



# Member Update

## Update on the Executive Order for the Workforce Optimization Initiative

*Attention NATCA Facility Representatives:*

*This message is being distributed to you ahead of the release to all members later today at approximately 3 p.m., EST.*

NATCA Family,

On Tuesday, President Trump signed a new executive order (EO), [“Implementing the President’s “Department of Government Efficiency” Workforce Optimization Initiative.”](#) This EO requires the Director of the Office of Management and Budget (OMB) and agency heads to undertake a series of actions to reduce the federal workforce.

The EO requires that agency heads “promptly undertake preparations to initiate large-scale reductions in force (RIFs), consistent with applicable law.” It requires RIF plans to prioritize offices performing functions not mandated by statute or law; all agency operations that the Administration suspends or closes; and all components or employees performing functions not mandated by statute or other law that are not typically “designated as essential during a lapse in appropriations.” The EO specifically exempts from this requirement “functions related to public safety.”

The EO further requires that agency heads submit to OMB a report identifying any “statutorily required entities” within the agency along with a discussion of whether the agency or any of its subcomponents should be eliminated or consolidated. It also incorporates restrictions on hiring, including requiring agencies to hire no more than one employee for every four that depart, except for functions related to public safety, among other things, and requires OPM rulemaking to revise its regulations to include additional suitability criteria. Although the FAA is exempt from many OPM regulations, the suitability, security, and conduct regulations apply.

The EO empowers a Department of Government Efficiency (DOGE) Team Lead to participate in the implementation of this EO along with the Head of the Agency. The United States DOGE Service Administrator must submit a report

to the President regarding the implementation of this EO within 240 days.

Notably, the EO allows agency heads to exempt “any position they deem necessary to meet national security, homeland security, or public safety responsibilities” from the EO’s requirements. It is NATCA’s position that the vast majority of NATCA’s bargaining unit employees (BUEs) fall into the “public safety” category and should be exempted from the EO on those grounds.

We understand that a potential RIF is alarming to you and your family, and we too are extremely concerned about the actions set forth in this EO. We will enforce the relevant provisions of our collective bargaining agreements to ensure our BUEs are treated fairly and in accordance with their terms.

We will be in close contact with the FAA about this EO and all other presidential actions and will provide you with more information as we have it.

In Solidarity,

NATCA National Executive Board

---

[Visit our Website](#)



NATCA | 1325 Massachusetts Ave NW | Washington, DC 20005 US

[Unsubscribe](#) | [Update Profile](#) | [Constant Contact Data Notice](#)