

## **Federal Employee Issues**

LIUNA represents hundreds of thousands of workers across the United States and Canada, including over 25,000 Federal employees in 34 states. LIUNA's Federal employees provide essential services for veterans and Native Americans, keep our skies safe and our parks clean, and protect us from threats both foreign and domestic. Federal employees have already contributed over \$159 billion toward deficit reduction in the past several years through a three-year pay freeze, sequestration, and pension cuts. LIUNA calls on Congress to end these attacks on Federal employees' job security, pay, and retirement security, and to pass laws to provide reasonable benefits to them.

### **LIUNA: The Facts**

- *25,000 Federal employees are represented by LIUNA*
- *90% of them work outside the Beltway in 34 states and Washington, D.C.*
- *\$159 billion has already been contributed by Federal employees to deficit reduction in the past 10 years*
- *2% - total cost of living increase received by Federal employees in the past 5 years*

## **Attacks on Federal Employee Pay**

Federal employees suffered under a three year pay freeze, and received modest increases of only 1% per year the past 2 years, which doesn't even keep up with inflation. The President has requested a 1.3% increase for FY 16, and LIUNA hopes Congress will support at least that amount. Specifically, **LIUNA supports H.R. 304/S. 164, the FAIR Act, to give Federal employees a 3.8% pay increase in FY 16.**

## **Family Leave**

The President's January 2015 memorandum makes it easier for federal workers to borrow paid sick leave for the birth, adoption, or fostering of a child, but federal workers do not have any dedicated paid leave specifically for when they expand their family. A recent report by the Joint Economic Committee found that parental leave is not only a benefit to workers and their families, but also to employers and the economy at large. When Federal workers get paid leave to become a parent, it makes them more likely to come back to work, lowering training costs for the Federal government to train their replacement and increasing productivity. This bill has been scored as deficit-neutral by the Congressional Budget Office (CBO). **LIUNA supports H.R. 532, the Federal Employee Paid Parental Leave Act of 2015, which would provide six (6) weeks of administrative paid parental leave for the birth, adoption or fostering of a child.**

## **Wounded Warrior Leave**

LIUNA proudly represents many veterans and current Guard and Reserve Component members of the Armed Forces who are also Federal employees. Often, these workers can exhaust their sick or other types of leave to seek service-connected medical treatment. **LIUNA supports H.R. 313/S. 242, the Wounded Warriors Federal Leave Act, which would provide 104 hours of Wounded Warrior leave for Federal workers who are also**

**veterans in their first year of Federal service to seek medical treatment for their service-connected disabilities.**

### **Cuts to the Federal Workforce**

Over the past several years, the Federal workforce has been cut due to sequestration. Workers are retiring and not being replaced. Despite this, several bills have been introduced in Congress to further cut the size of the Federal workforce through either attrition, hiring freezes, or outright reductions. These cuts will affect critical services provided by LIUNA's Federal employee members, such as DOD civilians supporting the military's mission, emergency responders, and caring for our veterans. **LIUNA opposes legislation to cut the Federal workforce.**

#### **LIUNA Positions**

- **SUPPORT H.R. 304/S. 164, the FAIR Act, to give Federal employees a 3.8% pay increase in FY 15**
- **SUPPORT H.R. 532, to give Federal workers six (6) weeks of paid family leave.**
- **SUPPORT H.R. 313/S. 242, the Wounded Warriors Federal Leave Act.**
- **OPPOSE Cuts to the Federal Workforce**