

119TH CONGRESS
1ST SESSION

S. 3174

To amend title 38, United States Code, to affirm a collective bargaining agreement, and to nullify certain Executive orders that relate to, collective bargaining by employees of the Department of Veterans Affairs, and for other purposes.

IN THE SENATE OF THE UNITED STATES

NOVEMBER 10, 2025

Mr. BLUMENTHAL (for himself, Ms. MURKOWSKI, and Mr. SCHUMER) introduced the following bill; which was read twice and referred to the Committee on Veterans' Affairs

A BILL

To amend title 38, United States Code, to affirm a collective bargaining agreement, and to nullify certain Executive orders that relate to, collective bargaining by employees of the Department of Veterans Affairs, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Veterans Affairs Care
5 and Benefits Accountability Act of 2025” or the “VA CBA
6 Act of 2025”.

1 **SEC. 2. AFFIRMATION OF A COLLECTIVE BARGAINING**
2 **AGREEMENT REGARDING THE DEPARTMENT**
3 **OF VETERANS AFFAIRS.**

4 Any collective bargaining agreement in effect on
5 March 26, 2025, between the Department of Veterans Af-
6 fairs and any labor organization that was an exclusive rep-
7 resentative of Federal employees, shall have full force and
8 effect through the stated term of such collective bar-
9 gaining agreement.

10 **SEC. 3. NULLIFICATION OF EXECUTIVE ORDERS RELATING**
11 **TO EXCLUSIONS FROM FEDERAL LABOR-MAN-**
12 **AGEMENT RELATIONS PROGRAMS.**

13 Executive Order 14251 (90 Fed. Reg. 14553; relat-
14 ing to exclusions from Federal labor-management rela-
15 tions programs) and Executive Order 14343 (90 Fed.
16 Reg. 42683; relating to further exclusions from the Fed-
17 eral labor-management relations program) shall have no
18 force or effect, and no Federal funds may be obligated
19 or expended to carry out either such Executive order with
20 regards to the Department of Veterans Affairs.

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