



AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO

Eric Bunn Sr.
National Secretary-Treasurer

Dr. Everett B. Kelley
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September 22, 2026

Secretary Pete Hegseth
U.S. Department of Defense
1000 Defense Pentagon
Washington, DC 20301-1000

RE: Purported “terminations” and “re-terminations” of collective bargaining agreements pursuant to August 24, 2026 Memorandum

Secretary Hegseth:

I write on behalf of the American Federation of Government Employees (AFGE) and its independent affiliated councils and local unions throughout the United States and abroad.

AFGE and many of its independent affiliated councils and local unions recently received communications from agencies within the Department of Defense purporting to terminate or “re-terminate” their collective bargaining agreements with AFGE-affiliated entities. The communications state that they were issued pursuant to your August 24, 2026, directive entitled *Rescission and Replacement of Secretary of War Memorandum, “Termination of Certain Collective Bargaining Agreements in Accordance with Executive Order 14251, ‘Exclusions from Federal Labor-Management Relations Programs,’ April 9, 2026.*

Please be advised that AFGE does not concur in any of these actions. The directive to terminate or re-terminate collective bargaining agreements is unlawful, is already being challenged in court, and will ultimately be overturned.

AFGE demands that the Department of Defense immediately suspend the purported termination and re-termination of collective bargaining agreements. These agreements stabilize the employment relationship for hundreds of thousands of Department of Defense employees and provide vital protections to employees and fairness in resolving employment disputes. Beyond being unlawful, these terminations and re-terminations disrespectfully strip rights from hundreds of thousands of hardworking Americans, many of whom are veterans, military spouses, and reservists.

Thank you for your attention to this matter.

Sincerely,


Everett B. Kelley
National President

