



NATIONAL FEDERATION OF FEDERAL EMPLOYEES

Affiliated with the International Association of Machinists and Aerospace Workers, AFL-CIO
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WILLIAM R. DOUGAN
National President

June 16, 2010

WILLIAM D. FENAUGHTY
National Secretary/Treasurer

Dear Representative:

JOZEF DROZDOWSKI
National Vice President

On behalf of the National Federation of Federal Employees and the 110,000 federal employees our union represents throughout the United States and abroad, I strongly urge you to vote against any efforts which would eliminate the modest 2011 pay adjustment for America's federal workers.

PATRICIA LA SALA
National Vice President

Recently, certain members of Congress have put forth misleading data suggesting that federal employees are overpaid compared to those employed in the private sector. Though it is technically correct that federal employees make more on average than their private sector counterparts, this comparison neglects to acknowledge the stark differences between federal and private sector jobs. The reality is that when federal employees' salaries are compared with those who do the same jobs in the private sector, federal employees make significantly less. In fact, according to Bureau of Labor Statistics (BLS) data, federal employees nationwide are paid an average of 22.13 percent less than private sector workers doing the same jobs.

KOLLEEN MCGRATH
National Vice President

JOHN OBST
National Vice President

It is absolutely critical to consider the kind of work that federal employees perform when making these comparisons. Federal employees make more than private sector workers on average because the federal government had eliminated or contracted out the majority of low paying jobs in government over the last few decades. The highest concentration of federal employees in the government today are in the GS-11, GS-12, and GS-13 range. These positions require a high level of education and skill. By contrast, in 1950, the highest concentration of GS workers was at grades GS-2, GS-3, and GS-4. Federal salaries are not bloated; they are simply higher on average because the federal government does not do very much unskilled work in-house anymore.

TIM OSTROWSKI
National Vice President

DEBBIE RANSOM
National Vice President

COLIN WALLE
National Vice President

Finally, an across the board pay freeze in the federal government would be very damaging to the efficiency of federal agencies and the service they provide to the American people. Because of the sizable pay gap between federal sector and private sector, the federal government has difficulty competing with the private sector for labor. If we wish to recruit and retain the best doctors and nurses to care for our veterans, the best mechanics to armor the humvees our brave soldiers rely on, or the best scientists to research cures for cancer, then we must honor them with the pay adjustment they have earned.

I strongly urge you to vote against any measure that seeks to stifle or cut the honest wages of America's federal civil servants.

Sincerely,

William R. Dougan
National President



We Work for America Every Day.