



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.

Saving the Civil Service Act (H.R. 1002 / S. 399) – To prohibit Schedule F-like authorities that 1) installs a limitless number of political appointees *without expirations dates* to work within the Executive Branch as covert operatives loyal to a person or ideology, and 2) forces the transition of tens of thousands of professional apolitical career federal employees into the same political employment status without legitimate access to the Prohibited Personnel Practices (PPP) and the Merit Systems Principles (MSP) that keep government honest, transparent, accountable, and fair.

Protect the Civilian Conservation Centers of Job Corps with 1) full funding in FY 2025, 2) increase pay for CCC staff who often make less than fast food employees, and 3) pass the CCC Modernization Act.

LEO Equity/Parity Act (H.R. 1322 / S. 1658) – 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.

Honoring Civil Servants Killed in the Line of Duty Act (H.R. 5883 / S. 3029) – 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).

Equal COLA Act (H.R. 866 / S. 3194) – 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.

End the Tiered FERS Contribution Rates – 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.

Bust the Pay Cap in General Schedule and Other Pay Systems – Federal workers continue to experience the demoralizing frustration of the salary cap that prevents them from receiving their annual pay increases in high-cost localities and in pay systems that are capped by Executive Schedule Level IV. The resulting pay compression creates a disincentive for qualified and experienced federal workers to continue their careers in the federal government.