### 116TH CONGRESS LEGISLATION AFFECTING THE FEDERAL COMMUNITY

<table>
<thead>
<tr>
<th>Issue</th>
<th>Bill Number/Name/Sponsor/NARFE Position</th>
<th>What Bill Would Do</th>
<th>Latest Action(s)</th>
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</table>
                            Rep. Gerry Connolly, D-VA / Sen. Brian Schatz, D-HI | Provides a 3.6 percent average federal employee pay raise in 2020.                       | Referred to the House Committee on Oversight and Reform  
                            Referred to the Senate Committee on Homeland Security and Governmental Affairs |
| Federal Compensation       | **H.R. 1534/S. 1174:** Federal Employee Paid Leave Act of 2019       
                            Rep. Carolyn Mahoney, D-NY / Sen. Brian Schatz, D-HI | Provides federal employees with 12 weeks of paid leave in connection with the birth, adoption, or foster placement of a child and other medical conditions. | Referred to the House Committees on Oversight and Reform, and House Administration  
                            Referred to the Senate Committee on Homeland Security and Governmental Affairs |
| Federal Compensation       | **H.R. 3506:** Wage Grade Employee Parity Act  
                            Matt Cartwright, D-PA | Ensures that percentage increase in rates of basic pay for Wage Grade federal employees is equal to the percentage increase received by General Schedule federal employees. | Referred to the House Committee on Oversight and Reform |
| Federal Compensation       | **H.R. 4493:** Federal Employee Short-Term Disability Insurance Act of 2019  
                            Del. Eleanor Holmes Norton, D-DC | Provide short-term, non-work-related disability insurance for federal employees. | Referred to the House Committee on Oversight and Reform |

For more information, please contact the advocacy department at [advocacy@narfe.org](mailto:advocacy@narfe.org).
| GPO/WEP | **H.R. 141/S. 521**: Social Security Fairness Act of 2019  
Rep. Rodney Davis, R-IL / Sen. Sherrod Brown, D-OH | Repeals both the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP). | Referred to the House Committee on Ways and Means  
Referred to the Senate Committee on Finance |
|---|---|---|---|
| GPO/WEP | **H.R. 3934**: Equal Treatment of Public Servants Act of 2019  
Rep. Kevin Brady, R-TX | Provides a $100 rebate ($50 for surviving spouses) to those first eligible for benefits before 2022 (ages 60 and older in 2019). WEP-affected individuals eligible for benefits from 2022 to 2060 (ages 21 to 59 in 2019) would be subject to either a new formula created by the bill or the current WEP formula, whichever is more beneficial. Those eligible for benefits in 2061 (age 20 and under in 2019) would be subject to the new formula. | Referred to the House Committee on Ways and Means |
| GPO/WEP | **H.R. 4540**: The Public Servants Protection and Fairness Act  
Rep. Richard Neal, D-MA | Provides a $150 rebate to individuals eligible for benefits before 2022 (turning age 62 before 2022). For individuals first eligible for benefits in 2022 or later (turning age 62 in 2022 or later), the bill creates a new benefit formula based on all employment in Social Security-covered and non-covered jobs, in proportion to the share of a worker's earnings that were covered. Moving forward, the penalty would be calculated using the current formula or the new one created in the bill, whichever is more beneficial. | Referred to the House Committee on Ways and Means |
| **Federal Annuities** | **H.R. 2478**: The Federal Retirement Fairness Act  
Rep. Derek Kilmer, D-WA | Allows federal employees who started their careers in temporary positions before transitioning into permanent roles to retroactively contribute toward their retirement for the years they held a temporary position. | Referred to the House Committee on Oversight and Reform |
|----------------------|-------------------------------------------------|-------------------------------------------------|-------------------------------------------------|
| **Annuity COLA**     | **H.R. 1254**: The Equal COLA Act  
Rep. Gerry Connolly, D-VA | Ensures that Federal Employees Retirement System (FERS) retirees receive the same full cost-of-living adjustment (COLA) as Civil Service Retirement System (CSRS) retirees. | Referred to the House Committee on Oversight and Reform |
| **Postal Reform**    | **H.R. 2382**: USPS Fairness Act  
Rep. Peter DeFazio, D-OR | Repeals the USPS’ prefunding requirement. | Referred to the House Committee on Oversight and Reform |
| **Postal Reform**    | **H.Res. 23**: Expresses the sense of the House that the U.S. Postal Service should take all appropriate measures to ensure the continuation of door-to-door delivery for all businesses and residential customers.  
Rep. Susan Davis, D-CA | Expresses the sense of the House that the U.S. Postal Service should continue door-to-door delivery for businesses and residential customers.  
As a resolution, it will not be sent to the president and, therefore, cannot become law. | Referred to the House Committee on Oversight and Reform |
| **COLAs**            | **H.R. 1553**: Fair COLA for Seniors Act of 2019  
Rep. John Garamendi, D-CA | Requires Social Security and federal retirement programs to use the Consumer Price Index for the Elderly (CPI-E) to calculate cost-of-living adjustments (COLAs) to retirement benefits. | Referred to the House Committee Ways and Means, Veterans’ Affairs, Oversight and Reform, and Armed Forces |
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<th>Postal Reform</th>
<th><strong>H.Res. 33/S. Res. 99:</strong> Expresses the sense of the House that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization.</th>
<th>Expresses the sense of the House that the U.S. Postal Service should not be subject to privatization. As a resolution, it will not be sent to the president and, therefore, cannot become law.</th>
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<td>Postal Reform</td>
<td><strong>H.Res. 54:</strong> Expresses the sense of the House that the U.S. Postal Service should take all appropriate measures to ensure the continuation of its six-day delivery.</td>
<td>Expresses the sense of the House that the U.S. Postal Service should maintain six-day mail delivery. As a resolution, it will not be sent to the president and, therefore, cannot become law.</td>
<td>Referred to the House Committee on Oversight and Reform</td>
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<td><strong>H.Res. 60:</strong> Expresses the sense of the House that the U.S. Postal Service should take all appropriate measures to restore service standards in effect on July 1, 2012.</td>
<td>Expresses the sense of the House that the U.S. Postal Service should restore service standards in place as of July 1, 2012. As a resolution, it will not be sent to the president and, therefore, cannot become law.</td>
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| **Government Shutdown** | **S. 24:** Government Employee Fair Treatment Act of 2019  
Sen. Ben Cardin, D-MD | Requires the federal government to provide back pay to furloughed federal employees due to a lapse in appropriations in all future government shutdowns. | Signed into law by the President on January 16, 2019. |
|------------------------|-------------------------------------------------|-------------------------------------------------|--------------------------------------------------|
| **Federal Personnel Policy** | **H.R. 3348/S. 1898:** MERIT Act  
Referred to the Senate Committee on Homeland Security and Governmental Affairs |
| **Identity Protection** | **H.R. 3726:** RECOVER Act  
Del. Eleanor Holmes Norton, D-DC | Would provide lifetime identity protection coverage for individuals affected by the 2015 OPM data breach. | Referred to the House Committee on Oversight and Reform |
| **DC Statehood** | **H.R. 51:** Washington, D.C. Admission Act  
Del. Eleanor Holmes Norton, D-DC | Would provide for the admission of the State of Washington, D.C. into the Union. | Referred to the House Committees on Oversight and Reform and Rules |