June 21, 2018

**Organization:** National Organization of Blacks In Government®

**Committee:** Blacks In Government National Legislative Committee

**Topic:** Support of Lawmakers Request to Repeal Workforce Executive Orders Position Paper

The National Blacks In Government ® (BIG) organization supports and acknowledges the lawmakers request as stated in the letter to President Trump dated June 11, 2018, requesting to repeal the Workforce Executive Orders.

Lawmakers note the Workforce Executive Orders will adversely impact thousands of hard-working civil servants and will erode federal workers’ protections from discrimination, unfair treatment, sexual harassment, and “undermine” the 1978 Civil Service Reform Act.

BIG acknowledges that more than 30 percent of the federal workforce is comprised of veterans who have also served our country through military service, and should not be subjected to the dismantling of the current collective bargaining units.

The three Executive Orders are as follows:

**Executive Order Promoting Accountability and Streamlining Removal Procedures Consistent with Merit System Principles –** This order calls to allow “firing at will”; agencies will have the discretion to take into account an employee’s disciplinary and past work record. Agencies are not prohibited from removing an employee simply because they did not remove a different employee for comparable conduct, in other words the employee has no means for rebuttal in comparable situations.

**Executive Order Developing Efficient, Effective, and Cost-Reducing Approaches to Federal Sector Collective Bargaining –** This order calls to allow the Director of OPM total authority in the establishment, consultations, the staffing and chairing of the Interagency Labor Relations Working Group (Labor Relations Group)
Executive Order Ensuring Transparency, Accountability, and Efficiency in Taxpayer Funded Union Time Use – This order calls to eliminate unrestricted grants of taxpayer funded union time and instead require employees to obtain specific authorization before using such time, that it be monitored and the information be made readily available to the public.

On June 13, 2018, a group of 13 federal employee unions jointly sued the Trump administration and the Office of Personnel Management, challenging the legality of the three controversial workforce executive orders.

Unfortunately, if implemented, these executive orders will have a more profound impact on Blacks and people of color as it is outlined in the Bloomberg Report dated May 25, 2018, and it is clearly documented in the Executive Summary provided by the U. S. Office of Personnel Management (OPM) of 2016.

Please refer to the following links:


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