bylaws and the Notice of Nominations and Election. Area or functional vice presidents who are elected solely by their respective area or organizational function do not qualify as ex officio delegates.

A chapter president must submit a delegate certification form for each ex officio delegate in their chapter who wishes to attend the National Convention. Any ex officio delegate who chooses not to attend the Convention must sign a waiver to that effect and submit it to the Credentials Committee.

Requirements of Special Meetings

Part IV, Section 4, of the NTEU National Bylaws describes the circumstances under which a special meeting of the chapter membership is required. Again, the following is only a summary. Contact your National Field Representative if your chapter has questions about special meeting procedures.

If a chapter wishes to send delegates to the National Convention in addition to the ex officio delegates, the chapter executive board may vote to increase the number of delegates to represent the chapter. A chapter may send any number of additional delegates up to the maximum number corresponding to the chapter vote entitlement, as determined by Article VIII, Section 2, of the NTEU National Constitution. If the chapter executive board votes to increase the number of delegates representing the chapter at the National Convention, all delegates must be selected pursuant to Part IV, Section 4, of the NTEU National Bylaws.

If no ex officio delegates can or will attend the National Convention and no other delegates have been selected pursuant to Part IV, Section 4, of the NTEU National Bylaws, the membership must hold a special meeting to vote on whether to be represented, and, if so, by whom. At the meeting, the membership first votes whether to be represented. If the vote is yes, it then votes whether to be represented by a chapter member or by proxy. Nominations are taken either for chapter members or for a proxy designee. All chapter member nominees must state their willingness to attend the Convention on the expense terms offered by the chapter (which may be none). A proxy designee must be a duly elected individual delegate from another chapter. If

there is more than one nominee, the membership must select the delegate or proxy designee by secret ballot.

If the chapter has decided to pay expenses for a fewer number of delegates than the number who wish to attend, the membership must either divide the expenses equally among those who wish to attend or conduct a secret ballot to decide whose expenses will be paid. If the chapter has more willing delegates than it has votes, the membership must hold a special meeting to select the delegates who will represent the chapter at the Convention.

At least 15 days before a special meeting, notice of the meeting and its purpose must be mailed to each member's last known home address. Notices may not be emailed. No quorum is required at this meeting. Election of delegates or proxies must be by secret ballot, and a reasonable opportunity for nominations must be allowed at or before the meeting.

Any delegate who is not a chapter president or chapter vice president and who is not elected pursuant to Part IV, Section 2, of the NTEU National Bylaws or pursuant to the procedures described herein for a special membership meeting will not be certified by the Credentials Committee as a delegate. Similarly, any assignment of proxy not made by election pursuant either to the procedures described herein or to Part IV, Section 4, of the NTEU National Bylaws constitutes an invalid proxy delegation, and the Committee on Credentials will not certify the proxy as valid.

Guidelines for Proposed Constitutional Amendments

According to Article XXI, Section 1, of the NTEU Constitution, the Constitution may be amended only by a two-thirds (2/3) ballot vote of the votes cast at any National Convention.

The guidelines for proposing amendments are established in Section 2 of that Article, which states: “Amendments must be submitted so as to reach the Administrative Controller of the organization not less than sixty (60) days prior to the date of the National Convention, and the same shall have been printed in the next official publication to be distributed to the membership following that submission deadline.”

Please send proposed amendments no later than June 5, 2025 to: Administrative Controller, NTEU National Office, 800 K Street, NW, Suite 1000, Washington, DC 20001 or via email to Steve Peterson, Administrative Controller, at steve.peterson@nteu.org.

Part IV, Section 4: Election of Chapter Delegates to the National Convention

(A) A Chapter President and all Chapter Vice Presidents elected by the Chapter as a whole in accordance with Part IV of the Bylaws shall by virtue of such election be delegates to any National Convention which may take place during their term of office. In order for a Chapter's area or functional Vice Presidents to qualify as ex officio delegates, those individuals must be elected by the Chapter as a whole and their status as ex officio delegates must be specified in the Chapter's bylaws and the Notice of Nomination and Election.

(B) A Chapter Executive Board may by majority vote increase the number of delegates to attend the National Convention, with the maximum number of allowable delegates equal to the vote entitlement as determined by Article VIII, Section 2, and the Chapter Executive Board shall determine how many, if any, alternate delegates shall be designated. If the Chapter Executive Board determines that additional delegates or alternate delegates are desired, they shall be selected by secret ballot at a Chapter meeting held upon fifteen (15) days' notice mailed to each member at their last known address, provided, however, they shall be selected in descending order of votes received, starting with the candidate receiving the highest number of votes.

(C) If the combined total of all Chapter Vice Presidents plus the Chapter President who wish to attend the Convention is greater than the vote entitlement as determined by Article VIII, Section 2, the Chapter membership shall be given the opportunity to select from among such elected officers those persons who shall act as delegates to a National Convention with the maximum number of allowable delegates equal to the vote entitlement.

(D) If no delegates will attend a National Convention, the Chapter membership will be given the opportunity to vote on whether or not to be represented and, if so, by whom, at a Chapter meeting held upon fifteen (15) days' notice mailed to each member at their last known address.

(E) If the Chapter has decided to pay the expenses of a limited number of delegates, but more than that number wish to attend, the Chapter membership will be given the opportunity to select which delegates will receive reimbursement at a Chapter meeting held upon fifteen (15) days' notice mailed to each member at their last known address.

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NTEU.org/Benefits



NTEU Fights to Defeat Harmful Bills

Even as NTEU fights the administration's severe cuts to the federal workforce, the union is working to protect employees from several bills attacking your pay, benefits and workplace rights. NTEU also fiercely opposes legislation to abolish agencies where we represent employees, including the IRS and CFPB. Here are just a few harmful bills NTEU is tracking:

A Ban on Federal Unions

The **Federal Workforce Freedom Act** (S. 1006), introduced in March, would prohibit federal employees from organizing or joining labor unions to collectively bargain, as well as ban federal agencies from negotiating with unions representing federal workers. The bill would also terminate all collective bargaining agreements between unions and federal agencies "established before, on, or after the date of enactment of this bill." It is sponsored by Sens. Marsha Blackburn (R-Tenn.) and Mike Lee (R-Utah).

Targeting Retirement Benefits and Teleworkers' Paychecks

The **Federal Employee Return to Work Act** (H.R. 236 and S. 27) targets teleworkers by attacking their pay. Under the bill, teleworking employees would receive the Rest of U.S. locality pay rate, regardless of where they live and if they come into the office the rest of the week, and their base pay rate and locality pay rate will never increase.

In April, the House and Senate passed **H.Con.Res.14** that sets the stage for budget reconciliation legislation targeting around \$50 billion in cuts to federal retirement and health benefits.

Forced Relocations of Federal Employees

There are several bills that would force agencies and their employees to relocate including:

- ▶ **Drain the Swamp Act** (H.R. 1460), introduced by Rep. Warren Davidson (R-Ohio), which would require all agencies in Washington, D.C., to relocate their headquarters outside of the metro area.

- ▶ **Drain the Swamp Act** (H.R.

1280 and S. 23), introduced by Rep. Aaron Bean (R-Fla.) and Sen. Joni Ernst (R-Iowa), requiring agencies to move 30 percent of headquarters staff outside of the Washington, D.C. area.

- ▶ **SWAMP Act** (H.R. 514

and S. 22), introduced by Rep. Ashley Hinson (R-Iowa) and Sen. Ernst, creates a competitive bidding process for the relocation of federal agencies.

Bolstering Musk's DOGE Cuts

Aligned with the Department of Government Efficiency (DOGE), the **Federal Agency Sunset Commission Act** (H.R. 489) establishes a 13-member bipartisan commission to "review the efficiency, necessity, and public need for every federal agency." If Rep. Michael Cloud's (R-Texas) bill becomes law, the commission would annually recommend whether reviewed agencies should be abolished, reorganized, or have their responsibilities consolidated or transferred.

Additionally, the **Reorganizing Government Act of 2025** (H.R. 1295 and S. 583) would allow the president to propose a reorganization of the government with the goal of reducing the number of federal employees, and get it fast-tracked through Congress.

Codify Schedule F in Law

Rep. Andy Ogles (R-Tenn.) introduced legislation, **End the Deep State Act** (H.R. 697) to codify Schedule F—now called Schedule Policy/Career—into law, making it easier to fire thousands of federal employees for any reason.



Learn more and take action at **NTEU.org/TakeAction**



YOU Have a Story to Tell. We Want to Help YOU Share It.

NTEU is collecting heroic stories of federal employees to help demonstrate the vital roles you play in our everyday lives and what's at stake if your critical work is disrupted or dismantled. Share your story, and watch your colleagues sharing their perspectives at **FederalFaces.org**.

NTEU can provide anonymity to you if you're concerned about discretion.