



*The*  
**CAROLINA CONTRACT**

**END THE CUTS, INVEST IN US**

# LETTER FROM NIDA

**IMMEDIATELY UPON TAKING OFFICE IN EARLY 2025**, Donald Trump wreaked havoc on our community. In partnership with billionaire oligarch Elon Musk, Trump and “DOGE” gutted the US Agency for International Development (USAID), went after global health programs, slashed federal funding grants, and [illegally](#) fired countless federal workers.

Few places felt the impact as intensely as we did in NC-04.

As of April, the Trump Cuts cancelled [186 federal grants](#) in our district, the most of any across the country, costing us over \$1 billion. The consequences were immediate. After losing a significant portion of its funding, FHI 360, a research nonprofit in Durham, had to lay off around [one-fourth of its staff](#). NC-04 research leaders Duke and the University of North Carolina faced close to a combined \$200 million in frozen or cancelled funds, and Durham Mayor Leonardo Williams [added that](#) he has never seen so many middle-class North Carolinians apply for unemployment insurance.

As a result of these reckless funding cuts and the Trump administration’s purging of federal workers, a significant number of our neighbors have lost their jobs and health insurance. The Trump Cuts forced research institutes and non-profits integral to our nation’s development into turmoil. North Carolina received more USAID funding than 46 states, but now faces serious long-term consequences as talented professionals may be forced to seek employment elsewhere.

In this unique moment in our country’s history, special interests and billionaires are consolidating power in order to squeeze the working class.

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**“North Carolina deserves leaders that will treat this moment with the urgency it requires. It is past time to fight back against the Trump Cuts and invest in us, the American people.”**

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Unfortunately, our current leaders proved they are unprepared to meet the moment. Strongly worded letters and sympathy are not sufficient. Detailed below is a comprehensive policy platform that I will fight for as your Representative to make impacted workers whole and safeguard our future. In creating this plan, I consulted with federal policy experts and heard testimony from impacted North Carolinians. Our district deserves a leader willing to work for their constituents and so the proposals put forward reflect input from a wide range of informed voices. This is my Contract with North Carolina.

— Nida Allam

# Executive Summary

Federal leadership must be aggressive in supporting the workforce already suffering from these cuts, while also thinking about the long-term stability of our federal funding apparatus. Nida's plan is three-fold: protect, promote, and preserve.

- 1. Protect: Supporting Our Impacted Workforce.** In Congress, Nida will take aggressive action to help the people and institutions targeted by the Trump Cuts. Congress should ensure fired workers receive backpay and damage compensation while simultaneously strengthening their workplace protections and benefits.
- 2. Promote: Re-Investing in Federal Funding.** DOGE's activity caused serious harm to non-profits and government agencies conducting important research and life-saving work. Part of fighting back against Trump's onslaught is immediately restoring cancelled federal funding at a higher level to make up for the gaps in investment.
- 3. Preserve: Plans to Safeguard Our Future.** Not only must we remedy the current round of cuts, but leaders must also think proactively about how to prevent similar kinds of targeting in the future. A number of legislative options already exist to protect federal workers and improve their conditions.

## 1. Protect: Supporting Our Impacted Workforce

In Congress, **Nida will immediately work to support the workers in the district. On day one, she will co-sign legislation introduced by Rep. LaMonica McIver and Rep. Rashida Tlaib to reinstate federal workers unjustly fired by the Trump administration** and ensure they receive backpay for the time they spent away from work. The [MERIT Act](#) has 66 co-sponsors and is endorsed by six major unions. McIver and Tlaib's legislation will ensure fired federal employees are appropriately classified as "involuntarily separated without cause." But Nida will not stop there: fired workers suffered when they were illegally and suddenly fired. They should be compensated for those damages, in addition to recouping backpay they are justly owed. For that reason, Nida supports [lawsuits](#) against the Trump administration and will work to codify protections for damages into law. In France, unjust dismissals can trigger [special financial remedies](#). We should use this legislation as a model in the United States to ensure that workers are protected if these dangerous firing sprees ever happen again.

Nida also recognizes that workers are suffering right now and cannot just wait for reinstatement. Many lost their employment suddenly, and as a result, are living without health insurance. For that reason, Nida supports Medicare for All and other efforts to ensure insurance is no longer tied to employment. As a Representative, she will lead the fight for universal health coverage.

Medicare for All is not just the right thing to do, it is popular. Democrats [support](#) Medicare for All at an over 90% rate and two-thirds of voters believe the government is insufficiently helping with health care costs. The legislation eliminates health insurance premiums and co-pays, extends insurance to the 85 million Americans who are uninsured or underinsured, and estimates suggest it would generate \$650 billion annually in health care savings. In one of the wealthiest countries in the history of the world, it is unacceptable that billionaire oligarchs can force our neighbors in NC-04 to lose their insurance while pharmaceutical companies make record profits.

**“ It is for that reason that Nida supports Medicare for All, and other efforts to ensure insurance is no longer tied to employment.”**

## 1. Protect: Supporting Our Impacted Workforce (continued)

Making future layoffs more difficult should also be a top priority for lawmakers. As such, Nida supports the expansion of federal workplace protections. Unions are critical for protecting workers and empowering them as a collective. That is why Nida is strongly in favor of expanding the [Federal Unionists Network](#) and encourages the unionization of federal workplaces as well as collective bargaining. In December, Congressmen Brian Fitzpatrick and Jared Golden's bipartisan legislation titled the Protect America's Workforce Act passed the House. Congressional leaders should be rallying support behind this legislation, which would repeal one of Trump's most damaging executive orders and restore collective bargaining rights for unionized federal employees.

While these initiatives move through the federal process, North Carolina still retains options locally. Nida believes in funding and coordinating professional development programs to utilize existing infrastructure to transition former federal workers into similar roles across public health, education, social services, and state-level public sector work. The state can and should leverage tax breaks to incentivize the hiring of these former federal workers.

## 2. Promote: Re-Investing in Federal Funding

Upon taking office, **Nida will immediately push to re-instate the federal funds and grants slashed by Musk and Trump.** Non-profits and other research institutes rely on these funds to operate, and the last minute cancellation caused significant upheaval.

In NC-04, Trump and Musk hit international development funding the hardest. As a result, Nida is calling for commitment to fund USAID at 150% of the previous levels for at least four additional years, until the agency fully recovers from the disinvestment. USAID played a significant role in global health initiatives, a cause [especially important in our state](#). In 2022, global health work in North Carolina received close to \$3 billion in annual research funding and created close to 175,000 jobs.

Federal grants [typically work as reimbursements](#), requiring organizations to pay the costs first and receive funding after the fact. Trump and Musk made this process [even more difficult](#), requiring every release of previously appropriated funds to have written justification. As former Biden HHS Secretary Robert Gordon [said](#), "Instead of cutting red tape, they are strangling grantees with it." This process causes significant strain on non-profits, forcing them to spend time, energy, and resources jumping through hoops to get reimbursed.

The Trump administration is intentionally slowing down reimbursements and making it harder for institutions to pursue [multiple avenues of research](#). **Nida will introduce legislation to streamline this process, ensuring non-profits can access their funding more quickly.** We must remove the Trump-era red tape and intentional delays that make it impossible for essential institutions to plan their budgets.

Presidents from George W. Bush to Joe Biden [deride the federal funding system](#). DOGE's destruction is an opportunity to correct these wrongs and deliver equity to the thousands of North Carolinians who rely on our government to make ends meet.

### 3. Preserve: Plans to Safeguard Our Future

Not only must we rectify the wrongs being perpetrated under the Trump administration, Nida understands that we must protect our future from the same kind of conservative onslaughts. Appropriations power belongs to Congress, and **Nida will take steps to ensure a rogue executive can no longer unilaterally gut our federal agencies.**

Several judges [already directed](#) the Trump Administration to reinstate federal workers that were wrongfully dismissed. Some guidelines, including the Reduction in Force rules, prevent the executive branch from undertaking mass firing projects similar to those pursued by DOGE. A comprehensive review and strengthening of these laws is long overdue, especially seeing as [legislation passed](#) in the 19th century played an integral role in slowing Trump and Musk down legally. The Pendleton Act of 1883 prevents firing certain classes of employees for political reasons, but should be expanded to larger swaths of the federal workforce such as civil servants who were only recently hired and consequently targeted by Musk and DOGE. Judges that ignored these statutes and allowed the Trump Administration to bulldoze long-standing bounds on executive authority should be thoroughly reviewed. Nida will consider introducing articles of impeachment against any federal judge found to be rubber-stamping the Trump administration's mass layoff scheme, in violation of their oath of office.

In Congress, she will also fight to protect workers during federal shutdowns. Just last year, Trump forced the government into the longest shutdown in history, lasting over 40 days. At least 670,000 federal employees were [furloughed](#), while roughly 730,000 continued to work without pay. Close to 7,000 of these employees were located in the [Durham and Chapel Hill area](#). The Government Employee Fair Treatment Act (GEFTA) requires retroactive pay for furloughed and excepted workers when the government re-opens, but many of these employees live paycheck to paycheck. While representatives continue to collect their salaries, large percentages of federal workers lose their incomes. Nida will sign onto [legislation](#) in the House that also prevents mass layoffs during federal shutdowns, known as the Securing Assurance for Federal Employees (SAFE) Act, and support related legislation introduced in the Senate [last year](#) which provides immediate financial relief for furloughed federal workers.

Musk also illegally offered federal employees a “buyout” clause, outside of DOGE's manufactured authority. The predatory offer suspiciously looked like part of a [phishing attempt](#), was poorly explained, and left some agencies [terribly understaffed](#). Buyouts can be [legal](#), but Nida will seek to expand Congressional authority to ensure mass layoffs cannot happen through the executive branch unilaterally.

**“ That is why Nida supports an expansion of remote work opportunities and flexibility, which will ensure federal jobs are more accessible and lucrative for employees. ”**

Finally, Congress must work to improve the labor conditions for the federal workforce. These employees often take lower salaries to serve the public — improved working conditions is the bare minimum to properly compensate them. That is why Nida supports an expansion of remote work opportunities and flexibility, which will ensure federal jobs are more accessible and lucrative

for employees. Nida will also fight to establish an emergency fund to be used for government salaries in the event of shutdowns, and push for a long overdue expansion of the Federal Employee Education & Assistance Fund (FEEA), which offers emergency loans, and community resources like food and housing.