



Trump vs. Biden



Comparing their positions on key issues affecting you and your job

ISSUE	TRUMP	BIDEN
Employee Rights	Issued three executive orders aimed at taking away federal workers' rights to fair treatment and a voice in the workplace.	On Biden's first day in office, he will restore federal employees' rights to organize and bargain collectively, and will direct his agencies to bargain with federal employee unions over non-mandatory subjects of bargaining.
Collective Bargaining	His administration has torn up negotiated union contracts and replaced them with unilateral management edicts that make a mockery of the collective bargaining process.	Will establish a federal right to union organizing and collective bargaining for all public-sector employees, and will make it easier for those employees who serve our communities to both join a union and negotiate for better working conditions.
Pay	For each of his first three years, he proposed pay freezes and benefit cuts for federal employees that were overridden with bipartisan Congressional support.	Has committed to support consistent and regular pay increases for federal employees so federal salaries remain competitive and federal employees can support their families.
Health & Retirement Benefits	Despite constant boasting about the strength of the economy and a \$1.7 trillion dollar tax cut, President Trump tried to cut federal workers' benefits in his budget proposals.	Has committed to repeal the cost-shifting in FERS that cost federal employees money and opposes efforts to reduce benefits under FERS and FEHBP.
Reporting Discrimination	His administration has proposed making it harder to challenge workplace discrimination by preventing workers from having a knowledgeable union representative as their advocate.	Will support measures to protect federal employees from political interference in decisions affecting hiring, firing, work assignments, or performance assessments.
Mail-in Voting	Has made repeated claims , without evidence, that voting by mail will lead to an increase in fraudulent ballots. Has used the terms "illegality," "forgeries," "voter security disaster," and "fraud" when discussing the subject on Twitter.	Supports voting by mail and has noted that President Trump himself voted by mail in the Florida primary this year. "Voting by mail is safe and secure," Biden said.
Science & Research	Has repeatedly challenged or dismissed federal scientists and health experts throughout the COVID-19 pandemic, and in 2019 his administration caused many USDA scientists and researchers to resign by forcing their relocation from Washington to Kansas City.	Will rely on scientists, not politics, to guide us through this pandemic and ensure the safety of all citizens, and will provide federal scientists with full academic freedom and the right to absolute integrity in their scientific endeavors.



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DoD Employee Rights	Signed an executive order authorizing the Secretary of Defense to unilaterally strip civilian DoD employees of collective bargaining rights.	Will protect DoD workers' rights and oppose efforts to remove them from the Title 5 personnel system.
Attack on Veterans Affairs Employees	Has called VA employees "sadists" who don't treat veterans well and bragged about firing VA workers while leaving tens of thousands of vacancies unfilled. His administration has engaged in a non-stop, bad-faith effort to shred VA employees' contract and the rights that come with it.	Will assess the VA's staffing needs to inform specific hiring initiatives and programs for attracting and retaining medical professionals, will direct agencies to bargain with federal employee unions over mandatory and permissive subjects of bargaining, and is committed to opposing the privatization and dismantling of the VA.
Understaffing at Bureau of Prisons	Has proposed slashing the number of correctional officers in our federal prisons while encouraging private corporations to profit from incarcerating more citizens – putting more officers at risk of harm.	Supports providing the Bureau of Prisons with sufficient funding to increase the number of correctional officers and other staff and reduce their risk of harm.
Immigration Policies that Threaten USCIS Jobs and Mission	The administration's immigration restrictions have made it harder for asylum officers to do their jobs in support of legal immigration and resulted in furlough notices being issued to 13,400 workers.	Will restore asylum laws and policies to protect people fleeing persecution in their home countries and end mismanagement of the asylum system that has fueled violence and chaos on the border.
Equal Rights for Transportation Security Officers	Has threatened to veto legislation that would grant TSA officers equal status under Title 5, give officers expanded bargaining rights, and improve their pay.	Supports full collective bargaining rights and other workplace protections for TSA workers and supports legislation to provide TSOs with Title 5 rights and protections.
Social Security Administration	The administration has overseen an alarming drop in the number of employees working in SSA field offices and teleservice centers, despite increases in claims, 1-800 calls, and office visits.	Will ensure adequate funding for SSA field offices and teleservice centers.
Law Enforcement Funding and Salaries	Has repeatedly proposed slashing funding to local police and sheriff's departments for hiring more officers, and has failed to provide federal law enforcement officers with FLSA-based time-and-a-half overtime pay.	Has called for investing an additional \$300 million in community policing efforts that will improve relationships between officers and citizens and increase diversity within departments, and supports AFGE's efforts to ensure equal pay for DHS's law enforcement officers.



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