

## ISSUE BRIEF: PROJECT 2025

### What is Project 2025?

Project 2025 is an almost 1,000 page policy takeover crafted by wealthy billionaire donors and former Trump Administration officials that threatens Americans' rights and freedoms by granting more control to dangerous right wing anti-worker extremist politicians, judges, and corporations over the lives of working families.

This is a real plan put together to undermine the quality of life of millions of Americans, remove critical protections and dismantle programs for communities across the nation, and prioritize special interests and ideological extremism over people should Donald Trump be elected in November.

### Who is supporting Project 2025?

Former Trump officials are central to the plan. At least six former Trump Cabinet secretaries, as well as his former White House Office of Management and Budget Director, his former press secretary, and his former speechwriter, along with many others, are all authors or advisors on the plan.<sup>1</sup> The Heritage Foundation, the Koch Brothers, American Legislative Exchange Council (ALEC) and many others are all funders of the \$22 million dollar project.

ALEC has pushed model legislation for states to use that prohibit paycheck deductions for dues, introduce automatic decertification, and legalize so-called right to work and union busting among other anti-labor measures.<sup>2</sup> The Heritage Foundation has called for cuts to social security<sup>3</sup>, increasing the retirement age<sup>4</sup> and fought to rollback voting rights for Americans across the country.<sup>5</sup>

### Impact on Ability to Organize and Labor Rights:

Project 2025 makes it harder for members to secure better contracts and stacks the deck in favor of wealthy CEOs and corporations by:

- Enabling misclassification of employees as independent contractors—eliminating their labor protections altogether (p. 591)
- Allowing management-run fake unions like the one T-Mobile set up when workers there were organizing to form a union with CWA (p. 599)
- Banning majority sign-up as a way for workers to form unions (p. 603)
- Repealing all prevailing wage laws (p. 604)
- Rescinding guarantees for mandatory overtime pay when working over 40 hours in a week (p. 592)
- Eliminating merit staffing protections for state employees (p. 605)
- Abolishing public sector unions (p. 82) and removing civil service protections for tens of thousands of federal employees, so that Trump can replace them with ideological allies willing to carry out his personal agenda (p. 80)

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<sup>1</sup> <https://www.newsnationnow.com/politics/2024-election/project-2025-ties-trump-campaign/>

<sup>2</sup> <https://inthesetimes.com/article/alec-american-legislative-exchange-council-labor-unions-politics>

<sup>3</sup> <https://www.mediamatters.org/heritage-foundation/project-2025-leader-heritage-foundation-calls-social-security-cuts>

<sup>4</sup> <https://www.heritage.org/social-security/commentary/should-the-social-security-retirement-age-be-raised-yes>

<sup>5</sup> <https://www.motherjones.com/politics/2021/05/heritage-foundation-dark-money-voter-suppression-laws/>

- Ending broadband policies that include the first ever labor rights protections on federal broadband funding to create good union jobs (p. 855)

Other threats to workers:

Not only are labor rights under attack, Project 2025 would undermine our economy, reverse decades of progress for civil rights, create unsafe workspaces, and make it harder for working families to make ends meet by:

- Eliminating provisions allowing Medicare to negotiate lower prescription drug prices (p. 465)
- Cutting Trade Adjustment Assistance, a program available to workers whose jobs are shipped overseas (p. 806)
- Encourages termination of struggling pension plans (p. 643)
- Allowing teenage workers access to work in dangerous occupations, including mines and meatpacking plants (p. 595)
- Making it easier for employers to discriminate based on a worker's race, gender, gender identity and sexual orientation (p. 583 and p. 584)
- 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)
- Exempting small business, first-time, non-willful violators from fines issued by OSHA, even potentially in egregious cases of employer malpractice (p. 594)
- Eliminating the Consumer Financial Protection Bureau (CFPB) (p. 839)
- Making it easier for airlines based in tax havens or countries without labor protections to secure licenses to operate in the U.S. market (p. 631)