



LEGISLATIVE PRIORITIES FOR THE 114TH CONGRESS

The National Active and Retired Federal Employees Association (NARFE), one of America's oldest and largest associations, was founded in 1921 with the mission of protecting the earned rights and benefits of America's current and retired federal workers. As the largest federal employee/retiree organization with nearly 240,000 members, NARFE represents the interests of the five million federal annuitants and employees, and their spouses and survivors.

- **Improve and protect the affordability of and choice provided by the Federal Employees Health Benefits Program (FEHBP)**
 - Oppose proposals that would force employees and retirees to pay an increasing share of health insurance premiums.
 - Ensure that proposals intended to increase Medicare utilization protect retirees not enrolled in Medicare from unfair premium increases. NARFE opposes proposals requiring Medicare enrollment as a condition of continued FEHBP enrollment for current retirees.
 - Support efforts to reduce the cost of prescription drug coverage, including FEHBP participation in the Medicare Part D Employer Group Waiver Plan program.
- **Support fair and full cost-of-living adjustments (COLAs) to federal retirement annuities**
 - Oppose reductions in COLAs to federal retirement annuities and Social Security benefits, including a switch to the Chained CPI for purposes of calculating COLAs.
 - Support proposals to improve the accuracy of calculating COLAs for federal annuitants, including a switch to the CPI-E, which measures prices experienced by Americans age 62 and older.
- **Support compensation and staffing levels necessary for an effective federal workforce**
 - Support annual pay raises in-line with private-sector pay increases in order to close the gap between public- and private-sector pay, which now stands at 35 percent.
 - Oppose pay cuts in the form of further increased retirement contributions without a corresponding benefit increase.
 - Oppose arbitrary across-the-board cuts to the size of the federal workforce.
- **Additional priorities:**
 - **Postal Reform.** Support postal reform legislation that relieves the United States Postal Service (USPS) of its burdensome prefunding requirement for future retiree health care costs, and maintains service standards such as 6-day and to-the-door delivery without undermining important employee benefits, such as workers' compensation, retiree health benefits and annuities.
 - **Paid Parental Leave.** Support six weeks of paid parental leave for federal employees in connection with the birth or adoption of a child.
 - **Personnel Management Policy.** Support reasonable reforms to personnel management systems that would improve performance and efficiency without undermining important employee protections that ensure fair treatment and a professional, nonpolitical civil service.
 - **FECA.** Oppose arbitrary reductions in federal workers' compensation benefits at retirement age. Support improvements to the program integrity of the federal workers' compensation program.
 - **Retirement Processing.** Support adequate funding for and continued oversight of the processing of federal retirement annuity applications, including incremental modernizations of the information technology systems used to maintain records and process claims.
 - **Combat Zone Tax Parity.** Support a revision of tax laws to exempt the pay of civilian federal employees serving in zones of armed conflict from federal income taxes in a manner similar to that of their uniformed counterparts.
 - **Locality Pay.** Support providing equity to federal employees who retired from service in Alaska, Hawaii or other "non-foreign areas" by recalculating their annuities to include a measure of locality pay – without this, their annuities do not reflect an appropriate percentage of their final salaries.
 - **Data.** Support a requirement that the Office of Personnel Management (OPM) publish data on where federal employees live, by congressional district.

For more information, please contact Jessica Klement, Legislative Director, at jklement@narfe.org, or John Hatton, Deputy Legislative Director, at jhatton@narfe.org.