

An Unprecedented Assault on Workers

Labor Caucus Report on Trump's First 100 Days

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A message from Co-Chairs Representatives Debbie Dingell, Steven Horsford, Mark Pocan, and Donald Norcross:

Donald Trump promised Americans that his Administration would support workers and focus on the needs of the working class. This week marks 100 days of his second term and the results are clear: Trump has failed to live up to his promises. Instead, as this report demonstrates, the Trump Administration has engaged in an unprecedented assault on workers' rights and the broader labor movement through a series of anti-worker actions.

Merely a week into his presidency, Trump crippled the National Labor Relations Board by firing Board Member Gwynne Wilcox and removing the Board's quorum – leaving the agency unable to hear new cases or issue decisions. Workers rely on the NLRB to safeguard their rights to organize and collectively bargain, and removing the Board's quorum means workers subjected to illegal union-busting will face significant delays in receiving the justice to which they are entitled.

In addition to attacking the NLRB, the Trump Administration is also dismantling critical agencies that support workers and keep them safe on the job. For example, Trump fired nearly two-thirds of staff at the National Institute of Occupational Safety and Health (NIOSH), an agency that conducts research to improve workplace safety. Additionally, the Administration's Department of Government Efficiency (DOGE) is targeting the closure of 35 field offices of the Mine Safety and Health Administration (MSHA), an agency that improves miners' health and safety. Trump also ordered the dismantling of another key labor relations agency (the Federal Mediation and Conciliation Service) that helps resolve contract negotiations between workers and employers.

Beyond destroying critical worker protection agencies, the Trump Administration is also rolling back pro-worker policies and attacking workers' rights. Trump rescinded an executive order that set a \$15 per hour minimum for federal contractors. His Administration has suspended enforcement of a rule that curbed miners' exposure to the toxic dust that causes black lung. And he illegally stripped collective bargaining rights from over one million workers.

Trump's track record through this first 100 days makes clear he has no intention of supporting workers. That's why the Labor Caucus is fighting back against these attacks. Following the firing of NLRB Member Wilcox, we led every single House and Senate Democrat **to call for her immediate reinstatement.**

A message from Co-Chairs Representatives Debbie Dingell, Steven Horsford, Mark Pocan, and Donald Norcross:

Thankfully a federal court agreed with us, and the case is currently moving through the legal system. When Trump moved to illegally strip collective bargaining rights from federal workers, we again led every single House Democrat **in opposing this unprecedented assault on the labor movement.** Again, a federal court agreed with us, and the case is currently moving through the legal system.

Labor Caucus Members are also exposing and working to reverse Trump's cuts to programs that protect workers, including by leading Congressional efforts to save DOL's **Office of Federal Contract Compliance Programs** (OFCCP) and the **National Institute for Occupational Safety and Health** (NIOSH). Additionally, Labor Caucus members have introduced legislation to **restore collective bargaining rights for federal workers**, as well as to reverse Trump's firing of federal employees and to protect these workers going forward (**here**, **here**, **here**, and **here**).

Over the course of the first 100 days, the Trump Administration has made their anti-worker agenda clear. Labor Caucus members will continue to lead the charge in standing up for workers and opposing these unfair attacks. We are fighting back, and we won't let up.

Sincerely,



The Honorable Debbie Dingell



The Honorable Mark Pocan



The Honorable Steven Horsford



The Honorable Donald Norcross

HIGHLIGHTS

Over his first 100 days in office, Trump has engaged in an unprecedented assault on workers, including by:

- **Crippling key worker protection agencies that protect workers' rights and keep workers safe** on the job, such as the National Labor Relations Board, Federal Mediation and Conciliation Service, National Institute of Occupational Safety and Health, International Labor Affairs Bureau, Office of Federal Contract Compliance Programs, and more;
- **Rolling back pro-worker policies**, such as administrative actions that set a \$15 per hour minimum for federal contractors, curbed miners' exposure to the toxic dust that causes black lung, promoted labor standards on projects receiving federal funds, and more; and
- **Attacking federal workers that provide critical services**, including by illegally stripping over 1 million workers of their collective bargaining rights, firing thousands of probationary employees, and making it easier to replace qualified civil servants with unqualified political cronies.

TRUMP'S 100 DAYS OF ANTI-WORKER ACTIONS

Crippling key worker protection agencies

NLRB Board Member Gwynne Wilcox fired – on 01/27/2025

- **Description:** The NLRB is an independent agency that protects workers' rights to organize and collectively bargain. **Firing Member Wilcox** rendered the Board unable to issue new decisions, meaning that workers subjected to illegal union-busting will not be able to receive the justice they deserve.

EEOC Commissioners Burroughs & Samuels fired – on 01/29/2025

- **Description:** The Equal Employment Opportunity Commission (EEOC) is an independent agency that enforces federal civil rights laws prohibiting discrimination and harassment in the workplace. **Firing Commissioners Burroughs and Samuels** left the EEOC without a quorum, meaning the agency cannot hear any cases or issue decisions.

MSPB Member Cathy Harris fired – on 02/10/2025

- **Description:** The MSPB is an independent agency that protects the federal merits systems and the rights of employees in those systems. **Firing MSPB Member Harris** left the MSPB without a quorum, meaning the agency cannot hear cases or issue decisions.

FLRA Chair Susan Tsui Grundmann fired – on 02/11/2025

- **Description:** The FLRA is an independent agency that oversees labor relations between the federal agencies and its employees. Firing **FLRA Chair Grundmann** left the FLRA without a quorum, meaning the agency cannot hear cases or issue decisions.

MSHA Offices Targeted for Closure – on 03/04/2025

- **Description:** The Government Services Administration **announced** the potential closure of up to 34 Mine Safety and Health Administration (MSHA) offices in 19 states. MSHA prevents death, illness, and injury and promotes safe and health workplaces for U.S. miners.

TRUMP'S 100 DAYS OF ANTI-WORKER ACTIONS

Crippling key worker protection agencies

Labor Rights Agency FMCS Gutted – on 03/14/2025

- Description: Trump announced an **executive order** directing the Federal Mediation and Conciliation Service (FMCS) to be reduced to the minimum presence required by law. FMCS provides mediation, training, and facilitation to resolve labor-management disputes.

International Worker Rights Agency ILAB Grants Terminated – on 03/26/2025

- The International Labor Affairs Bureau (ILAB) **announced** the immediate termination of all of the agency's existing grant programs. ILAB enforces labor standards in U.S. free trade agreements and prevents a race to the bottom for American workers by supporting workers around the world.

Worker Safety Agency NIOSH Gutted – on 04/1/2025

- Around **873 staff** – representing nearly two-thirds of the total agency – are expected to be eliminated from the National Institute of Occupational Safety and Health (NIOSH) as part of broader cuts to the Department of Health and Human Services. NIOSH keeps workers safe on the job by conducting critical research to prevent work-related injury, illness, disability, and death.

Workplace Civil Rights Enforcement Agency OFCCP Gutted – on 04/16/2025

- The Department of Labor **initiated paid administrative leave for hundreds of employees** at the Office of Federal Contract Compliance Programs (OFCCP), with the goal of reducing the number of workers by approximately 90 percent. OFCCP monitors federal contractor's pay and hiring practices to monitor for discrimination, including against veterans and disabled workers.

TRUMP'S 100 DAYS OF ANTI-WORKER ACTIONS

Rolling back pro-worker policies

EO Preventing Workers from Displacement Rescinded – on 01/24/2025

- **Description:** Trump rescinded an EO (EO 14055) that protected federal workers from job displacement by requiring contractors and subcontractors covered by federal service contracts to offer service employees covered under predecessor contracts the right of first refusal of employment in successor contracts.

NLRB General Counsel Jennifer Abruzzo fired – on 01/29/2025

- **Description:** The NLRB is an independent agency that protects workers' rights to organize and collectively bargain. Jennifer Abruzzo was a champion for workers during her time as General Counsel, where she banned mandatory captive audience meetings, secured the groundbreaking Cemex decision to require employers to come to the bargaining table, and aggressively prosecuted complaints against employers.

DOD Exempted From Project Labor Agreement EO – on 02/7/2025

- **Description:** The Department of Defense (DOD) issued a memo to immediately end the use of project labor agreements (PLAs) on all large-scale construction projects. President Biden signed an EO in 2022 to require the use of PLAs – which are used to establish the terms of employment for all workers on a project – on all federally funded projects over \$35 million.

GSA Large Scale Port of Entry Projects Exempted From Project Labor Agreement EO – on 02/12/2025

- **Description:** The U.S. General Services Administration issued a memo on February 12 to end the use of project labor agreements on large-scale land port of entry projects. President Biden signed an EO in 2022 to require the use of PLAs – which are used to establish the terms of employment for all workers on a project – on all federally funded projects over \$35 million.

TRUMP'S 100 DAYS OF ANTI-WORKER ACTIONS

Rolling back pro-worker policies

Increased Minimum Wage for Federal Contractors Rescinded – on 03/14/2025

- **Description:** Trump **rescinded** President Biden's executive order (**EO 14026**) to increase the minimum wage for federal contractors. Specifically, the EO increased the minimum wage for federal contractors to \$15 per hour and included updates going forward to keep pace with inflation.

Federal Interagency Working Group to Support Apprenticeship Disbanded – on 03/14/2025

- **Description:** Trump **overturned** President Biden's executive order (**EO 14119**) to promote the use of registered apprenticeship. The EO established a multi-agency working group to improve and expand access to registered apprenticeships, the gold standard for workforce development.

Good Jobs Executive Order Rescinded – on 03/14/2025

- **Description:** Trump **rescinded** President Biden's "Good Jobs" executive order (**EO 14126**) to promote strong labor standards on projects receiving federal funds. Specifically, the EO promoted union neutrality, project labor agreements, and registered apprenticeship on federal projects.

Silica Rule to Protect Coal Miners Stalled – on 04/8/2025

- **Description:** The Mine Safety and Health Administration **delayed** enforcement of its silica rule for coal and other mines until August 2025. The Biden administration finalized this rule in June 2024 to protect workers from exposure to silica – a chemical that has been linked to lung cancer, silicosis, and other diseases – and the rule was expected to prevent more than **1,000 deaths and 3,700 cases of silica-related illnesses**.

TRUMP'S 100 DAYS OF ANTI-WORKER ACTIONS

Attacking federal workers that provide critical services

Biden EO Protecting the Federal Workers Rescinded – on 01/20/2025

- **Description:** Trump rescinded Biden's EO (**EO 14003**) that protected Federal workers and supported their right to organize. Specifically, the EO stated that the Federal Government should serve as a model employer and that rebuilding the career Federal workforce and encouraging union organizing and collective bargaining are policies of the United States.

Collective Bargaining Agreements with Federal Workers Restricted – on 01/31/2025

- **Description:** The Trump Administration limited approval of collective bargaining agreements reached with federal workers. Specifically, the Administration invalidated collective bargaining agreements executed in the 30-days prior to the inauguration of a new president.

Federal Employee Collective Bargaining Provisions Declared Unlawful – on 02/3/2025

- **Description:** The Trump Administration declared that collective bargaining provisions allowing government employees to telework are invalid. Specifically, the Administration asserted that the availability of telework and the positions that are eligible for such flexibility are a "management right" and urged federal agencies to ignore collective bargaining agreements with such language.

Probationary Employees Fired Across the Federal Government– on 02/14/2025

- **Description:** The Trump Administration ordered 18 federal agencies to fire probationary employees. Probationary employees are recent hires to the Federal government who have served for fewer than 1-2 years, or those who have recently been promoted to new positions.

TRUMP'S 100 DAYS OF ANTI-WORKER ACTIONS

Attacking federal workers that provide critical services

Collective Bargaining Rights for TSA Workers Terminated – on 03/7/2025

- **Description:** DHS **announced** it would terminate collective bargaining rights for 45,000 Transportation Security Administration (TSA) officers. President Biden previously expanded collective bargaining rights for TSA workers, and in May 2024 TSA workers secured a 7-year collective bargaining agreement.

Collective Bargaining Rights for Federal Workers Terminated – on 03/27/2025

- **Description:** Trump issued an **EO** to illegally terminate collective bargaining rights for over 1 million federal employees. The Trump Administration has made clear that this action is not based on national security concerns, but instead as retaliation for labor unions defending their members' rights and to make it easier to fire federal employees.

Rule Proposed to Make it Easier to Fire Civil Servants – on 04/18/2025

- **Description:** The Trump Administration **proposed** a rule to reclassify tens of thousands of career civil servants as "at-will" employees (moving these workers to a "Schedule Career/Policy" classification, which was previously known as "Schedule F"). Reclassifying these employees will remove their civil service protections and make them easier to fire.

EO to More Easily Fire Probationary Federal Workers – on 04/24/2025

- **Description:** Trump **issued an EO** that would make it easier to fire federal workers who are in a probationary period. Rather than probationary employees automatically becoming tenured once their probationary period is over, they would be fired unless their agency submits the required paperwork 30 days in advance.