

Project 2025 Impact on Labor & Employee Rights:

1. *Abolishment of Public Sector Unions:* Project 2025 aims to eliminate public sector unions (p. 82). This would drastically reduce the collective bargaining power of public employees. (This also drastically decreases union density in every state weakening labor's influence on policy makers and politicians.)
2. *Allow Misclassification of Workers:* Enabling misclassification of employees as independent contractors—eliminating their labor protections (p. 591). Project 2025 proposes reclassifying employees as independent contractors, stripping them of labor protections. This could lead to widespread misclassification, reducing the number of workers eligible for union membership and labor rights.
3. *Abolish Merit Staffing Protections:* Eliminating merit staffing protections for state employees (p. 605)
Eliminate Card Check Union Recognition: Project 2025 would discard “card check” as a means for employees to recognize a union as their bargaining representative, mandating secret ballot elections in all cases (p. 603).
4. *Eliminate Contract Bar:* Project 2025 would eliminate the “contract bar rule,” which prohibits decertification petitions for the first year of a union's recognition or any collective bargaining agreement and would permit employees to file decertification petitions at any time.
5. *Decertification and Right-to-Work Legislation:* The project supports the automatic decertification of unions and the expansion of right-to-work laws, which could severely weaken union membership (p. 599).
6. *Repeal of Prevailing Wage Laws:* The project seeks to repeal all prevailing wage laws, which ensure that workers on federal projects are paid at least the local standard wage (p. 604).
7. *Impose a tax on any workplace benefits:* Project 2025 proposes imposing a tax on any workplace benefits worth more than \$12,000 per year, incentivizing employers to cut back on health insurance, retirement, and other benefits (p. 697).
8. *Eliminating project labor agreements on federal projects:* Project 2025 proposes ending all requirements for project labor agreements (PLAs) on federal construction projects (p. 604).
Change the Standards for Contract Negotiations: It would require that collective bargaining agreement negotiations treat federal employment laws and regulations as a default standard for all union contracts, from which both sides can then freely offer concessions to negotiate.
9. *Weakening of NLRB:* The project outlines strategies to reduce the enforcement capacity of the National Labor Relations Board (NLRB), making it harder for workers to unionize and protect their rights (p. 80).

10. *Encourage Use of 10(j) Injunctions*: It would encourage the NLRB to use its injunctive powers more frequently and liberally in retaliation cases.
11. *Allow for Employee Involvement Organizations (create fake unions)*: It would amend the NLRA to permit employees to form worker/management cooperative organizations to facilitate voluntary cooperation on critical issues like working conditions, benefits, and productivity. (p. 599)
12. *Ending broadband policies* that include the first-ever labor rights protections on federal broadband funding to create good union jobs (p. 855).
13. *Terminating Worker Pension Plans*: Encourages termination of struggling pension plans (p. 643)
14. *Rescinding Overtime Pay Guarantees*: Project 2025 would allow employers to define the work week over a period as long as four weeks. This change would enable employers to limit overtime pay to four-week periods in which non-exempt employees work more than 160 hours, instead of a one-week period in which they work more than 40 hours. Under this change, if a non-exempt employee works 60 hours in week one, 50 hours in week two, 50 hours in week three, and zero hours in week four, the employee would not be eligible for overtime pay for that entire four-week period. The impact would hit approximately 4.3 million workers. (Page 587 and 592).
15. *Remote Work*: It would limit overtime pay for non-exempt employees working remotely to those who work more than 40 hours in a week and 10 hours in a specific workday. It would also exclude from the regular rate of pay time spent setting up a home office and would further exclude home offices from OSHA regulations.
16. *Comp Time*: It would permit non-exempt employees who work more than 40 hours in a work week to choose between receiving overtime pay or accumulating paid time off (i.e., comp time).
17. *Eliminate Persuader Rule*: It would eliminate the Persuader Rule, which currently requires that employers, lawyers, and consultants file disclosure forms with the federal government about their advice surrounding union activity.
18. *Amend “Protected Concerted Activity” Definition*: It would amend the definition of “protected concerted activity” to allow employers to draft workplace rules that regulate the conduct of all employees, instead of prohibiting garden-variety, facially neutral conduct rules.
19. *Child Labor*: The plan addresses labor shortages by eliminating rules that prevent teenagers from working in “inherently dangerous jobs.” Allowing teenage workers access to work in dangerous occupations, including mines and meatpacking plants (p. 595)

20. *General Civil Rights Protections*: Project 2025 would cut various civil rights protections, including those related to diversity, equity, and inclusion programs.
21. *LGBTQ+ Rights*: It would roll back protections for LGBTQ+ individuals, including eliminating terms like “sexual orientation” and “gender identity” from federal anti-discrimination laws, except for hiring and firing decisions.
22. *Pregnancy Discrimination*: It would remove from the Pregnant Workers Fairness Act any abortion-related protections.
23. *Religious Exemptions*: It would implement broad religious exemptions that would allow employers with conservative and religious viewpoints to bypass general nondiscrimination laws. If applied broadly, these exceptions would allow these employers to discriminate based on gender, sexual orientation, and other protected characteristics under the guise of religious beliefs.
24. *Data Collection*: It would ban the collection of racial and other demographic data via the EEO-1 form.
25. *Disparate Impact Discrimination*: It would make disparate impact discrimination legal, limiting the scope of our workplace discrimination laws to intentional discrimination only and making it easier for employers to discriminate based on a worker’s race, gender, gender identity, and sexual orientation (p. 583 and p. 584)
26. *Affirmative Action*: It would eliminate the OFCCP and end affirmative action for federal contractors and subcontractors.
27. *Raising Costs*: The plan calls for privatizing Medicare which would result in higher costs for prescription drugs. (Page 465)
28. *Disallowing Medicare’s Influence on Drug Prices*: Eliminating provisions allowing Medicare to negotiate lower prescription drug prices (p. 465).
29. *Removing Protections for Displaced Workers*: Worker’s Cutting Trade Adjustment Assistance, a program available to workers whose jobs are shipped overseas (p. 806).
30. *Give the Wealthy Unfair Advantage*: Repealing all tax increases on the super-wealthy that were passed as part of the Inflation Reduction Act, including the stock buyback excise tax (p. 696).
31. *Allow Small Businesses to Violate OSHA*: Exempting small business, first-time, non-willful violators from fines issued by OSHA, even potentially in egregious cases of employer malpractice (p. 594).
32. *Remove Consumer Protections*: Eliminating the Consumer Financial Protection Bureau (CFPB) (p. 839).