



SENT VIA EMAIL

April 29, 2025

Chairman James Comer
Oversight and Government Reform
U.S. House of Representatives
Washington, DC 20515

Ranking Member Steve Lynch
Oversight and Government Reform
U.S. House of Representatives
Washington, DC 20515

Dear Chairman Comer and Ranking Member Lynch,

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 harmful provisions included in the Committee Print being considered for markup tomorrow.

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 3.6 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. Furthermore, new employees who choose not to forfeit their appeal rights and become at-will employees would pay an additional 5 percent, totaling 9.4 percent.

Additionally, the Committee Print calls to: eliminate the FERS annuity supplement for new retirees which drastically impacts employees in positions like law enforcement 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; and charging a fee to employees who appeal adverse action to the Merit Systems Protection Board.

Make no mistake: the estimated savings of \$51.62 billion is sourced from federal and postal employees' paychecks and retirees' annuities.

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. They should not be forced to sacrifice even more. 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.

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 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, the proposal to make merit system rights optional and costly for new hires not only proposes to deprive federal workers of merit system protections, it proposes to remove protections that support an accountable, fair, and merit-based management of government that works for the American public, not partisan or political interests.

Targeting federal and postal employees through the reconciliation 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. This proposal 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 labor 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 Association of Federal Veterinarians, NAFV
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
United Postmasters and Managers of America, UPMA

cc: Members of the House Committee on Oversight and Government Reform