



SENT VIA EMAIL

February 25, 2025

Dear Representative:

On behalf of the Federal-Postal Coalition, which represents the interests of more than five million federal and postal employees and retirees across the country, the undersigned organizations oppose the Budget Resolution as it calls for the House Oversight and Government Reform to identify \$50 billion in cuts, which are expected to come from federal and postal earned benefits.

Previously proposed cuts would erode the basic financial security of middle-class federal and postal workers, retirees and their families who live and work in every community and congressional district. These proposals renege on the government's commitments to its current and former employees in exchange for their hard work over long careers. Recent proposals, together and individually, would undermine our government's ability to recruit and retain an effective and well-qualified workforce to serve our nation's needs by slashing workers' take-home pay and undermining retiree income security. As federal and postal employees are covered by the same retirement and health care systems, we share common interest in opposing proposals that would target their earned benefits.

The federal workforce has already contributed \$300 billion towards deficit reduction since 2011 through a three-year pay freeze, reduced pay increases, unpaid furlough days, and two increases in retirement contributions for new hires, without any additional benefit. These middle-class workers give their all to this nation every day when they go to work, and were the first to contribute when the nation was facing severe economic challenges. They should not be forced to sacrifice even more.

The proposal to require employees to contribute 4.4 percent to their retirement benefits for all employees enrolled in the Federal Retirement System (FERS), a 3.3 percent increase for some, without any corresponding benefit increase, amounts to a substantial reduction in take-home pay for federal and postal employees. Simply, this is nothing more than a pay cut. Further reductions in take-home pay threaten these individuals' financial security and the government's ability to recruit and retain a skilled workforce to serve our country.

The proposals also include: eliminating the FERS annuity supplement for new retirees which drastically impacts employees in positions, including law enforcement and air traffic control, with mandatory retirement requirements; changing the retirement calculation for new FERS retirees by basing pensions on the highest five years of salary rather than the highest three years which would lower employees' anticipated annuity; creating a two-tiered FERS system based on whether or not new federal workers elect to be at-will employees -- able to be fired without cause or for partisan political reasons -- or continue under the current non-political merit-based system; charging federal labor organizations a fee for use of official time which would dismantle labor-

management relations in the federal government; moving the Federal Employee Health Benefit (FEHB) Program to a voucher program, instead of the current premium-shared model, that would increase cost for federal employees or reduce the level of health care services they receive; and charging a fee to employees who appeal adverse action to the Merit System Protection Board.

Many federal and postal employees enter their careers to serve not just their country and communities, but also to secure a steady and reliable job. The pensions received at retirement after these long careers is not a gift – they are earned. Diminishing their value in any way for current employees and retirees fails to honor the commitments made to our public servants.

The size of the federal government has not grown in the past thirty years, however, demands for services have certainly increased. These proposals do nothing but drive people away from public service employment, hollowing out federal agencies and departments – causing them to lose institutional knowledge – and creating inefficiencies. Additionally, the proposals in the budget would undoubtedly make it harder to afford to retire, requiring employees to consider working longer, reducing government savings and delaying the career progression of younger employees prepared to take on greater responsibility. Further, these proposals are particularly harmful to employees subject to mandatory early retirement, such as law enforcement officers, air traffic controllers, and firefighters, who would be forced to accept significantly diminished financial security in retirement.

Targeting federal and postal employees through the budget process harms hard-working middle-class Americans in every congressional district. It also effectively attacks veterans, who make up one-third of the federal workforce, and our national security interests, as two-thirds of the federal workforce contributes to defending our homeland, supporting our military, or caring for our veterans.

The people we represent are not faceless bureaucrats. They are men and women who provide crucial services: taking criminals off our streets and keeping them behind bars; supplying and preparing our military; caring for veterans; providing the intelligence and human resources to thwart terrorism; ensuring the safety of the food we eat and protecting animal and human health; protecting our borders and our airways; facilitating trade and travel; providing Social Security benefits; processing and delivering our mail; and much, much more. The budget resolution disrespects these individuals and retirees, and the work they do – and have done – for this country. Therefore, we strongly urge you to reject these proposed changes to federal employee pay, retirement benefits, and rights.

Sincerely,

American Federation of Government Employees, AFGE
American Foreign Service Association, AFSA
American Postal Workers Union, APWU
Federal Aviation Administration Managers Association, FAAMA
Federal Managers Association, FMA
International Federation of Professional and Technical Engineers, IFPTE

Laborers' International Union of North America, LiUNA
National Active and Retired Federal Employees Association, NARFE
National Air Traffic Controllers Association, NATCA
National Association of Agriculture Employees, NAAE
National Association of Assistant United States Attorneys, NAAUSA
National Association of Government Employees, NAGE
National Association of Letter Carriers, NALC
National Association of Postal Supervisors, NAPS
National Council of Social Security Management Associations, NCSSMA
National Federation of Federal Employees, NFFE
National Postal Mail Handlers Union, NPMHU
National Rural Letter Carriers Association, NRLCA
National Treasury Employees Union, NTEU
National Weather Service Employees Organization, NWSEO
Professional Aviation Safety Specialists, PASS
Patent Office Professional Association, POPA
Postal Police Officers Association, PPOA
Professional Managers Association, PMA
Senior Executives Association, SEA