



NATIONAL FEDERATION OF FEDERAL EMPLOYEES, IAMAW, AFL-CIO



NFFE-IAM and Federal Workforce Legislation - 119th Congress

Position: A strong and modern democracy depends on a fair, effective, transparent, and apolitical federal workforce. To sustain and strengthen that foundation, NFFE-IAM urges the passage of the following legislation to ensure a stable civil service, one capable of meeting the nation's future challenges without undue political interference or fear of retaliation for reporting corruption.

Stop the Illegal and Unethical Workforce Provisions in the 2026 Republican Budget Resolution

- **4.4% FERS for All**—Forcing all federal employees to pay 4.4% into retirement—a 3.3% hike for many—would be a pay cut, compounding the 27% wage gap with the private sector.
- **Extorting New Hires** – New employees are offered lower retirement costs if they forfeit whistleblower rights and lawful protection against corruption. That's not a choice—that's extortion.
- **Cutting First Responders' Pensions** – Ending the FERS Annuity Supplement punishes first responders and others forced to retire before qualifying for Social Security.
- **Slashing Pension Formulas**—Shifting to a high-5 pay calculation will reduce the already inadequate pensions that workers have earned and paid into.
- **Gutting FEHB with Vouchers**—Replacing shared-cost health insurance with unstable vouchers for more expensive healthcare schemes undermines care and raises costs.
- **Illegal Fees on Justice and Unions** – Charging workers for legal help at MSPB, and unions for legally required work at agencies, is unlawful and coercive.

End the Illegal Purge of Federal Workers

Fueled by corruption and deliberate defiance of laws born from centuries of hard-won lessons, the mass firing of federal employees—initiated by the Trump administration and met with silence by Congress—will cripple the nation's ability to defend itself and deliver vital services to the American people. Congress will first answer for its silence and complicity to the American people, long before the White House.

Protect America's Workforce Act - H.R. 2550

This bipartisan legislation aimed at restoring federal workers' lawful collective bargaining rights illegally targeted by President Trump's executive order, which unilaterally ended collective bargaining with federal unions in direct violation of current law.

Saving the Civil Service Act – H.R. 492 / S. 134 - Prohibits Schedule F/PC (political career)-style authorities that would:

1. Install an unlimited number of political operatives without term limits, and
2. Strip the career civil service of lawful protections under the Merit System Principles and Prohibited Personnel Practices, opening the door to corruption and political loyalty threats.

Federal Adjustment of Income Rates (FAIR Act) – H.R. 493 / S. 126

Federal workers earn 27% less than their private sector peers and have lost over 15% in real income over the past decade due to pay freezes and below-inflation increases. The FAIR Act would provide a 4.3% pay raise in 2026 to restore partial fairness.