

National Labor Relations Board (NLRB)

Timeline of Attacks

- **February 20, 2025:** DOGE [listed](#) a lease cancellation for an NLRB office in Buffalo, New York on its “Wall of Receipts.” The General Services Administration (GSA) later [said](#) the lease was not being cancelled. DOGE went on to [list](#) cancellations in Puerto Rico, Los Angeles, Kansas, and Alabama and told GSA to “close virtually all NLRB buildings with leases that could be immediately terminated without incurring a penalty,” according to [Politico](#).
- **March 3, 2025:** DOGE agents [arrived](#) at the NLRB and [attempted](#) to access the agency’s internal systems.
- **April 15, 2025:** A whistleblower [accused](#) DOGE agents of taking and exporting data from the agency, including potentially sensitive information. The agents were also accused of taking steps to cover their digital footprint and delete records of their access.
- **April 16, 2025:** NLRB Director of Administration Lasharn Hamilton [told](#) staff that DOGE would have agents stationed at the agency for “several months.”
- **April 21, 2025:** [Bloomberg reported](#) that the DOGE agents at the NLRB had been a part of DOGE efforts to dismantle the US Institute of Peace, the US African Development Foundation, and the National Endowment for the Humanities.
- **April 29, 2025:** The Office of Management and Budget told the NLRB it had not laid off enough employees, [telling](#) the agency that it “cannot fully exempt itself from further staff reductions.”
- **June 17, 2025:** The GSA [informed](#) the NLRB that it would not be pursuing the lease cancellations previously announced by DOGE.

Impacts on Capacity

While the NLRB avoided the DOGE-directed employee terminations and office closures that afflicted other agencies, the labor board still experienced significant employee losses. Over 150 employees [left](#) the agency over the first year of the administration, representing a 10% decrease. According to *Bloomberg Law*, the agency [lost](#) six attorneys responding to lawsuits challenging the Board’s constitutionality, and 13 of 25 regional offices have vacancies in senior positions.

This brain drain compounded long-standing capacity issues at the agency, where inflation-adjusted funding has significantly [decreased since](#) 2014. In 2026, the agency was [appropriated](#) \$294 million, nine million above its own request. This pales in comparison to the 2014 budget, which would be \$376 million in today’s dollars. Furthermore, the Board [budgeted](#) for just 1,152 full-time equivalents, over 500 [fewer](#) than in 2014. According to a *Bloomberg Law* [analysis](#), the agency is understaffed by 23% for the current caseload, with some offices at less than 70% of the needed staff.

Material Harms

Due to the now worsened capacity crisis, the agency has a significant caseload backlog without the personnel to alleviate the issue. This means fewer and slower investigations, slower processing of union petitions and elections, and slower adjudication of unfair labor practices (ULP). Now, the backlog, which [stood](#) at 500 cases in October 2025, will likely grow.

Rather than address these issues by increasing its capacity, Trump's NLRB is simply changing the rules to prevent more cases from reaching their desks. In December, then-acting General Counsel William Cowen issued a [memorandum](#) enacting stricter procedures for having the NLRB review a ULP. Under the new guidelines, ULP charges will be considered pending for 14 days. In that period, filers must present the NLRB with:

- "A chronological outline or timeline of the relevant sequence of events and exchanges (verbal and in person communications) related to the charge allegations. Include the names and titles of any involved Union and/or Employer representatives;
- Relevant documentation related to the allegations in the charge as well as supporting communications and documents such as letters, e-mails, text messages, phone records, etc.; and
- A list of the witnesses you intend to present, their contact information (e-mail and phone) and a brief summary of each witness's testimony."

This presents an enormous burden for employees trying to document and prevent employer abuses. Failing to meet these requirements "may result in dismissal of the charge for lack of cooperation." Even if the filer is able to comply with the Board's new guidelines, their charges may not receive timely attention: ULPs will not be assigned to an investigator "until there is a Board Agent who has sufficient capacity to allow them to timely investigate the charge." Given the self-induced capacity constraints, the potential for delay is immense. In the meantime, employees can be subjected to retaliation, threats, and other ULPs with virtual impunity.

Notable Names

Ousted Leadership

- **Jennifer Abruzzo:** Former NLRB General Counsel terminated by Trump.
- **Gwynne Wilcox:** Former NLRB Board member terminated by Trump.

DOGE Agents

- **Nate Cavanaugh**
- **Justin Fox**