



NATIONAL FEDERATION OF FEDERAL EMPLOYEES, IAMAW, AFL-CIO



NFFE-IAM and Federal Workforce Legislation - 118th Congress

Position: The foundation of a modern Democracy relies on a fair, effective, efficient, transparent, and apolitical civilian federal government workforce. To maintain and improve upon a modern federal civilian workforce, NFFE-IAM requests that the following legislation be passed to provide for a stable federal workforce that is ready to accept future challenges without fear of reprisal or improper political influence.

Locality Pay Equity Act - To align the locality pay areas under the antiquated Wage Grade System pay areas to match the General Service System pay areas.

Equal COLA Act (H.R. 866) - To achieve parity between the cost-of-living adjustment with respect to an annuity under the Federal Employees Retirement System and an annuity under the Civil Service Retirement System.

Honoring Civil Servants Killed in the Line of Duty Act - To raises the death gratuity to \$100,000 and the funeral allowance to \$8,800 from the current \$10,000 payment for survivors of fallen federal workers (updated in 1997) and \$800 funeral allowance (updated in 1966).

LEO Equity Act (H.R. 1322) - To provide federal Law Enforcement Officer (LEO) status to uniformed law enforcement personnel of the federal government who serve as a first responder to protect government employees and assets, but do not have the same coverage as other federal law enforcement officers.

Protecting our Democracy Act - To strengthen the guardrails that help prevent the abuses of executive power and corruption, to make the presidency more transparent and effective, and to establish that no president is above the law. NOTE: This bill **passed the 117th Congress in the House on a bipartisan vote** of 220 to 208.

Protect Federal Employee Pensions - The federal workforce is subject to an unfair four-tiered pension – with CSRS and three different FERS tiers. Within FERS, employees hired in 2013 are paying 2.3% more and those hired after 2014 are paying 3.6% more with no benefit increase.

Protect Federal Employee Annuities - The current pension calculation for most FERS pension participants is the average of highest three consecutive years of base salary, multiplied by the number of years of service, multiplied by 1% under 20 years of service or 1.1% above. Given that federal pensions have not seen any improvements since passage of the Federal Employees' Retirement System Act of 1986, coupled with the erosion of federal pensions for those hired since 2013, NFFE-IAM believes that an increase in the accrual rate from 1.1% to as much as 1.7% is long overdue.

Protect the FERS Annuity Supplement - In recent years, Members of Congress have proposed taking away the possibility for many federal workers to retire before the age of 62, frustrating both employees and managers at federal agencies who seek to better manage its workforce through attrition.