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## **H.R. 2550, THE PROTECT AMERICA'S WORKFORCE ACT**

Along with fighting against proposals to gut federal employee retirement and civil service protections in the One Big Beautiful bill, AFGE in 2025 prioritized overriding President Trump's March executive order eliminating collective bargaining at most federal agencies. This EO, which AFGE continues to fight in federal court, represents the broadest and single most aggressive action taken by the federal government against organized labor in history, dwarfing any previous action against public or private sector working Americans. The agencies covered by the executive order employ almost 70% of the federal workforce, and approximately 75% of federal workers who are voluntary members of unions, including civilian employees of the departments of Defense, State, Veterans Affairs, Justice, and Energy, and most employees at the Departments of Homeland Security, Treasury, Health and Human Services, Interior, and Agriculture.

Shortly after the EO was issued, AFGE partnered with Rep. Jared Golden (D-ME) and Rep. Brian Fitzpatrick (R-PA) to push H.R. 2550 nullifying the assault on federal collective bargaining. Because House Republican leaders led by Speaker Mike Johnson (R-LA) refused to allow the House to consider the bill, AFGE, Golden, and Fitzpatrick pushed House members to sign a discharge petition that, upon securing 218 signatures, would allow the House, over the objections of the Republican leadership, to consider H.R. 2550. Despite the unwavering opposition of the Republican leadership and the prolonged government shutdown that delayed securing 218 signatures, the discharge petition succeeded in forcing the House to consider H.R. 2550 in December. In a rare act of bipartisanship, H.R. 2550 passed the House in December, 195-231.

H.R. 2550 now awaits consideration in the Senate. The Republican majority will use every tool at its disposal to thwart consideration of the bill in 2026. Nevertheless, AFGE is reaching out to several Republican senators to explain why H.R. 2550 is good public policy and why they should join with their Democratic colleagues to advance the bill.

Given the opposition of Senate Republicans, AFGE does not expect the Senate to consider, much less pass, H.R. 2550 as a free-standing bill. AFGE is thus exploring with our friends on Capitol Hill strategies to include the bill's language in the must-pass FY27 National Defense Authorization Act that Congress likely will pass in December.

The fact that AFGE has made collective bargaining in the federal workplace a bipartisan issue has gone a long way to sending the message to anti-labor Republicans that attacking the civil service divides the party, hurts their constituents, and is a waste of legislative time and energy.