



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

MEMORANDUM

TO: Heads and Acting Heads of Departments and Agencies
FROM: Charles Ezell, Acting Director, U.S. Office of Personnel Management
DATE: March 27, 2025
RE: Guidance on Revocation of Executive Order 14119

On March 14, 2025, President Trump signed an Executive Order entitled “*Additional Recissions of Harmful Executive Orders and Actions*” (“*Additional Recissions*”). *Additional Recissions* revoked Executive Order 14119 of March 6, 2024, “*Scaling and Expanding the Use of Registered Apprenticeships in Industries and the Federal Government and Promoting Labor-Management Forums*” (“*Registered Apprenticeships*”).

Among its various provisions, *Registered Apprenticeships* required agencies to reestablish or use existing means to create joint labor-management committees or councils; expand the use of taxpayer resources to include employees and union officials in pre-decisional involvement regarding all workplace matters; and required agencies to develop in consultation with their labor unions written implementation plans to carry-out *Registered Apprenticeships* activities. OPM subsequently published on March 13, 2024, the Memorandum entitled, “*Guidance on Implementation of Labor-Management Forums: Executive Order on Scaling and Expanding the Use of Registered Apprenticeships in Industries and the Federal Government and Promoting Labor-Management Forums*” (“*Labor-Management Forum Guidance*”).¹ OPM also published guidance on May 18, 2021, entitled “*Guidance on Labor-Management Relations in the Executive Branch*” (“*Guidance on LMR Relations*”), prior to *Registered Apprenticeships*, that encouraged labor-management forums, committees, and councils, or pre-decisional involvement.²

With the signing of *Additional Recissions*, President Trump is returning the Executive Branch to the policies of his first Administration on ending the use of labor-management committees or councils and eliminating wasteful spending on pre-decisional involvement³.

Agencies should take steps to abolish existing forums, committees, and councils, whether established agency-wide or at a subordinate organizational level. This includes rescinding any regulations, rules, policies, or guidelines establishing, promoting, or requiring the utilization of forums, committees, and councils. Agencies should also cease the use of pre-decisional

¹ <https://www.chcoc.gov/content/guidance-implementation-labor-management-forums-executive-order-scaling-and-expanding-use>

² <https://www.chcoc.gov/content/guidance-labor-management-relations-executive-branch>

³ See Executive Order 13812 of September 29, 2017, "Revocation of Executive Order Creating Labor-Management Forums" ("Revocation Order"), which prevented federal agencies from wasting taxpayer resources on establishing labor-management forums. Registered Apprenticeships revoked Executive Order 13812.

involvement of labor unions and employees in agency matters. Where the establishment or use of labor-management forums, committees, and councils, or use of pre-decisional involvement are incorporated into the terms of any collective bargaining agreement (CBA), agencies should seek to renegotiate those terms at the earliest practicable juncture consistent with the policies of this Administration.⁴ Additionally, OPM is rescinding *Labor-Management Forum Guidance* and *Guidance on LMR Relations* effective immediately.

In implementing *Additional Recissions*, agencies should ensure all actions comply with law, rule, regulations, and applicable CBAs.

By **April 30, 2025**, agencies are required to report to OPM at awr@opm.gov steps taken to comply with *Additional Recissions*, including identifying:

1. all CBAs and agency policies that establish or require the use of labor-management forums, committees, and councils, or require the use of pre-decisional involvement of labor unions and employees in agency matters;
2. a projected timeline when it expects to abolish labor-management forums, committees, and councils, and discontinue pre-decisional involvement of labor unions and employees in agency matters; and,
3. all steps taken to-date to come into compliance with *Additional Recissions*.

Agencies should expect to receive requests for updated information.

Agency headquarters-level human resources offices may contact OPM's Accountability and Workforce Relations office at awr@opm.gov or (202) 606-2930. Other agency employees should contact their agency human resources offices for assistance.

cc: Chief Human Capital Officers (CHCOs), Deputy CHCOs, Human Resources Directors, and Chiefs of Staff.

⁴ Agencies should consider steps taken by this Administration to effectively and efficiently streamline government operations and avoid expending taxpayer resources that pursue functions not established by law.