



Education | Healthcare | Public Services

How Project 2025 and MAGA Republicans would hurt public employees and workers' rights

Project 2025 calls for:ⁱ

- Ending public sector unions. (page 82).
- Replacing nonpartisan federal employees with President Trump loyalists by reinstating Schedule F, a Trump executive order reversed by President Biden, that eliminates civil service protections for thousands of federal government positions so that they can be fired and replaced with Trump loyalists (pages 62, 80, 271, 524, 535).
- Making it harder for workers to form unions in a variety of ways, including calling on Congress to ban card check and making it easier for unions to be decertified (page 603).
- Allowing states to waive National Labor Relations Act and Federal Labor Relations Act provisions and replace them (page 605).
- Directing the Department of Labor to investigate worker centers that help immigrant workers organize and achieve better working conditions (page 601).
- Enabling employers to negotiate over protected worker rights, like offering employees predictable work schedules in exchange for them giving up overtime pay (page 603).
- Directing the National Labor Relations Board to take enforcement action against union leaders for political advocacy (page 600).
- Repealing the Davis-Bacon Act, lowering construction wages on federally financed infrastructure projects (page 604).
- Reversing the NLRB's joint employer rule, making it difficult to hold large corporations accountable or organize employees in low-wage sectors, where large corporations have franchises (page 591).
- Making it easier for companies to misclassify employees as independent contractors (page 591).
- Making workplaces more dangerous by denying the Occupational Safety and Health Administration, the federal agency charged with enforcing workplace safety laws, any new funding or power, and exempting small businesses and businesses violating safety laws for the first time from OSHA fines (page 594).
- Undermining the NLRB's authority so it cannot effectively monitor union elections or prosecute employers who unlawfully fire employees for unionizing (pages 600-601).
- Weakening child labor laws, allowing children to work in "inherently dangerous jobs" (page 595).
- Weakening overtime pay laws by allowing employers to set the parameters and exempting employers in certain parts of the country like the Southeast (page 592).

ⁱ For more on Project 2025, see <https://democracyforward.org/the-peoples-guide-to-project-2025> and <https://whatisproject2025.net/project-2025-mandate-for-leadership-pdf>

The AFT is a union of professionals that champions fairness; democracy; economic opportunity; and high-quality public education, healthcare and public services for our students, their families and our communities. We are committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through the work our members do.

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