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Project 2025: What's At Stake for Working People

What is Project 2025? It's a wish list of right-wing policies, reflecting an extreme Christian nationalist ideology, written by the Heritage Foundation and more than 100 other conservative groups as a blueprint for a potential conservative administration. It is an explicit effort to further empower the presidency, embed ideologues in nonpartisan civil service, and enable the executive branch to unravel the civil rights movement's gains over the last seven decades.

The full agenda, which is more than 900 pages long, would completely reshape our federal government in order to benefit white nationalists, the rich and powerful, and religiously motivated bigots. Here is how the civil rights of working people would be harmed by this radical proposal:

- **Weaponizing Civil Rights Laws:** Project 2025 would twist civil rights laws and agencies to attack efforts to improve diversity, equity, inclusion, and accessibility (DEIA) in the workplace. It would even prosecute private employers that support DEIA in their workplaces.
- **Gutting Overtime Protections:** Project 2025 would roll back groundbreaking overtime rules that were put in place earlier this year, resulting in loss of overtime protections for millions of newly eligible workers.
- **Undermining Workplace Safety:** Project 2025 would roll back federal rules that keep workers safe and healthy on the job. This specifically includes making it easier for employers to hire children for "inherently dangerous jobs."
- **Busting Unions:** Project 2025 would make it difficult or even impossible for many workers to engage in collective action and organizing. It calls for allowing employers to get rid of a union in the middle of a contract, and it calls for making it easier to deter unions from forming and retaliating against employees who try to organize their colleagues. It says employers should no longer be allowed to voluntarily recognize unions. It even calls for banning public sector unions altogether.
- **Making it Harder to Root Out Discrimination:** Project 2025 would stop the U.S. Equal Employment Opportunity Commission (EEOC) from collecting important data related to employee race and ethnicity, making it impossible to detect and stop many patterns of discrimination.

- **Weakening the Minimum Wage:** Project 2025 calls for Congress to allow states to get waivers of the Fair Labor Standards Act, which governs the minimum wage among other protections. It would also allow employers in federally funded projects to pay less than the prevailing wages in the region.
- **Politicizing the Government at Every Level:** Project 2025 supports drastic changes, known as “Schedule F” reforms, that would force tens of thousands of civil servants — including in agencies that protect civil rights — to serve the president’s political aims instead of serving the public interest.