



NATIONAL FEDERATION OF FEDERAL EMPLOYEES, IAMAW, AFL-CIO



NFFE-IAM and the FY 2026 National Defense Authorization Act (NDAA)

Position: The National Defense Authorization Act (NDAA) sets the Department of Defense's annual budget and shapes critical workforce and policy decisions. As the 119th Congress debates the FY 2026 NDAA, NFFE-IAM urges inclusion of the following provisions to support a strong, accountable, and mission-ready civilian defense workforce.

Oppose Cuts and Hiring Freezes to Shrink the Federal Civilian Workforce

Some on Capitol Hill propose slowing or halting hiring to reduce DoD's civilian workforce, but there is no legitimate justification. **The number of civilian employees is already smaller than in 1947**, despite a more than doubled U.S. population and growing global defense commitments. Outsourcing cannot replace the institutional knowledge, oversight, and public accountability federal employees provide. Artificial cuts and caps on hiring threaten mission readiness and national security.

Include the Federal Firefighter Pay Equity Act

This bipartisan bill grants equal retirement benefits for federal firefighters and aligns work schedules with industry standards. Recruitment and retention are becoming increasingly complex, especially at military installations where specialized training is essential. These roles cannot be quickly replaced, so Congress must act to preserve the operational integrity of base firefighting teams.

Block a New Round of BRAC

Another Base Realignment and Closure (BRAC) round would eliminate thousands of good jobs, devastate local economies, and cripple warfighter readiness. The 2005 BRAC round exceeded original cost estimates by \$14 billion (GAO-12-709R), with no demonstrated savings. Until a comprehensive cost-benefit analysis is completed, Congress must withhold BRAC authority.

Repeal Discriminatory RIF Authority (Section 1101 of FY 2016 NDAA)

The 2016 NDAA weakened Veterans' Preference and seniority protections during Reductions-in-Force (RIF), replacing them with biased performance metrics. NFFE-IAM supports repealing Section 1101 and restoring fairness to the RIF process, consistent with FY 2022 NDAA language allowing for greater flexibility.

Maintain the A-76 Moratorium

GAO and DoD IG findings support the current ban on A-76 outsourcing. They show that the process is deeply flawed and fails to produce verifiable cost savings. The moratorium must remain in place until a credible, transparent cost analysis is submitted to Congress.