

119TH CONGRESS
1ST SESSION

S. 1006

To prohibit Federal employees from organizing, joining, or participating in labor unions for purposes of collective bargaining or representation, and for other purposes.

IN THE SENATE OF THE UNITED STATES

MARCH 12, 2025

Mrs. BLACKBURN (for herself and Mr. LEE) introduced the following bill; which was read twice and referred to the Committee on Homeland Security and Governmental Affairs

A BILL

To prohibit Federal employees from organizing, joining, or participating in labor unions for purposes of collective bargaining or representation, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Federal Workforce
5 Freedom Act”.

6 **SEC. 2. DEFINITIONS.**

7 In this Act:

8 (1) COLLECTIVE BARGAINING AGREEMENT.—

9 The term “collective bargaining agreement” means

1 any written or oral agreement, memorandum of un-
2 derstanding, or contract between a Federal agency
3 and a labor union that establishes terms or condi-
4 tions of employment for Federal employees.

5 (2) FEDERAL AGENCY.—The term “Federal
6 agency” has the meaning given the term “agency”
7 in section 551 of title 5, United States Code.

8 (3) FEDERAL EMPLOYEE.—The term “Federal
9 employee” means an individual employed in or under
10 a Federal agency.

11 (4) LABOR UNION.—The term “labor union”
12 means any organization, association, agency, or Fed-
13 eral employee representation group that exists for
14 the purpose, in whole or in part, of representing
15 Federal employees in matters concerning grievances,
16 labor disputes, wages, hours, benefits, or other terms
17 and conditions of Federal employment.

18 **SEC. 3. PROHIBITIONS.**

19 (a) FEDERAL EMPLOYEES.—No Federal employee
20 may organize, join, or participate in a labor union for pur-
21 poses of collective bargaining or representation.

22 (b) FEDERAL AGENCIES.—No Federal agency may
23 recognize or engage in collective bargaining negotiations
24 with a labor union.

1 **SEC. 4. TERMINATION OF COLLECTIVE BARGAINING**
2 **AGREEMENTS.**

3 (a) IN GENERAL.—Any collective bargaining agree-
4 ment entered into before, on, or after the date of enact-
5 ment of this Act is terminated.

6 (b) PENDING PROCEEDINGS.—Any arbitration, dis-
7 pute resolution, or grievance proceeding filed before, on,
8 or after the date of enactment of this Act that is based
9 on an agreement described in subsection (a) shall be dis-
10 missed.

11 **SEC. 5. TECHNICAL AND CONFORMING AMENDMENTS.**

12 Chapter 71 of title 5, United States Code, is repealed.

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