



LEGISLATIVE PRIORITIES

AFGE represents roughly 250,000 U.S. Department of Defense civilian employees at military facilities, including military hospitals, arsenals, depots, and shipyards, in all 50 states, Europe, and Asia. This document is for priorities in the FY2027 National Defense Authorization Act, H.R. 8800 & S. 4784

1) Protect Collective Bargaining Rights (H.R. 8800, Section 1115)

- President Donald Trump's March 2025 Executive Order 14251 eliminated collective bargaining rights covering most federal employees, including nearly all U.S. Department of Defense civilian employees.
- Section 1115 of H.R. 8800, a bipartisan provision offered by Rep. Donald Norcross, would prohibit DoD funds from being used to implement that order.

The ASK: Retain and strengthen Section 1115 of H.R. 8800 to restore full collective bargaining rights for DoD civilian employees

2) Stop the Wage-Grade Pay Overhaul (S. 4784, Sections 1101-1102)

- These sections would eliminate the wage-grade pay system for DoD civilian employees at defense industrial base facilities, including arsenals, depots, and shipyards, and give the Secretary of Defense "sole and exclusive discretion" over pay and job grading.
- This would displace the statutory wage-survey process, along with bargaining and appeal rights, and could enable arbitrary, inconsistent pay decisions.

The ASK: Strike Sections 1101 and 1102 of S. 4784

3) Reject New Demonstration Projects (H.R. 8800, Sections 1118-1120)

- These sections would authorize the conversion of up to 135,000 DoD civilian employees at Air Force ICBM facilities, Navy shipyards, and Army depots to a new pay-for-performance system — removing up to 20 percent of the DoD civilian workforce from the General Schedule (GS).
- The proposal would effectively revive the National Security Personnel System, which Congress repealed in 2009 after it bypassed collective bargaining, appeals, and reduction-in-force protections.

The ASK: Strike Sections 1118-1120 of H.R. 8800

4) Preserve Dual-Status Technician Status (H.R. 8800, Section 1105 and S. 4783, Section 513)

- These provisions would phase out the dual-status technician classification, stripping Title 5 rights from tens of thousands of Reserve and National Guard civilian technicians and converting the vast majority to full-time active-duty military status.
- Dual-status technicians provide essential full-time logistics, training, and maintenance support without expanding active-duty end strength — and at lower cost.

The ASK: Strike Section 1105 of H.R. 8800 and Section 513 of S. 4784

5) Provide a 2027 Pay Raise for DoD Civilian Employees

- Federal employees received just a one percent pay adjustment for 2026, and the Administration's August 26 alternative pay plan would freeze base and locality pay at zero for 2027 — even as it directs a 3.8% increase for federal law enforcement and 5-7% increase for servicemembers.
- Competitive pay is essential to recruit and retain the DoD civilian workforce, particularly after the record-setting 2025-26 government shutdowns.

The ASK: Authorize at least a 3.8% pay raise for all DoD civilian employees in the FY2027 NDAA