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I am writing to convey my strong and unequivocal opposition to the recent Executive Orders signed by President Trump on March 27, 2025, which removed numerous federal agencies, including the Department of Justice and its component, the Bureau of Prisons (BOP), from the coverage and protections of the Federal Service Labor-Management Relations Statute (FSLMRS). These actions, along with the March 14, 2025, Executive Order titled *Additional Rescissions of Harmful Executive Orders and Actions*, represent a profound and harmful shift in federal labor policy—one that will irreparably damage employee rights, weaken public safety institutions, and undermine decades of progress in federal labor-management relations.

Elimination of Collective Bargaining Rights

The exclusion of BOP from the protections of Chapter 71 of Title 5, U.S. Code, effectively terminates the legal recognition of the Union that represents thousands of correctional professionals nationwide. This action not only silences the voices of those who serve on the front lines of our nation's most dangerous federal institutions but also removes a critical mechanism for resolving workplace issues, ensuring employee protections, and promoting transparency and accountability.

Collective bargaining has served as the foundation of labor-management cooperation within the Bureau of Prisons. The Union has historically worked in good faith to negotiate policies that improve institutional safety, reduce operational disruptions, and address the complex challenges unique to correctional environments. The abrupt and unilateral termination of this statutory framework undermines these efforts and creates a climate of uncertainty and instability across federal correctional facilities.

Erosion of Due Process and Disciplinary Protections

The Executive Orders further instruct agencies to reinstate outdated and overly aggressive performance accountability procedures, including limiting Performance Improvement Periods (PIPs) to 30 days and encouraging removals under Chapter 75 of Title 5 without the opportunity for performance remediation. These measures significantly reduce due process protections for employees and create conditions in which federal law enforcement personnel may be disciplined or removed without adequate notice, support, or the opportunity to improve.

Within the Bureau of Prisons, where operational stress, high-risk assignments, and volatile environments are daily realities, such policy shifts will have a demoralizing and chilling effect. Employees who risk their safety every day to carry out the agency's mission deserve procedural fairness and stability—not policies that prioritize expediency over equity and reason.

Termination of Grievance and Arbitration Procedures

The elimination of collective bargaining also ends access to negotiated grievance and arbitration mechanisms—critical tools for addressing disciplinary actions, policy disputes, and violations of employee rights. The inability to challenge unjust or inconsistent actions will result in increased distrust, workplace tension, and a higher potential for litigation and workforce attrition.

Disruption of Labor-Management Communication Channels

The March 14 Executive Order directs agencies to abolish labor-management forums, joint councils, and pre-decisional involvement practices, which have served as essential platforms for early-stage policy collaboration and issue resolution. By dismantling these forums, the Administration is effectively eliminating the structured communication channels that have historically helped agencies avoid conflict, implement policy changes more effectively, and maintain workforce stability.

Removing these collaborative mechanisms will have immediate negative consequences, particularly in correctional settings where timely, informed decision-making is essential to security and staff safety. The loss of Union consultation on critical operational changes will only serve to increase the likelihood of missteps, confusion, and inefficiencies across the system.

Weakening of Union Functionality and Representation

Further directives requiring agencies to eliminate official time, withdraw access to agency resources, and terminate payroll deduction of union dues severely handicap the Union's ability to function, even in non-statutory representational roles. These measures are clearly designed to suppress labor advocacy and remove the institutional presence of labor organizations, regardless of the value and contributions they provide to employees and agency operations alike.

Negative Impacts on Employee Morale, Recruitment, and Retention

These Executive Orders will have an undeniable and harmful effect on the morale of BOP staff. At a time when correctional facilities are grappling with critical staffing shortages, rising inmate violence, and elevated stress levels among staff, removing institutional support and protections will further exacerbate these issues. Many dedicated professionals will be driven away from public service, and the Bureau will struggle to attract and retain qualified personnel under such unstable and unsupportive conditions.

A Call to Legislative Action

These Executive Orders do not promote accountability, efficiency, or national security. Instead, they dismantle a proven system of labor-management partnership that has strengthened the federal workforce for decades. They undermine employee rights, create unsafe and unstable working conditions, and weaken the overall mission effectiveness of critical agencies like the Bureau of Prisons.

I respectfully urge Members of Congress to take immediate legislative action to:

- Restore collective bargaining rights under the FSLMRS to all federal employees, including those within the Department of Justice and the Bureau of Prisons;
- Protect statutory grievance and arbitration procedures to ensure fairness and due process in the federal workplace;
- Reinstate labor-management forums and collaborative governance mechanisms that improve agency performance and employee engagement;
- Prevent the further erosion of union access to official time, agency resources, and representational funding.

Our federal correctional professionals deserve more than this—more respect, security, and a greater voice in their institutions' operations. Their service is critical to public safety, and the policies enacted by these Executive Orders serve only to weaken the very systems that support and protect them.

Thank you for your time and attention to this matter. I am available for further discussion and welcome the opportunity to advocate for the men and women who dedicate their lives to the safe and lawful operation of our federal prison system.

Respectfully,

Brandy Moore White



National President

National Council of Prison Locals 33



"Protecting those that protect America."